

Climate Assessment

Office of Legislative Oversight

BILL 1-26: HUMAN RIGHTS AND CIVIL LIBERTIES – COUNTY MINIMUM WAGE – ACTUAL IMPACT ANALYSIS - AMENDMENTS

SUMMARY

Bill 1-26 would eliminate the requirement that the Office of Legislative Oversight (OLO) publish an annual report on local economic conditions as part of the Council's adoption of a minimum wage increase in 2017. As required by Section 2-81B of the Montgomery County Code, OLO must prepare an economic impact statement for every Bill introduced by the Council. However, OLO does not take stances on the potential impacts of legislation that directly affects the office's internal work program.

BACKGROUND AND PURPOSE OF BILL 1-26

In 2017, the Council enacted legislation that phased in an increase in the County's minimum wage from \$11.50 to \$15.00 by 2024. As part of this policy change, OLO has been required to publish a report each year that monitors economic conditions to determine if the minimum wage increase is leading to adverse economic impacts.¹

Bill 1-26 proposes to remove the reporting requirement from County Code. In a memorandum to the Council, the Bill's lead sponsor explained she is proposing this policy change due to the completion of the phase-in period, the recent discontinuation of federal data on key indicators tracked in OLO's report, and the reports' lack of policy relevance for the Council.²

ANTICIPATED IMPACTS

Bill 1-26 would eliminate the requirement that the Office of Legislative Oversight (OLO) publish an annual report on local economic conditions as part of the Council's adoption of a minimum wage increase in 2017. As required by Section 2-81B of the Montgomery County Code, OLO must prepare an economic impact statement for every Bill introduced by the Council.

However, OLO does not take stances on the potential impacts of legislation that directly affects the office's internal work program.

RECOMMENDED AMENDMENTS

The Climate Assessment Act requires OLO to offer recommendations, such as amendments or other measures to mitigate any anticipated negative climate impacts.³ OLO does not offer recommendations or amendments as Bill 1-26 cannot be evaluated.

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 adaptive 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 Ogorzalek, Jim to County Council, Memorandum, January 15, 2026 in [Introduction Staff Report for Bill 1-26](#).

² Fani-González, Natali to County Council, Memorandum, January 12, 2026 in [Introduction Staff Report for Bill 1-26](#).

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