**Minimum Wage Rates**

<table>
<thead>
<tr>
<th>Rate</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$8.75</td>
<td>7/1/16</td>
</tr>
<tr>
<td>$9.25</td>
<td>7/1/17</td>
</tr>
<tr>
<td>$10.10</td>
<td>7/1/18</td>
</tr>
</tbody>
</table>

*Effective July 1, 2016
Montgomery Co. and Effective Oct. 1, 2016
Prince George’s Co.*

NEW minimum wage rates take effect. Employers in these counties are required to post the applicable rate information.

**Minimum Wage**

Most employees must be paid the Maryland State Minimum Wage Rate.

**Tipped Employees** (earning more than $30 per month in tips): must earn the State Minimum Wage Rate per hour. Employers must pay at least $3.63 per hour. This amount plus tips must equal at least the State Minimum Wage Rate.

**Amusement and Recreational Establishments (who meet certain requirements):** must pay employees at least 85% of the State Minimum Wage Rate or $7.25, whichever is higher.

**Employees under 20 years of age:** must earn at least 85% of the State Minimum Wage Rate for the first 6 months of employment.

**Overtime**

Most employees must be paid **1.5 times** their usual hourly rate for all work over **40 hrs.** per week. Exceptions:

- Bowling establishments, and institutions providing on-premise care (other than hospitals) to the sick, the aged, or individuals with disabilities for all work over **48 hrs.** per week
- Agricultural workers for all work over **60 hrs.** per week

**Exemptions**

**Minimum Wage and Overtime Exemptions:**

- Immediate family member of the employer
- Certain agricultural employees
- Executives, administrative, and professional employees
- Volunteers for educational, charitable, religious, and non-profit organizations
- Employees under 16 working less than 20 hours per week
- Outside salesman
- Commissioned employees
- Employees enrolled as a trainee as part of a public school special education program
- Non-administrative employees of organized camps
- Certain establishments selling food and drink for consumption on the premises grossing less than $400,000 annually
- Drive-in theaters
- Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood

**Overtime Only Exemptions**

*must earn the State Minimum Wage Rate:*

- Taxicab drivers
- Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks
- Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show
- Employers subject to certain railroad requirements of the U.S. Dept. of Transportation, the Federal Motor Carrier Act, and the Interstate Commerce Commission

**FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT:**

**Department of Labor, Licensing and Regulation**
**Division of Labor and Industry—Employment Standards Service**

1100 North Eutaw Street, Room 607
Baltimore, MD 21201

Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303
E-mail: dlldiemploymentstandards-dllr@maryland.gov

**EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION. PAY RECORDS MUST BE KEPT FOR 3 YEARS ON OR ABOUT THE PLACE OF WORK. PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.**

Rev. 8/2016