

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

EXPEDITED PERSONNEL-EMPLOYEE'S RETIREMENT SYSTEM- BILL 33-21: GROUP E- AMENDMENTS

SUMMARY

OLO anticipates that Expedited Bill 33-21 will have a minimal impact on current racial inequities and social injustices (RESJ) in Montgomery County.

PURPOSE OF RESJ IMPACT STATEMENT

The purpose of RESJ impact statements is to evaluate the anticipated impact of legislation on racial equity and social justice in the County. Racial equity and social justice refer to a **process** that focuses on centering the needs, power, and leadership of communities of color and low-income communities with a **goal** of eliminating racial and social inequities.¹ Achieving racial equity and social justice usually requires seeing, thinking, and working differently to address the racial and social harms that have caused racial and social inequities.²

PURPOSE OF EXPEDITED BILL 33-21

The goal of the Bill is to reclassify and change the benefits for resident supervisors in the Department of Correction and Rehabilitation. Expedited Bill 33-21 was introduced on July 27, 2021. If enacted, the Bill would:

- Move resident supervisors in the Department of Correction and Rehabilitation from Group J of the Retirement Plan to Group E;
- Permit resident supervisors to participate in the Deferred Retirement Option Plan for sworn deputy sheriffs and uniformed correctional officers;
- Clarify the application of credited service for employees who move from the GRIP to Group E; and
- Generally amend the retirement laws.³

ANTICIPATED RESJ IMPACTS

Since the scope of Expedited Bill 33-21's influence is estimated to impact a limited number of County employees, OLO anticipates that the bill would have a minimal impact on racial equity and social justice in the County. No changes in racial equity or social justice for County residents are anticipated under Expedited Bill 33-21.

CAVEATS

Two caveats to this racial equity and social justice impact statement should be noted. First, predicting the impact of legislation on racial equity and social justice is a challenging, analytical endeavor due to data limitations, uncertainty, and other factors. Second, this RESJ impact statement is intended to inform the legislative process rather than

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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.

CONTRIBUTIONS

OLO staffer Dr. Theo Holt, Performance Management and Data Analyst, drafted this racial equity and social justice impact statement.

¹ Adopted from definition of racial equity described in the Racial Equity Policy Scorecard included in “Applying a Racial Equity Lens into Federal Nutrition Programs,” authored by Marlysa Gamblin; see the Government Alliance for Race and Equity’s “Advancing Racial Equity and Transforming Government” resource guide for understanding the historical role of government in maintaining racial inequities https://racialequityalliance.org/wp-content/uploads/2015/02/GARE-Resource_Guide.pdf

² Adopted from racial equity definition provided by Racial Equity Tools. <https://www.racialequitytools.org/glossary>

³ Montgomery County Council Expedited Bill 33-21, Personnel – Employee’s Retirement System – Group E - Amendments, Introduced July 27, 2021, Montgomery County, Maryland