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Maryland Minimum Wage and Overtime Law - Employment Standards Service (ESS)

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- [Maryland Minimum Wage and Overtime Law](#)
- [Maryland Minimum Wage and Overtime Law for Prince George's County](#)
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- [La Ley de Maryland Salario Mínimo y Tiempo Extra](#)
- [La Ley, Prince George's County Salario Salario Mínimo y Tiempo Extra](#)
- [La Ley de Montgomery County Salario Mínimo y Tiempo Extra](#)

([Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland](#))

Minimum Wage Rates

\$8.25 Effective 7/1/15

\$8.75 Effective 7/1/16

\$9.25 Effective 7/1/17

\$10.10 Effective 7/1/18

Effective Oct. 1, 2015, the new minimum wage for [Montgomery Co.](#) and [Prince George's Co.](#) increases to \$9.55/hr. 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 ([Maryland Wage and Hour Law: Tip Credit](#) brochure and [Allowable Tip Credits For Employees Earning Minimum Wage](#) brochure ([Word](#))).

Amusement and Recreational Establishments: must pay employees at least 85% of the State Minimum Wage Rate or \$7.25, whichever is higher ([Maryland Wage and Hour Amusement and Recreational Establishment Exemptions](#) brochure).

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:

- 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 ([Maryland Wage and Hour Agriculture Exemptions](#) brochure)

Exemptions

Minimum Wage and Overtime Exemptions:

- 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:

Employment Standards Service

Maryland Department of Labor, Licensing and Regulation

1100 North Eutaw Street, Room 607

Baltimore, Maryland 21201

(410) 767-2357

E-Mail Address: 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**

[History of Minimum Wage in Maryland](#)

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