# Minimum Wage and Overtime Law

**Montgomery County**

**Minimum Wage Rates**

<table>
<thead>
<tr>
<th>Employer Type</th>
<th>Minimum Wage Rate</th>
<th>Time Period</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Large Employers with 51 or more employees:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>$15.00</strong></td>
<td>Until 6/30/2022</td>
<td>$15.65</td>
<td>Effective 7/1/2022</td>
</tr>
<tr>
<td><strong>Mid-sized Employers with 11 to 50 employees:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>$14.00</strong></td>
<td>Until 6/30/2022</td>
<td>$14.50</td>
<td>Effective 7/1/2022</td>
</tr>
<tr>
<td><strong>Small Employers with 10 or less employees:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>$13.50</strong></td>
<td>Until 6/30/22</td>
<td>$14.00</td>
<td>Effective 7/1/2022</td>
</tr>
<tr>
<td><strong>$14.50</strong></td>
<td>Effective 7/1/2022</td>
<td>$15.00</td>
<td>Effective 7/1/2023</td>
</tr>
<tr>
<td><strong>$15.00</strong></td>
<td>Effective 7/1/2023</td>
<td></td>
<td>Effective 7/1/2024</td>
</tr>
</tbody>
</table>

Employers may also be subject to the Fair Labor Standards Act. MD Department of Labor enforces the Montgomery County Minimum Wage Law (see Labor and Employment Article, Title 3, Subtitle 1, Annotated Code of Maryland).

**Minimum Wage**

Employees must be paid the higher of the State, County or federal minimum wage rate unless the employee qualifies for an exemption.

**Tipped Employees** (earning more than $30 per month in tips) must earn the Montgomery Co. Minimum Wage Rate per hour. Employers must pay at least **$4.00 per hour.** This amount plus tips must equal at least the Montgomery Co. Minimum Wage Rate. Restaurant employers who utilize a tip credit are required to provide employees with a written or electronic wage statement for each pay period showing the employee's effective hourly rate of pay including employer paid cash wages plus tips for tip credit hours worked for each workweek of the pay period. See Maryland Department of Labor website for additional information.

**Employees under 19 years of age** and working 20 or fewer hours per week are exempt from the County Minimum Wage Rate. **Employees under 20 years of age** must earn at least 85% of the County Minimum Wage Rate for the first six 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:

- Agricultural workers for all work over **60 hrs.** per week

**Exemptions** (Federal Exemptions also apply under Montgomery County’s Ordinance)

- 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 salesperson
- 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**

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

Maryland Department of Labor  
Division of Labor and Industry  
Employment Standards Service  
10946 Golden West Drive, Suite 160  
Hunt Valley, MD 21031  
Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303  
E-mail: dldlemploymentstandards-dllr@maryland.gov

**EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY.**

*THIS IS A SUMMARY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL ADVISOR. PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.*

Rev. 6/2022