


**MEMORANDUM**

November 21, 2014

TO: County Council

FROM: Josh Hamlin, Legislative Attorney 

SUBJECT: **Introduction:** Bill 59-14, Human Rights and Civil Liberties – County Minimum Wage – Effective Dates

Bill 59-14, Human Rights and Civil Liberties – County Minimum Wage – Effective Dates, sponsored by Council President Rice, is scheduled to be introduced on November 25. A public hearing is tentatively scheduled for January 20, 2015 at 1:30 p.m.

Bill 59-14 would change the effective dates of future increases in the County minimum wage from October 1 to July 1 of the years 2015, 2016, and 2017. In November 2013, the County enacted Bill 27-13, Human Rights and Civil Liberties – County Minimum Wage – Dollar Amount, establishing the County minimum wage with phased increases on October 1 of each year through 2017. In its 2014 session, the Maryland General Assembly enacted HB 295, increasing the State minimum wage with phased increases on July 1 of each year through 2018. Synchronizing the dates would simplify the administration of the annual increases by employers.

This packet contains:	<u>Circle #</u>
Bill 59-14	1
Legislative Request Report	3
Table comparing minimum wage rates	4

Bill No. 59-14  
Concerning: Human Rights and Civil Liberties – County Minimum Wage – Effective Dates  
Revised: 11/05/2014 Draft No. 1  
Introduced: November 25, 2014  
Expires: May 25, 2016  
Enacted: \_\_\_\_\_  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: None  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

**COUNTY COUNCIL  
FOR MONTGOMERY COUNTY, MARYLAND**

---

By: Council President Rice

---

**AN ACT** to:

- (1) change the effective dates of increases in the County minimum wage; and
- (3) generally amend the law governing the County minimum wage.

By amending

Chapter 34 of the Laws of Montgomery County 2013  
Section 2, Transition

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*

1           **Sec. 1. Section 2 of Chapter 34 of the Laws of Montgomery County**  
2 **2013 is amended as follows:**

3           **Sec. 2. Transition.**

4           Notwithstanding Section 27-68, as added in Section 1, the County minimum  
5 wage, until [October] July 1, 2017, must be the greater of the minimum wage  
6 required under the Federal or State Act or:

- 7           (a) effective October 1, 2014, \$8.40 per hour;
- 8           (b) effective [October] July 1, 2015, \$9.55 per hour; and
- 9           (c) effective [October] July 1, 2016, \$10.75 per hour.

10 *Approved:*

11

---

Craig L. Rice, President, County Council	Date
--	------

12 *Approved:*

13

---

Isiah Leggett, County Executive	Date
---------------------------------	------

14 *This is a correct copy of Council action.*

15

---

Linda M. Lauer, Clerk of the Council	Date
--------------------------------------	------

## LEGISLATIVE REQUEST REPORT

Bill 59-14

*Human Rights and Civil Liberties – County Minimum Wage – Effective Dates*

**DESCRIPTION:** Bill 59-14 would change the effective dates of future increases in the County minimum wage from October 1 to July 1 of the years 2015, 2016, and 2017.

**PROBLEM:** After the County enacted Bill 27-13, establishing the County minimum wage with phased increases through 2017, the Maryland General Assembly passed HB 295, increasing the State minimum wage. Both County and State minimum wages include annual increases through 2017 and 2018 respectively, with the County's minimum wage increasing on October 1 of each year, and the State minimum wage increasing on July 1 of each year.

**GOALS AND OBJECTIVES:** Synchronize the increases of the County and State minimum wages.

**COORDINATION:** Office of Human Rights / Human Rights Commission

**FISCAL IMPACT:** To be requested.

**ECONOMIC IMPACT:** To be requested.

**EVALUATION:** To be requested.

**EXPERIENCE ELSEWHERE:** To be researched.

**SOURCE OF INFORMATION:** Josh Hamlin, Legislative Attorney

**APPLICATION WITHIN MUNICIPALITIES:** To be researched.

**PENALTIES:** N/A

**A Comparison of Bill 27-13 and HB 295 Minimum Wage Rates**

<b>Date</b>	<b>Federal</b>	<b>State</b>	<b>County</b>
October 1, 2014	7.25	7.25	8.40
January 1, 2015	7.25	8.00	8.40
July 1, 2015	7.25	8.25	8.40
October 1, 2015	7.25	8.25	9.55
July 1, 2016	7.25	8.75	9.55
October 1, 2016	7.25	8.75	10.75
July 1, 2017	7.25	9.25	10.75
October 1, 2017	7.25	9.25	11.50
July 1, 2018	7.25	10.10	11.50