

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

EXPEDITED OPT/SLT BARGAINING UNITS – PENSION AND BILL 46-23: RETIREMENT ADJUSTMENTS

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Expedited Bill 46-23 will have a minimal impact on RESJ in the County. Extending the timeframe for eligible employees to elect to purchase credited years of service with their existing retirement plan balances is unlikely to meaningfully impact racial inequities and disparities in retirement.

PURPOSE OF RESJ IMPACT STATEMENTS

The purpose of RESJ impact statements (RESJIS) 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, leadership, and power 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 46-23

In August 2023, Expedited Bill 20-23 took effect and made certain County employees eligible to participate in Group E and Group J of the County's Employees' Retirement System. The Bill established a 150-day deadline in which newly eligible employees could elect to purchase credited years of service with their existing retirement plan balances.³

Expedited Bill 46-23 would extend the deadline for eligible County employees to elect to purchase credited years of service with their existing retirement plan balances from January 4, 2024 to August 7, 2024. This would provide a longer time period for newly eligible employees to make the election.⁴

Expedited Bill 46-23, OPT/SLT Bargaining Units – Pension and Retirement Adjustments, was introduced by the County Council on December 12, 2023.

In May 2023, OLO published a RESJIS for Expedited Bill 20-23, OPT/SLT Bargaining Units – Pension and Retirement Adjustments.⁵ Please refer to this RESJIS for background on retirement and racial equity.

ANTICIPATED RESJ IMPACTS

OLO anticipates Bill 46-23 will have a minimal impact on RESJ in the County. Extending the timeframe for eligible employees to elect to purchase credited years of service with their existing retirement plan balances is unlikely to meaningfully impact racial inequities and disparities in retirement.

RESJ Impact Statement

Expedited Bill 46-23

RECOMMENDED AMENDMENTS

The Racial Equity and Social Justice Act requires OLO to consider whether recommended amendments to bills aimed at narrowing racial and social inequities are warranted in developing RESJ impact statements.⁶ OLO anticipates Expedited Bill 46-23 will have a minimal impact on RESJ in the County. As such, OLO does not offer recommended amendments.

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 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 Janmarie Peña, Performance Management and Data Analyst, drafted this RESJ impact statement.

¹ Definition of racial equity and social justice adopted from “Applying a Racial Equity Lens into Federal Nutrition Programs” by Marlysa Gamblin, et.al. Bread for the World, and from Racial Equity Tools. <https://www.racialequitytools.org/glossary>

² Ibid.

³ [Introduction Staff Report for Expedited Bill 46-23](#), Montgomery County Council, Introduced December 12, 2023.

⁴ Ibid.

⁵ [RESJ Impact Statement for Bill 20-23](#), Office of Legislative Oversight, May 3, 2023.

⁶ Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established, Montgomery County Council