

Racial Equity and Social Justice (RESJ) Impact Statement

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 a positive impact on racial equity and social justice (RESJ) in the County. Black County employees would disproportionately benefit from including an additional Emergency Communications Center position to Group E of the County’s Employees’ Retirement System. This would help reduce inequities in retirement outcomes experienced by Black, Indigenous, and other People of Color.

PURPOSE OF RESJ IMPACT STATEMENTS

RESJ impact statements (RESJIS) evaluate the anticipated impact of legislation on racial equity and social justice in the County. RESJ is a **process** that focuses on centering the needs, leadership, and power of Black, Indigenous, and other People of Color (BIPOC) and communities with low incomes. RESJ is also a **goal** of eliminating racial and social inequities. Applying a RESJ lens is important to achieve RESJ.¹ This involves seeing, thinking, and working differently to address the racial and social inequities that cause racial and social disparities.²

PURPOSE OF EXPEDITED BILL 16-25

The Employees’ Retirement System (ERS) is one of five retirement plans offered to County employees.³ The ERS is a defined benefit plan, which provides a fixed, pre-established benefit to employees at retirement.⁴ The ERS is comprised of several plans that are open to employees in certain positions.⁵ Specifically, Group E is open to sworn deputy sheriffs and uniformed correctional officers.⁶

In July 2023, the Council enacted Expedited Bill 20-23.⁷ Among other changes, this Bill added eligibility for certain Emergency Communication Center (ECC) positions to Group E of the ERS.⁸ 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 2023.⁹

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

This RESJIS builds on the one for Expedited Bill 20-23, OPT/SLT Bargaining Units – Pension and Retirement Adjustments, which OLO published in May 2023.¹⁰ Please refer to this RESJIS for background on retirement and racial equity.

ANTICIPATED RESJ IMPACTS

To consider the anticipated impact of Bill 16-25 on RESJ in the County, OLO recommends the consideration of two related questions:

- Who would primarily benefit or be burdened by this bill?
- What racial and social inequities could passage of this bill weaken or strengthen?

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OLO anticipates Bill 16-25 will have a positive impact on RESJ in the County. This Bill would include an additional ECC position in Group E of the County's ERS. As shown in Table A (Appendix), Black people are overrepresented among ECC personnel. Asian people, and to a lesser extent, Latinx and White people are underrepresented. The disproportionate benefit to Black County employees would help reduce inequities in retirement outcomes experienced by BIPOC.¹¹

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.¹² OLO anticipates Expedited Bill 16-25 will have a positive 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.

APPENDIX

Table A. Percent of ECC Employees by Race and Ethnicity

Race or ethnicity ¹³	ECC Employees	County Adult Population
Asian	5.8	15.9
Black	23.3	17.7
White	40.0	43.4
Latinx	14.2	18.6

Sources: OLO Analysis of Unpublished Office of Human Resources Data as of May 6, 2022 and [Table P4, 2020 Decennial Census, Census Bureau](#).

¹ Definition of racial equity and social justice adopted from [Marlysa Gamblin et al., "Applying Racial Equity to U.S. Federal Nutrition Programs," Bread for the World](#) and [Racial Equity Tools](#).

² Ibid.

³ [About Montgomery County Employee Retirement Plans, Montgomery County Employee Retirement Plans](#).

⁴ [Defined Benefit Plan, Internal Revenue Service, Updated June 5, 2025](#).

⁵ [Refer to menu under 'Employees' Retirement System \(ERS\)' and 'ERS Plan Benefits and County Code' in Active Employees, Montgomery County Employee Retirement Plans](#).

⁶ ["Summary Description: Sheriffs and Public Safety Correctional Officers in Retirement Group E," Montgomery County Employee Retirement Plans, August 2023](#).

⁷ [Bill 20-23E - OPT/SLT Bargaining Units – Pension and Retirement Adjustments, Legislative Information Management System \(LIMS\)](#).

⁸ [Action Staff Report for Expedited Bill 20-23, Montgomery County Council, Action July 25, 2023](#).

⁹ [Introduction Staff Report for Expedited Bill 16-25, Montgomery County Council, Introduced June 17, 2025](#).

¹⁰ [RESJS for Expedited Bill 20-23, Office of Legislative Oversight, May 3, 2023](#).

¹¹ Ibid.

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¹² [Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established, Montgomery County Council.](#)

¹³ Race is not inclusive of Latinx origin for this data point.