

Climate Assessment

Office of Legislative Oversight

EXPEDITED BILL 16-25: PERSONNEL – EMPLOYEES’ RETIREMENT SYSTEM – MEMBERSHIP REQUIREMENTS AND MEMBERSHIP GROUP

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Expedited Bill 16-25 will have no impact on the County’s contribution to addressing climate change as it is proposing changes to retirement plans for certain County employees.

BACKGROUND AND PURPOSE OF EXPEDITED BILL 16-25

The Employees’ Retirement System (ERS) is one of five retirement plans offered to County employees.¹ The ERS is a defined benefit plan, which provides a fixed, pre-established benefit to employees at retirement.² The ERS is comprised of several plans that are open to employees in certain positions.³ Specifically, Group E is open to sworn deputy sheriffs and uniformed correctional officers.⁴

In July 2023, the Council enacted Expedited Bill 20-23.⁵ This Bill added eligibility for certain Emergency Communication Center (ECC) positions in the Group E ERS plan, among other changes.⁶ If enacted, Bill 16-25 would also include the ECC Management Leadership Service (MLS) Manager III position as an eligible position for this plan. This position was inadvertently omitted from the changes in 2023.⁷

The Council introduced Expedited Bill 16-25 on behalf of the County Executive on June 17, 2025.

ANTICIPATED IMPACTS

As the bill is proposing changes to retirement plans for certain County employees, OLO anticipates Expedited Bill 16-25 will have no impact on the County’s contribution to addressing climate change, including the reduction and/or sequestration of greenhouse gas emissions, community resilience, and adaptative capacity.

RECOMMENDED AMENDMENTS

The Climate Assessment Act requires OLO to offer recommendations, such as amendments or other measures to mitigate any anticipated negative climate impacts.⁸ OLO does not offer recommendations or amendments as Expedited Bill 16-25 is likely to have no impact on the County’s contribution to addressing climate change,

including the reduction and/or sequestration of greenhouse gas emissions, community resilience, and adaptative capacity.

CAVEATS

OLO notes two caveats to this climate assessment. First, predicting the impacts of legislation upon climate change is a challenging analytical endeavor due to data limitations, uncertainty, and the broad, global nature of climate change. Second, the analysis performed here is intended to inform the legislative process, not determine whether the Council should enact legislation. Thus, any conclusion made in this statement does not represent OLO's endorsement of, or objection to, the bill under consideration.

PURPOSE OF CLIMATE ASSESSMENTS

The purpose of the Climate Assessments is to evaluate the anticipated impact of legislation on the County's contribution to addressing climate change. These climate assessments will provide the Council with a more thorough understanding of the potential climate impacts and implications of proposed legislation, at the County level. The scope of the Climate Assessments is limited to the County's contribution to addressing climate change, specifically upon the County's contribution to greenhouse gas emissions and how actions suggested by legislation could help improve the County's adaptative capacity to climate change, and therefore, increase community resilience.

While co-benefits such as health and cost savings may be discussed, the focus is on how proposed County bills may impact GHG emissions and community resilience.

CONTRIBUTIONS

OLO staffer Kaitlyn Simmons drafted this assessment.

¹ [About Montgomery County Employee Retirement Plans, Montgomery County Employee Retirement Plans.](#)

² [Defined Benefit Plan, Internal Revenue Service, Updated June 5, 2025.](#)

³ [Refer to menu under 'Employees' Retirement System \(ERS\)' and 'ERS Plan Benefits and County Code' in Active Employees, Montgomery County Employee Retirement Plans.](#)

⁴ ["Summary Description: Sheriffs and Public Safety Correctional Officers in Retirement Group E," Montgomery County Employee Retirement Plans, August 2023.](#)

⁵ [Bill 20-23E - OPT/SLT Bargaining Units – Pension and Retirement Adjustments, Legislative Information Management System \(LIMS\).](#)

⁶ [Action Staff Report for Expedited Bill 20-23, Montgomery County Council, Action July 25, 2023.](#)

⁷ [Introduction Staff Report for Expedited Bill 16-25, Montgomery County Council, Introduced June 17, 2025.](#)

⁸ Bill 3-22, Legislative Branch – Climate Assessments – Required, Montgomery County Council, Effective date October 24, 2022