### Montgomery County

**Minimum Wage Rates**

<table>
<thead>
<tr>
<th>Rate</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>$7.25</td>
<td>Until 9/30/14</td>
</tr>
<tr>
<td>$8.40</td>
<td>Effective 10/1/14</td>
</tr>
<tr>
<td>$9.55</td>
<td>Effective 10/1/15</td>
</tr>
<tr>
<td>$10.75</td>
<td>Effective 7/1/16</td>
</tr>
<tr>
<td>$11.50</td>
<td>Effective 7/1/17</td>
</tr>
</tbody>
</table>

**Employers may also be subject to the Fair Labor Standards Act.**

DLLR enforces the Montgomery County Minimum Wage Law

(see Labor and Employment Article, Title 3, Subtitle 1, Annotated Code of Maryland)

---

### Maryland Minimum Wage and Overtime Law

**Montgomery County**

(Applies to employers with two or more employees)

(Chapter 27, Article XI, Montgomery County Code)

#### Minimum Wage

Most employees must be paid the Montgomery Co. Minimum Wage Rate. Employees age 18 and under 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.

**Amusement and Recreational Establishments (who meet certain requirements):** must pay employees at least 85% of the State Minimum Wage Rate.

**Employees under 20 years of age:** must earn at least 85% of the State Minimum Wage Rate for the first 6 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:

- Employees of bowling establishments, and institutions providing on-premise care (other than hospitals) to the sick, the aged, or individuals with disabilities for all work over 48 hrs. per week
- Agricultural workers for all work over 60 hrs. per week

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

**Minimum Wage and Overtime**

- 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 salesman
- 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
- 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

---

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

Department of Labor, Licensing and Regulation
Division of Labor and Industry
Employment Standards Service
1100 North Eutaw Street, Room 607
Baltimore, MD 21201
Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303
E-mail: dlljemploymentstandards-dllr@maryland.gov

---

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

**PAY RECORDS MUST BE KEPT FOR 3 YEARS ON OR ABOUT THE PLACE OF WORK.**

**PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.**

Rev. 11/2015