

NOTICE



EFFECTIVE APRIL 1, 2022

Howard County, Maryland **MINIMUM WAGE INCREASE** Howard County Code Title 12-22

Effective Date	Employers	Small Employers	Howard County Government
April 1, 2022	\$14.00 Per Hour	\$12.50 Per Hour	
July 1, 2022			\$15.00 Per Hour
January 1, 2023	\$15.00 Per Hour	\$13.25 Per Hour	
January 1, 2024		\$14.00 Per Hour	
July 1, 2024			\$16.00 Per Hour
January 1, 2025	\$16.00 Per Hour	\$14.75 Per Hour	
January 1, 2026		\$15.50 Per Hour	
July 1, 2026		16.00 Per Hour	

Note: On January 1, 2025, food service facilities with 15 or more employees will be required to pay a minimum wage of \$15.00/hour as required under State law and local ordinance.

Definitions

- EMPLOY means to engage in work for compensation.
- EMPLOYEE is any person permitted or instructed to work or be present by an employer in Howard County and who is subject to the minimum wage requirements of the Federal or State minimum wage laws.
- EMPLOYER is any person, individual, proprietorship, partnership, joint venture, corporation, limited liability company, trust, association, or other entity operating and doing business in Howard County that employs one or more persons in addition to the owners. EMPLOYER includes Howard County Government and the Howard County Public School System but does not include the United States, any State, or other local government.

- A SMALL EMPLOYER is considered:
 - a small employer as defined under the State minimum wage law
 - an employer that has tax-exempt status under section 501(c)(3) of the IRS Code
 - an employer that 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.
 - an employer that is defined as a Food Service Facility of any size defined in Section 10.15.03.02 of the Code of Maryland Regulations ("COMAR").
- A TIPPED EMPLOYEE is an employee who (1) is engaged in an occupation in which the employee customarily and regularly receives more than \$30 each month in tips; (2) has been informed by the employer about the provisions of the law; and (3) has kept all of the tips that the employee received. This does not prohibit the pooling of tips. The tip credit amount that the employer takes shall not exceed the County minimum wage less \$3.63 per hour. For more information about the allowable tip credits [CLICK HERE](#)

Exceptions:

THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL:

- Under 18 years of age, however, an employer shall pay employees under 18 years of age a wage that is equal to at least 85% of the County Minimum wage established under this section;
- Under 16 years of age and employed no more than 20 hours in a week;
- Employed as part of training in a special education program for emotionally, mentally, or physically handicapped students under the school systems;
- Employed as a hand-harvest laborer and paid on a piece-rate basis in an operation that, in the region of employment, has been customarily and generally recognized as having been paid on that basis if:
 - The Individual:
 1. commutes daily from the permanent residence of the individual to the farm where the individual is employed; and;
 2. during the preceding calendar year was employed in agriculture less than 13 weeks; OR
 - The Individual:
 1. is under the age of 17;
 2. is employed on the same farm as a parent of the individual or a person standing in the place of the parent; and
 3. is paid at the same rate that an employee who is at least 17 years old is paid on the same farm.
- Employed in agriculture if, during each quarter of the preceding calendar year, the employer used no more than 500 agricultural worker days;
- Is a child, parent, spouse, or other member of the immediate family of the employer;
- Is employed in a non-administrative capacity at an organized camp, including a resident or day camp, OR
- Is engaged in activities of a charitable, educational, nonprofit, or religious organization if the service is provided gratuitously and there is, in fact, no employer-employee relationship.