Minimum Wage and Other Requirements: Montgomery County

Employers: You must physically post this information where employees can easily see it.

Large employers with 51 or more employees	Mid-sized employers with 11-50 employees*	Small employers with 10 or fewer employees
$18.00	**$16.50**	**$15.95**
Overtime: $27.00	**Overtime: $24.75**	**Overtime: $23.93**
Effective 7/1/2026	Effective 7/1/2026	Effective 7/1/2026

***Certain non-profit organizations and Medicaid-funded home care providers are subject to the mid-sized rate, even if they have more than 50 employees. For more information, visit labor.maryland.gov/minwage.**

Minimum Wage

Most employees must receive at least the applicable Montgomery County minimum wage rate for any work done in the county.

Tipped Employees: Employers must pay tipped employees at least **$4.00** per hour. Direct pay plus tips must equal at least the applicable minimum wage listed above. Employers must cover any gap. Restaurants that rely on tips to reach minimum wage must give employees a Tip Credit Wage Statement each pay period.

Workers: Know Your Rights
labor.maryland.gov/workrights

Overtime

Most employees must receive **1.5 times** their usual hourly rate for all hours worked **over 40** per week. Certain agricultural workers must receive **1.5 times** their usual hourly rate for all hours worked **over 60** per week.

Exemptions and Special Rules

There are some exemptions to minimum wage and overtime law, and there are special rules for **workers under 20 years old**. For more information, scan the QR code to the right or visit labor.maryland.gov/minwage.

More About Minimum Wage and Overtime
labor.maryland.gov/minwage

Pay Stubs/Pay Statements

Employers must provide written pay and benefit details at hire. Each payday, employers must provide a written or online pay statement with details about pay, hours, deductions, and more.

Leave

Most employees are entitled to accrue and use sick and safe leave to take care of themselves or a family member. You may be entitled to other types of leave, including parental, adoption, and deployment leave.

File a Wage Claim
labor.maryland.gov/wageclaim

No Retaliation

Employers may not take action against a worker because they filed a complaint or exercised their rights under Maryland law. To file a wage claim, scan the QR code to the right or visit labor.maryland.gov/wageclaim.

This is a summary of the law and may not contain every provision relevant to your situation.
For more information, visit our website.

Contact: **Wage and Labor Standards**
410-767-2357 (se habla español)
WorkRights@maryland.gov
labor.maryland.gov/labor

Maryland
DEPARTMENT OF LABOR
DIVISION OF LABOR AND INDUSTRY

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