



Committee: GO
Committee Review: At a future date
Staff: Christine Wellons, Chief Legislative Attorney
Purpose: To introduce agenda item – no vote expected

AGENDA ITEM #1B
March 18, 2025
Introduction

SUBJECTS

Expedited Bill 10-25, Personnel and Human Resources – Hiring Displaced Federal Workers

Lead Sponsor: Council Vice President Jawando

Co-Sponsors: Councilmembers Friedson, Mink, Sayles, Balcombe, and Council President Stewart

EXPECTED ATTENDEES

None

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- N/A

DESCRIPTION/ISSUE

Expedited Bill 10-25 would:

- (1) establish a preference in County hiring for displaced federal workers; and
- (2) generally amend the law concerning personnel and human resources.

SUMMARY OF KEY DISCUSSION POINTS

- N/A

This report contains:

Staff Report
Expedited Bill 10-25
Sponsor's Memorandum

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MEMORANDUM

March 13, 2025

TO: County Council

FROM: Christine Wellons, Chief Legislative Attorney

SUBJECT: Expedited Bill 10-25, Personnel and Human Resources – Hiring Displaced Federal Workers

PURPOSE: Introduction – no Council votes required

Expedited Bill 10-25, Personnel and Human Resources – Hiring Displaced Federal Workers, is scheduled for introduction on March 18, 2025. The Lead Sponsor is Council Vice President Jawando. The Co-Sponsors are Councilmembers Friedson, Mink, Sayles, Balcombe, and Council President Stewart. A public hearing on the bill is tentatively scheduled for April 1 at 1:30 p.m.

Expedited Bill 10-25 would:

- (1) establish a preference in County hiring for displaced federal workers; and
- (2) generally amend the law concerning personnel and human resources.

BACKGROUND

The purpose of Expedited Bill 10-25 is to provide a hiring preference for federal workers whose positions are eliminated or who are subject to reductions in force.

BILL SPECIFICS

Under current law, Section 33-7 of the Code, the County provides a hiring preference to job applicants in the following order of preference:

- A County employee who is unable to perform the employee's job because of a disability or injury under the ADA;
- A County employee subject to a County reduction-in-force;

- A county employee who was granted a temporary disability retirement under the Employees Retirement System or an initial or temporary disability benefit of any type under the Retirement Savings Plan or the Guaranteed Retirement Income Plan but is no longer eligible for such a temporary disability retirement or benefit;
- a veteran with a disability; and
- an equal preference for a veteran without a disability and a non-veteran with a disability.

Expedited Bill 10-25 would add to the list of preferences under Section 33-7 a preference for “displaced federal workers.” The preference would be equal to the preference already given to veterans without disabilities and to non-veterans with disabilities.

The bill would define the term “displaced federal worker” as a former federal employee who:

- resides in the County;
- on or after January 1, 2025, received:
 - o a notification from the federal government that the individual’s federal position was no longer needed, or that the individual was subject to a federal reduction in force; and
 - o a notification of personnel action from the federal government that separated the individual from federal employment; and
- demonstrates a loss of income because of the separation from federal employment.

Within 60 days after the bill’s expedited effective date, the Executive would be required to submit to the Council Method (1) regulations regarding application and documentation requirements to qualify as a displaced federal worker; and regarding the administration of the hiring preference for displaced federal workers.

The bill would sunset one year after its effective date.

This packet contains:

Expedited Bill 10-25
Sponsor’s Memorandum

Circle #

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5

Expedited Bill No. 10-25
Concerning: Personnel and Human
Resources – Hiring Displaced
Federal Workers
Revised: 3/12/2025 Draft No. 1
Introduced: March 18, 2025
Expires: December 7, 2026
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Council Vice President Jawando
Co-Sponsor: Councilmembers Friedson, Mink, Sayles, Balcombe, and Council President
Stewart

AN EXPEDITED ACT to:

- (1) establish a preference in County hiring for displaced federal workers; and
- (2) generally amend the law concerning personnel and human resources.

By amending

Chapter 33, Personnel and Human Resources
Section 33-7

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act:

1 **Sec. 1. Section 33-7 is amended as follows:**

2 **33-7. County executive and merit system protection board responsibilities.**

3 * * *

4 (d) *Hiring persons with disabilities.*

5 * * *

6 (3) Competitive appointment.

7 (A) Except as provided in Subsection (e), the regulation must
8 establish and maintain a preference under the following
9 order of preference:

10 (i) an employee who is unable to perform the
11 employee's job because of a disability or injury
12 under the ADA;

13 (ii) an employee subject to reduction-in-force;

14 (iii) an employee who was granted a temporary
15 disability retirement under the Employees
16 Retirement System or an initial or temporary
17 disability benefit of any type under the Retirement
18 Savings Plan or the Guaranteed Retirement Income
19 Plan but is no longer eligible for such a temporary
20 disability retirement or benefit;

21 (iv) a veteran with a disability; and

22 (v) an equal preference for a veteran without a
23 disability, [and] a non- veteran with a disability, and
24 a displaced federal worker under Subsection (k).

25 (B) This regulation must only apply the preference in
26 Subparagraphs (A)(iv) and (A)(v) for the initial

27 appointment of a qualified person to a merit system
 28 position who is among the highest rating category in a
 29 normal competitive process.

30 * * *

31 (e) *Hiring Veterans for Uniformed Public Safety Positions.*

32 * * *

33 (k) *Hiring displaced federal workers.*

34 (1) *Findings.*

35 (A) Federal workers are experiencing job uncertainty and high
 36 unemployment due to federal downsizing and other federal
 37 personnel actions unrelated to individual qualifications and
 38 merit.

39 (B) The skills and experiences of individuals who have served
 40 as federal employees are valuable assets for serving in
 41 County government.

42 (2) For purposes of this Section, the term *displaced federal worker*
 43 means a former federal employee who:

44 (A) resides in the County;

45 (B) on or after January 1, 2025, received:

46 (i) a notification from the federal government that the
 47 individual's federal position was no longer needed,
 48 or that the individual was subject to a federal
 49 reduction in force; and

50 (ii) a notification of personnel action from the federal
 51 government that separated the individual from
 52 federal employment; and

(C) demonstrates a loss of income because of the separation from federal employment.

(3) The term *displaced federal worker* does not include:

(A) an individual subject to downgrade or reassignment; or

(B) an individual eligible to receive a preference under Subsections (d)(3)(A)(iv) or (e).

(4) The Executive must establish by personnel regulation, under Method (1), standards for the:

(A) application and documentation requirements to qualify as a displaced federal worker; and

(B) administration of the hiring preference for displaced federal workers.

Sec. 2. Effective Date. The Council declares that this legislation is necessary for the immediate protection of the public interest. This Act takes effect on the date on which it becomes law.

Sec. 3. Regulations. The Executive must submit to the Council Method (1) regulations under this Act no later than 60 days after the effective date of this Act. The preference established under this Act must be administered immediately upon the adoption of the Method (1) regulations.

Sec. 4. Coordination with Employee Organization. The Council intends that the Executive and applicable employee organization immediately address and resolve any wage compression that may be caused by hiring a displaced federal worker above the entry level salary for the position.

Sec. 5. Sunset. This Act must sunset and must have no further force and effect on the date that occurs one year after the effective date of the Act.



Montgomery County Council

M E M O R A N D U M

March 11, 2025

TO: Montgomery County Council

FROM: Will Jawando, Council Vice President

SUBJECT: Proposed Bill XX-25, Personnel and Human Resources – Hiring Displaced Federal Workers

Dear colleagues, I am writing to inform you that I have requested introduction, on March 18, of an expedited bill to establish a hiring preference within the Montgomery County Government for federal employees who have recently been displaced and faced a loss of income. This bill is intended as a local response to the sweeping, unpredictable, and in many cases, illegal personnel changes under the Trump administration that have left many workers vulnerable to financial instability and uncertainty. Unfortunately, to date more than 1,000 Montgomery County federal workers have been fired.

This proposed legislation would provide a more secure avenue for some federal workers in Montgomery County to continue their careers in public service. By offering a hiring preference, the County can help mitigate the fallout from abrupt federal layoffs while strengthening our workforce with experienced public servants.

Please let my chief of staff and I know by COB Wednesday, March 12th if you wish to be listed as a cosponsor.

Thank you for your consideration.