

Minimum Wage Rates

Employers with 15 or more employees:

\$10.10

Until 12/31/19

\$11.00

After 1/1/20

\$11.75

Scheduled 1/1/21

Employers with 14 or fewer employees:

\$10.10

Until 12/31/19

\$11.00

After 1/1/20

\$11.60

Scheduled 1/1/21

Montgomery Co. & Prince Georges Co.:

Different minimum wage rates are in effect.
Employers in these counties are required to post the
applicable rate information.

Minimum Wage

Most employees must be paid the Maryland State
Minimum Wage Rate.

Tipped Employees (earning more than \$30 per month
in tips) must earn the State Minimum Wage Rate per
hour. Employers must pay at least **\$3.63** per hour. This
amount plus tips must equal at least the State Minimum
Wage Rate. Subject to the adoption of related regulations,
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. Additional information and
updates will be posted on the Maryland Department of
Labor website.

Employees under 18 years of age must earn at least 85%
of the State 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:

- 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

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 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 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 Only Exemptions

(must earn the State Minimum Wage Rate):

- 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: dldliemploymentstandards-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.**