**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 Tip Credit Wage Statement. See Maryland Department of Labor website for additional information.

**Employee 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)

**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 the age of 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

**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: dldemploymentstandards-dhhr@maryland.gov

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**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.**

**See Montgomery County Law for complete definition of mid-sized employer**