

NOTICE



EFFECTIVE JULY 1, 2023



Montgomery County, Maryland

MINIMUM WAGE INCREASE

Montgomery County Code Section 27-68

EFFECTIVE DATE	LARGE EMPLOYER	MID-SIZED EMPLOYER	SMALL EMPLOYER
JULY 1, 2023	\$16.70	\$15.00	\$14.50
JULY 1, 2024	Increased annually by CPI-W	\$15.00 + CPI-W + 1% ²	\$15.00
JULY 1, 2025		Increased annually by CPI-W + up to 1%, until equal to large employers.	\$15.00 + CPI-W + 1% ³
JULY 1, 2026 and subsequent years.			Increased annually by By CPI-W + up to 1% until equal to large employers.

A **“large employer”** is an employer who employs 51 or more employees;

A **“mid-sized employer”** is:

- an employer who employs between eleven and 50 employees; or
- an employer who employs eleven or more employees and:
 - has tax exempt status under Section 501(c)(3) of the Internal Revenue Code; or
 - provides “home health services” as defined by 42 C.F.R. § 440.70 or “home or community-based services” as defined by 42 C.F.R. § 440.180, and receives at least 75% of gross revenues through state and federal Medicaid programs.

A **“small employer”** is an employer who employs 10 or fewer employees.

¹ Beginning July 1, 2022, the minimum wage required under County Code Section 27-68 must be adjusted annually, to the nearest five cents, according to average increase, if any, in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for Washington-Baltimore for the previous calendar year.

² Beginning July 1, 2024, until it is equal to the minimum wage required under Section 27-68, the minimum wage for mid-size employers must be adjusted annually, to the nearest five cents, by the annual average increase, if any, in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for Washington-Baltimore for the previous calendar year plus, if the CPI-W increase is less than \$0.50, one percent of the minimum wage required for the prior year, up to a total increase of \$0.50.

³ Beginning July 1, 2025, until it is equal to the minimum wage required under Section 27-68, the minimum wage for small employers must be adjusted annually, to the nearest five cents, by the annual average increase, if any, in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for Washington-Baltimore for the previous calendar year plus, if the CPI-W increase is less than \$0.50, one percent of the minimum wage required for the prior year, up to a total increase of \$0.50.