



DIOCESE OF SACRAMENTO

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LAY PERSONNEL

December 9, 2019

To: Pastors, Parish Finance Council, Agency Directors, Office Managers, and School Principals

FR: Anna Schiele

RE: **Minimum Wage Increase**

Please be advised of the following effective January 1, 2020:

1. Any current non-exempt employee working at an hourly rate of \$12/hour will need to receive an increase to the new minimum of \$13/hour.
2. Any current exempt employee with a salary rate less than \$54,080 will need to receive an increase to the new minimum of \$54,080 annually.
3. The chart below details the projected increases occurring until 2022:

Effective Date	Minimum Wage	Weekly Salary	Monthly Salary	Annual Salary
Jan. 1, 2020	\$13.00	\$1,040	\$4,506.67	\$54,080
Jan. 1, 2021	\$14.00	\$1,120	\$4,853.33	\$58,240
Jan. 1, 2022	\$15.00	\$1,200	\$5,200	\$62,400

Please Note: If the employee is a teacher, the rates above do not apply to them as they have a different pay scale that is released from the Catholic School Department.

Please feel free to contact me if you have any questions or concerns. I am also happy to discuss the pros and cons related to the decision to change an employee's status from exempt to non-exempt. I can be reached by phone at 916-733-0240 or by email at aschiele@scd.org.