



DIOCESE OF SACRAMENTO

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LAY PERSONNEL

December 22, 2025

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, 2026:

1. Any current non-exempt employee working at an hourly rate of \$16.50/hour will need to receive an increase to the new minimum of \$16.90/hour.
2. Any current exempt employee with a salary rate less than \$70,304 will need to receive an increase to the new minimum of \$70,304 annually.
3. The chart below details the breakdown of the minimum wage order:

Effective Date	Hourly Minimum Wage	Exempt Weekly Salary	Exempt Monthly Salary	Exempt Annual Salary
Jan. 1, 2025	\$16.90	\$1,352	\$5,858.67	\$70,304

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.