

Introduced 11-1-2021
Public Hearing 11-15-2021
Council Action 12-6-2021
Executive Action 12-13-2021
Effective Date 2-12-2022

County Council of Howard County, Maryland

2021 Legislative Session

Legislative Day No. 17

Bill No. 82 -2021

Introduced by: Opel Jones and Christiana Rigby

AN ACT establishing a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements.

Introduced and read first time Nov 1, 2021. Ordered posted and hearing scheduled.

By order

Michelle Harrod
Michelle R. Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on Nov 15, 2021.

By order

Michelle Harrod
Michelle R. Harrod, Administrator

This Bill was read the third time on Dec 6, 2021 and Passed , Passed with amendments ☒, Failed .

By order

Michelle Harrod
Michelle R. Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 8 day of Dec, 2021 at 11⁰⁰ a.m.

By order

Michelle Harrod
Michelle R. Harrod, Administrator

Approved/Vetoed by the County Executive Dec 13, 2021

Calvin Ball
Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; Text in small capitals indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 *Section 1. Be it enacted by the County Council of Howard County, Maryland, that the Howard County*
2 *Code is hereby amended as follows:*

3 *By adding a new:*

4 *Title 12 – Health and Human Services*

5 *Subtitle 22. “Howard County Minimum Wage”*

6
7 **HOWARD COUNTY CODE**

8 **Title 12 – Health and Human Services**

9 **Subtitle 22. Howard County Minimum Wage**

10
11 **SECTION 12.2200. – DEFINITIONS**

12 (A) DEFINITIONS. AS USED IN THIS SUBTITLE:

13 (1) *EMPLOY* MEANS TO ENGAGE A PERSON TO WORK FOR COMPENSATION.

14 (2) *EMPLOYEE* MEANS ANY PERSON PERMITTED OR INSTRUCTED TO WORK OR BE PRESENT
15 BY AN EMPLOYER IN THE COUNTY AND WHO IS AN EMPLOYEE SUBJECT TO THE MINIMUM
16 WAGE REQUIREMENTS OF THE FEDERAL ACT OR THE STATE ACT.

17 (3) *EMPLOYER* MEANS ANY PERSON, INDIVIDUAL, PROPRIETORSHIP, PARTNERSHIP, JOINT
18 VENTURE, CORPORATION, LIMITED LIABILITY COMPANY, TRUST, ASSOCIATION, OR
19 OTHER ENTITY OPERATING AND DOING BUSINESS IN THE COUNTY THAT EMPLOYS ONE
20 OR MORE PERSONS IN THE COUNTY IN ADDITION TO THE OWNERS. EMPLOYER INCLUDES
21 HOWARD COUNTY GOVERNMENT AND THE HOWARD COUNTY PUBLIC SCHOOL
22 SYSTEM, BUT DOES NOT INCLUDE THE UNITED STATES, ANY STATE, OR ANY OTHER
23 LOCAL GOVERNMENT.

24 SPECIFICALLY, FOR THE PURPOSES OF DETERMINING MINIMUM WAGE IN THIS SUBTITLE:

25 a. EMPLOYER MEETS THE DEFINITION OF AN EMPLOYER IN THE STATE ACT;

26 b. A SMALL EMPLOYER IS CONSIDERED:

27 i. A SMALL EMPLOYER AS DEFINED IN THE STATE ACT;

28 ii. AN EMPLOYER THAT HAS TAX EXEMPT STATUS UNDER SECTION
29 501(C)(3) OF THE INTERNAL REVENUE CODE; OR

1 iii. AN EMPLOYER THAT PROVIDES “HOME HEALTH SERVICES” AS DEFINED
2 BY 42 C.F.R. § 440.70 OR “HOME OR COMMUNITY-BASED SERVICES” AS
3 DEFINED BY 42 C.F.R. § 440.180, AND RECEIVES AT LEAST 75% OF
4 GROSS REVENUES THROUGH STATE AND FEDERAL MEDICAID PROGRAMS.

5 ~~iv. RESTAURANTS AS DEFINED IN SECTION 3-1301 OF THE LABOR AND~~
6 ~~EMPLOYMENT ARTICLE OF THE MARYLAND CODE.~~

7 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE
8 CODE OF MARYLAND REGULATIONS.

9 (4) *FEDERAL ACT* MEANS THE FEDERAL FAIR LABOR STANDARDS ACT.

10 (5) *STATE ACT* MEANS THE MARYLAND WAGE AND HOUR LAW.

11 (6) *WAGE* MEANS ALL COMPENSATION THAT IS DUE TO AN EMPLOYEE FOR EMPLOYMENT.

12
13 **SECTION 12.2201. – MINIMUM WAGE REQUIRED**

14 (A) *COUNTY MINIMUM WAGE.* AN EMPLOYER MUST PAY WAGES TO EACH EMPLOYEE FOR WORK
15 PERFORMED IN THE COUNTY AT LEAST THE GREATER OF:

- 16 (1) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE FEDERAL ACT;
17 (2) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE STATE ACT; OR
18 (3) IN ACCORDANCE WITH THE FOLLOWING SCHEDULE, PLUS ANY ANNUAL ADJUSTMENTS
19 UNDER SUBSECTION (B):

20 EMPLOYERS:

- 21 • EFFECTIVE APRIL 1, 2022, \$14 PER HOUR;
22 • EFFECTIVE JANUARY 1, 2023, \$15 PER HOUR;
23 • EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;

24
25 SMALL EMPLOYERS:

- 26 • ~~EFFECTIVE APRIL 1, 2022, \$13 PER HOUR;~~
27 • ~~EFFECTIVE JANUARY 1, 2023, \$14 PER HOUR;~~
28 • ~~EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;~~
29 • EFFECTIVE JANUARY 1, 2026, \$16 PER HOUR;
30 • EFFECTIVE APRIL 1, 2022, \$12.50 PER HOUR;

- EFFECTIVE JANUARY 1, 2023, \$13.25 PER HOUR;
- EFFECTIVE JANUARY 1, 2024, \$14 PER HOUR;
- EFFECTIVE JANUARY 1, 2025, \$14.75 PER HOUR;
- EFFECTIVE JANUARY 1, 2026, \$15.50 PER HOUR;
- EFFECTIVE JULY 1, 2026, \$16 PER HOUR;

HOWARD COUNTY GOVERNMENT EMPLOYEES

- EFFECTIVE JULY 1, 2022, \$15 PER HOUR;
- EFFECTIVE JULY 1, 2024, \$16 PER HOUR;

(B) ANNUAL ADJUSTMENT. THE CHIEF ADMINISTRATIVE OFFICER MUST ADJUST THE MINIMUM WAGE RATE REQUIRED UNDER SUBSECTION (A)(3), EFFECTIVE JANUARY 1, 2027, AND JANUARY 1 OF EACH SUBSEQUENT YEAR, BY THE ANNUAL AVERAGE INCREASE, IF ANY, IN THE CONSUMER PRICE INDEX FOR ~~URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-W) FOR WASHINGTON-BALTIMORE~~ ALL URBAN CONSUMERS (CPI-U BALTIMORE-COLUMBIA-TOWSON, MD AVERAGE), OR A SUCCESSOR INDEX, FOR THE PREVIOUS FISCAL YEAR ENDING JUNE 30. THE CHIEF ADMINISTRATIVE OFFICER MUST CALCULATE THE ADJUSTMENT TO THE NEAREST MULTIPLE OF FIVE CENTS, AND MUST PUBLISH THE AMOUNT OF THIS ADJUSTMENT NOT LATER THAN SEPTEMBER 1 OF EACH YEAR.

(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL:

(1) WHO IS UNDER THE AGE OF 18 YEARS. HOWEVER, AN EMPLOYER SHALL PAY EMPLOYEES UNDER THE AGE OF 18 YEARS A WAGE THAT IS EQUAL TO AT LEAST 85% OF THE COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION;

(2) WHO IS UNDER THE AGE OF 16 YEARS AND ARE EMPLOYED NO MORE THAN 20 HOURS IN A WEEK;

(3) WHO IS EMPLOYED AS PART OF THE TRAINING IN A SPECIAL EDUCATION PROGRAM FOR EMOTIONALLY, MENTALLY, OR PHYSICALLY HANDICAPPED STUDENTS UNDER A PUBLIC SCHOOL SYSTEM;

(4) WHO IS EMPLOYED AS HAND-HARVEST LABORER AND IS PAID ON A PIECE-RATE BASIS IN AN OPERATION THAT, IN THE REGION OF EMPLOYMENT, HAS BEEN AND CUSTOMARILY AND GENERALLY IS RECOGNIZED AS HAVING BEEN PAID ON THAT BASIS, IF:

(I) THE INDIVIDUAL;

1 1. COMMUTES DAILY FROM THE PERMANENT RESIDENCE OF THE INDIVIDUAL TO THE FARM
2 WHERE THE INDIVIDUAL IS EMPLOYED; AND

3 2. DURING THE PRECEDING CALENDAR YEAR, WAS EMPLOYED IN AGRICULTURE LESS THAN
4 13 WEEKS; OR

5 (II) THE INDIVIDUAL:

6 1. IS UNDER THE AGE OF 17;

7 2. IS EMPLOYED ON THE SAME FARM AS A PARENT OF THE INDIVIDUAL OR A PERSON
8 STANDING IN THE PLACE OF THE PARENT; AND

9 3. IS PAID AT THE SAME RATE THAT AN EMPLOYEE WHO IS AT LEAST 17 YEARS OLD IS PAID
10 ON THE SAME FARM;

11 (5) WHO IS IN AGRICULTURE IF, DURING EACH QUARTER OF THE PRECEDING CALENDAR YEAR,
12 THE EMPLOYER USED NO MORE THAN 500 AGRICULTURAL-WORKER DAYS;

13 (6) WHO IS A CHILD, PARENT, SPOUSE, OR OTHER MEMBER OF THE IMMEDIATE FAMILY OF THE
14 EMPLOYER;

15 (7) WHO IS IN A NON-ADMINISTRATIVE CAPACITY AT AN ORGANIZED CAMP, INCLUDING A
16 RESIDENT OR DAY CAMP; AND

17 (8) WHO ENGAGES IN THE ACTIVITIES OF A CHARITABLE, EDUCATIONAL, NONPROFIT, OR
18 RELIGIOUS ORGANIZATION IF THE SERVICE IS PROVIDED GRATUITOUSLY AND THERE IS, IN
19 FACT, NO EMPLOYER-EMPLOYEE RELATIONSHIP.

20 ~~(C)~~ (D) RETALIATION PROHIBITED. A PERSON MUST NOT:

21 (1) RETALIATE AGAINST ANY PERSON FOR:

22 (A) LAWFULLY OPPOSING ANY VIOLATION OF THIS ARTICLE; OR

23 (B) FILING A COMPLAINT, TESTIFYING, ASSISTING, OR PARTICIPATING IN ANY MANNER
24 IN AN INVESTIGATION, PROCEEDING, OR HEARING UNDER THIS ARTICLE; OR

25 (2) OBSTRUCT OR PREVENT ENFORCEMENT OR COMPLIANCE WITH THIS ARTICLE.

26
27 **SECTION 12.2202. – TIPPED EMPLOYEES**

28 (A) *DEFINITION.* AS USED IN THIS SECTION, TIPPED EMPLOYEE MEANS:

29 (1) AN EMPLOYEE WHO:

30 (A) IS ENGAGED IN AN OCCUPATION IN WHICH THE EMPLOYEE CUSTOMARILY AND
31 REGULARLY RECEIVES MORE THAN \$30 EACH MONTH IN TIPS;

1 (B) HAS BEEN INFORMED BY THE EMPLOYER ABOUT THE PROVISIONS OF THIS SECTION;

2 AND

3 (C) HAS KEPT ALL OF THE TIPS THAT THE EMPLOYEE RECEIVED.

4 (2) NOTWITHSTANDING PARAGRAPH (1)(C), THIS SECTION DOES NOT PROHIBIT THE POOLING
5 OF TIPS.

6 (B) *COMPUTATION OF WAGE*. EXCEPT AS PROVIDED IN SUBSECTION (C), AN EMPLOYER MAY
7 INCLUDE, AS PART OF THE WAGE OF A TIPPED EMPLOYEE:

8 (1) AN AMOUNT THAT THE EMPLOYER SETS TO REPRESENT THE TIPS OF THE EMPLOYEE; OR

9 (2) IF THE EMPLOYEE OR REPRESENTATIVE OF THE EMPLOYEE SATISFIES THE STATE
10 COMMISSIONER OF LABOR AND INDUSTRY THAT THE EMPLOYEE RECEIVED A LESSER
11 AMOUNT IN TIPS, THE LESSER AMOUNT.

12 (C) *LIMIT*. THE TIP CREDIT AMOUNT THAT THE EMPLOYER MAY INCLUDE UNDER SUBSECTION (B)
13 SHALL NOT EXCEED THE COUNTY MINIMUM WAGE LESS ~~\$4.00 PER HOUR~~ \$3.63 PER HOUR.

14
15 **SECTION 12.2203. – ENFORCEMENT**

16 THE COUNTY EXECUTIVE SHALL DELEGATE THE AUTHORITY TO ENFORCE THIS SUBTITLE TO A STATE
17 AGENCY THAT:

18 (1) ENFORCES THE STATE ACT; AND

19 (2) IS LEGALLY AUTHORIZED TO ENFORCE THE COUNTY MINIMUM WAGE.
20

21 **SECTION 12.2204. – COUNCIL MEETING**

22 THE COUNTY COUNCIL SHALL HOLD A MEETING TO DISCUSS THE LOCAL MINIMUM WAGE FOR
23 HOWARD COUNTY ONCE EVERY FOUR YEARS, TO BE HELD IN THE YEAR FOLLOWING THE ELECTION OF
24 COUNTY COUNCIL MEMBERS. AS PART OF THE MEETING, THE COUNCIL SHALL CONSIDER:

25 A. THE COST OF LIVING IN HOWARD COUNTY, INCLUDING:

26 1. THE COST OF HOUSING,

27 2. THE COST OF CHILDCARE, AND

28 3. THE COST OF FOOD, UTILITIES, AND OTHER HOUSEHOLD EXPENSES;

1 B. THE STATUS OF WORKFORCE DEVELOPMENT PROGRAMS AND OPPORTUNITIES IN HOWARD
2 COUNTY; AND

3 C. THE POVERTY LEVEL IN HOWARD COUNTY AND THE SURROUNDING REGION.
4

5 *Section 2. Be it further enacted by the County Council of Howard County, Maryland, that this Act*
6 *shall become effective 61 days after its enactment.*

Introduced 11-1-2021
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2021 Legislative Session

Legislative Day No.17

Bill No. 82 -2021

Introduced by: Opel Jones and Christiana Rigby

AN ACT establishing a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements

Introduced and read first time Nov 1, 2021. Ordered posted and hearing scheduled.

By order

Michelle R. Harrod
Michelle R. Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2021.

By order

Michelle R. Harrod, Administrator

This Bill was read the third time on _____, 2021 and Passed ____, Passed with amendments ____, Failed ____.

By order

Michelle R. Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ____ day of _____, 2021 at ____ a.m./p.m.

By order

Michelle R. Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2021

Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; Text in small capitals indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 *Section 1. Be it enacted by the County Council of Howard County, Maryland, that the Howard County*
2 *Code is hereby amended as follows:*

3 *By adding a new:*

4 *Title 12 – Health and Human Services*

5 *Subtitle 22. “Howard County Minimum Wage”*

6
7 **HOWARD COUNTY CODE**

8 **Title 12 – Health and Human Services**

9 **Subtitle 22. Howard County Minimum Wage**

10
11 **SECTION 12.2200. – DEFINITIONS**

12 (A) DEFINITIONS. AS USED IN THIS SUBTITLE:

13 (1) *EMPLOY* MEANS TO ENGAGE A PERSON TO WORK FOR COMPENSATION.

14 (2) *EMPLOYEE* MEANS ANY PERSON PERMITTED OR INSTRUCTED TO WORK OR BE PRESENT
15 BY AN EMPLOYER IN THE COUNTY AND WHO IS AN EMPLOYEE SUBJECT TO THE MINIMUM
16 WAGE REQUIREMENTS OF THE FEDERAL ACT OR THE STATE ACT.

17 (3) *EMPLOYER* MEANS ANY PERSON, INDIVIDUAL, PROPRIETORSHIP, PARTNERSHIP, JOINT
18 VENTURE, CORPORATION, LIMITED LIABILITY COMPANY, TRUST, ASSOCIATION, OR
19 OTHER ENTITY OPERATING AND DOING BUSINESS IN THE COUNTY THAT EMPLOYS ONE
20 OR MORE PERSONS IN THE COUNTY IN ADDITION TO THE OWNERS. EMPLOYER INCLUDES
21 HOWARD COUNTY GOVERNMENT, BUT DOES NOT INCLUDE THE UNITED STATES, ANY
22 STATE, OR ANY OTHER LOCAL GOVERNMENT.

23 SPECIFICALLY, FOR THE PURPOSES OF DETERMINING MINIMUM WAGE IN THIS SUBTITLE:

24 a. EMPLOYER MEANS THE DEFINITION OF AN EMPLOYER IN THE STATE ACT;

25 b. A SMALL EMPLOYER IS CONSIDERED:

26 i. A SMALL EMPLOYER AS DEFINED IN THE STATE ACT;

27 ii. AN EMPLOYER THAT HAS TAX EXEMPT STATUS UNDER SECTION
28 501(c)(3) OF THE INTERNAL REVENUE CODE; OR

29 iii. AN EMPLOYER THAT PROVIDES “HOME HEALTH SERVICES” AS DEFINED
30 BY 42 C.F.R. § 440.70 OR “HOME OR COMMUNITY-BASED SERVICES” AS

1 DEFINED BY 42 C.F.R. § 440.180, AND RECEIVES AT LEAST 75% OF
2 GROSS REVENUES THROUGH STATE AND FEDERAL MEDICAID PROGRAMS.

3 iv. RESTAURANTS AS DEFINED IN SECTION 3-1301 OF THE LABOR AND
4 EMPLOYMENT ARTICLE OF THE MARYLAND CODE.

5 (4) *FEDERAL ACT* MEANS THE FEDERAL FAIR LABOR STANDARDS ACT.

6 (5) *STATE ACT* MEANS THE MARYLAND WAGE AND HOUR LAW.

7 (6) *WAGE* MEANS ALL COMPENSATION THAT IS DUE TO AN EMPLOYEE FOR EMPLOYMENT.

8
9 **SECTION 12.2201. – MINIMUM WAGE REQUIRED**

10 (A) *COUNTY MINIMUM WAGE.* AN EMPLOYER MUST PAY WAGES TO EACH EMPLOYEE FOR WORK
11 PERFORMED IN THE COUNTY AT LEAST THE GREATER OF:

- 12 (1) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE FEDERAL ACT;
13 (2) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE STATE ACT; OR
14 (3) IN ACCORDANCE WITH THE FOLLOWING SCHEDULE, PLUS ANY ANNUAL ADJUSTMENTS
15 UNDER SUBSECTION (B):

16 EMPLOYERS:

- 17 • EFFECTIVE APRIL 1, 2022, \$14 PER HOUR;
18 • EFFECTIVE JANUARY 1, 2023, \$15 PER HOUR;
19 • EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;

20
21 SMALL EMPLOYERS:

- 22 • EFFECTIVE APRIL 1, 2022, \$13 PER HOUR;
23 • EFFECTIVE JANUARY 1, 2023, \$14 PER HOUR;
24 • EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;
25 • EFFECTIVE JANUARY 1, 2026, \$16 PER HOUR;

26
27 HOWARD COUNTY GOVERNMENT EMPLOYEES

- 28 • EFFECTIVE JULY 1, 2022, \$15 PER HOUR;
29 • EFFECTIVE JULY 1, 2024, \$16 PER HOUR;
30

1 (B) ANNUAL ADJUSTMENT. THE CHIEF ADMINISTRATIVE OFFICER MUST ADJUST THE MINIMUM WAGE
2 RATE REQUIRED UNDER SUBSECTION (A)(3), EFFECTIVE JANUARY 1, 2027, AND JANUARY 1 OF EACH
3 SUBSEQUENT YEAR, BY THE ANNUAL AVERAGE INCREASE, IF ANY, IN THE CONSUMER PRICE INDEX FOR
4 URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-U) FOR WASHINGTON-BALTIMORE, OR A
5 SUCCESSOR INDEX, FOR THE PREVIOUS FISCAL YEAR ENDING JUNE 30. THE CHIEF ADMINISTRATIVE
6 OFFICER MUST CALCULATE THE ADJUSTMENT TO THE NEAREST MULTIPLE OF FIVE CENTS, AND MUST
7 PUBLISH THE AMOUNT OF THIS ADJUSTMENT NOT LATER THAN SEPTEMBER 1 OF EACH YEAR.

8
9 (C) RETALIATION PROHIBITED. A PERSON MUST NOT

10 (1) RETALIATE AGAINST ANY PERSON FOR:

11 (A) LAWFULLY OPPOSING ANY VIOLATION OF THIS ARTICLE; OR

12 (B) FILING A COMPLAINT, TESTIFYING, ASSISTING, OR PARTICIPATING IN ANY MANNER
13 IN AN INVESTIGATION, PROCEEDING, OR HEARING UNDER THIS ARTICLE; OR

14 (2) OBSTRUCT OR PREVENT ENFORCEMENT OR COMPLIANCE WITH THIS ARTICLE.

15
16 **SECTION 12.2202. – TIPPED EMPLOYEES**

17 (A) DEFINITION. AS USED IN THIS SECTION, TIPPED EMPLOYEE MEANS:

18 (1) AN EMPLOYEE WHO:

19 (A) IS ENGAGED IN AN OCCUPATION IN WHICH THE EMPLOYEE CUSTOMARILY AND
20 REGULARLY RECEIVES MORE THAN \$30 EACH MONTH IN TIPS;

21 (B) HAS BEEN INFORMED BY THE EMPLOYER ABOUT THE PROVISIONS OF THIS SECTION;
22 AND

23 (C) HAS KEPT ALL OF THE TIPS THAT THE EMPLOYEE RECEIVED.

24 (2) NOTWITHSTANDING PARAGRAPH (1)(C), THIS SECTION DOES NOT PROHIBIT THE POOLING
25 OF TIPS.

26 (B) COMPUTATION OF WAGE. EXCEPT AS PROVIDED IN SUBSECTION (C), AN EMPLOYER MAY
27 INCLUDE, AS PART OF THE WAGE OF A TIPPED EMPLOYEE:

28 (1) AN AMOUNT THAT THE EMPLOYER SETS TO REPRESENT THE TIPS OF THE EMPLOYEE; OR

1 (2) IF THE EMPLOYEE OR REPRESENTATIVE OF THE EMPLOYEE SATISFIES THE STATE
2 COMMISSIONER OF LABOR AND INDUSTRY THAT THE EMPLOYEE RECEIVED A LESSER
3 AMOUNT IN TIPS, THE LESSER AMOUNT.

4 (C) *LIMIT*. THE TIP CREDIT AMOUNT THAT THE EMPLOYER MAY INCLUDE UNDER SUBSECTION (B)
5 SHALL NOT EXCEED THE COUNTY MINIMUM WAGE LESS \$4.00 PER HOUR.

6
7 **SECTION 12.2203. – ENFORCEMENT**

8 THE COUNTY EXECUTIVE SHALL DELEGATE THE AUTHORITY TO ENFORCE THIS SUBTITLE TO A STATE
9 AGENCY THAT:

10 (1) ENFORCES THE STATE ACT; AND

11 (2) IS LEGALLY AUTHORIZED TO ENFORCE THE COUNTY MINIMUM WAGE.

12
13 **SECTION 12.2204. – COUNCIL MEETING**

14 THE COUNTY COUNCIL SHALL HOLD A MEETING TO DISCUSS THE LOCAL MINIMUM WAGE FOR
15 HOWARD COUNTY ONCE EVERY FOUR YEARS, TO BE HELD IN THE YEAR FOLLOWING THE ELECTION OF
16 COUNTY COUNCIL MEMBERS. AS PART OF THE MEETING, THE COUNCIL SHALL CONSIDER:

17 A. THE COST OF LIVING IN HOWARD COUNTY, INCLUDING:

18 1. THE COST OF HOUSING,

19 2. THE COST OF CHILD CARE, AND

20 3. THE COST OF FOOD, UTILITIES, AND OTHER HOUSEHOLD EXPENSES;

21 B. THE STATUS OF WORKFORCE DEVELOPMENT PROGRAMS AND OPPORTUNITIES IN HOWARD
22 COUNTY; AND

23 C. THE POVERTY LEVEL IN HOWARD COUNTY AND THE SURROUNDING REGION.

24
25 *Section 2. Be it further enacted by the County Council of Howard County, Maryland, that this Act*
26 *shall become effective 61 days after its enactment.*

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on Dec 13, 2021.

Michelle Harrod
Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2021.

Michelle Harrod, Administrator to the County Council