# Minimum Wage and Overtime Law
## Montgomery County

(Chapter 27, Article XI, Montgomery County Code)

<table>
<thead>
<tr>
<th>Montgomery County</th>
<th>Minimum Wage Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Large Employers with 51 or more employees:</strong></td>
<td></td>
</tr>
<tr>
<td>$15.00</td>
<td>Until 6/30/2022</td>
</tr>
<tr>
<td><strong>$15.65</strong></td>
<td>Effective 7/1/2022</td>
</tr>
<tr>
<td><strong>Mid-sized Employers with 11 to 50 employees</strong></td>
<td></td>
</tr>
<tr>
<td>$14.00</td>
<td>Until 6/30/2022</td>
</tr>
<tr>
<td><strong>$14.50</strong></td>
<td>Effective 7/1/2022</td>
</tr>
<tr>
<td><strong>$15.00</strong></td>
<td>Effective 7/1/2023</td>
</tr>
<tr>
<td><strong>Small Employers with 10 or less employees</strong></td>
<td></td>
</tr>
<tr>
<td>$13.50</td>
<td>Until 6/30/22</td>
</tr>
<tr>
<td><strong>$14.00</strong></td>
<td>Effective 7/1/2022</td>
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</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).

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### Minimum Wage

Most employees must be paid the Montgomery Co. Minimum Wage Rate. Employees under 19 years of age and working under 20 hours per week are exempt from this rate.

**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 20 years of age

Must earn at least 85% of the County Minimum Wage Rate

### 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)

**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 salespersons
- 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 Exemptions:**
- 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
- Seasonal amusement and recreational establishments that meet certain criteria

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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: dldliemploymentstandards-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.

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