

GO COMMITTEE #4
April 11, 2019

Worksession

MEMORANDUM

April 9, 2019

TO: Government Operations and Fiscal Policy Committee
FROM: Linda Price, ^{LP}Legislative Analyst
SUBJECT: **Worksession – FY20 Operating Budget: Community Engagement Cluster**
PURPOSE: Vote on recommendations for the Council's consideration

Those expected to attend this worksession include:

- Fariba Kassiri, Deputy Chief Administrative Officer
- Jerome Fletcher, Assistant Chief Administrative Officer
- Ken Hartman, Director, Bethesda-Chevy Chase Regional Services Center
- Catherine Matthews, Director, UpCounty Regional Services Center
- Reemberto Rodriguez, Director, Silver Spring Regional Services Center
- Luisa Montero-Diaz, Director, MidCounty Regional Services Center
- Jewru Bandeh, Director, East County Regional Services Center
- Corey Orlosky, Fiscal and Policy Analyst, Office of Management and Budget
- Jodi Finkelstein, Executive Director, Commission for Women
- Diane Nguyen-Vu, Director, Office of Community Partnerships

Budget Summary:

- The Executive's FY20 Recommended Operating Budget for the Community Engagement Cluster is \$4,795,376, an increase of \$946,294 or 24.58 percent from the FY19 Approved Budget.
- The increase is largely due to the creation of the Regional Business Hub and the shift of the Business Solutions Group to the Regional Services Center.

OVERVIEW

The Community Engagement Cluster (CEC) works to build stronger, more informed, and inclusive communities. The Cluster is responsible for strengthening Montgomery County's commitment to civic engagement and community service by engaging residents, organizations, businesses and other community groups. The Cluster maximizes communities' assets - time, talents, and other resources - working collaboratively to address and resolve community issues. Relevant pages from the FY20 Recommended Operating Budget are attached on ©1-7. An organizational chart for CEC is attached on © 8.

The FY20 Recommended Operating Budget for CEC is \$4,795,376, an increase of \$946,294 or 24.58 percent from the FY19 Approved Budget of \$3,849,082. The following table provides additional figures for personnel costs and operating expenses, as well as the general and grant funded portions of the operating budget.

| | <i>FY18 Actual</i> | <i>FY19 Approved</i> | <i>FY 20 Recommended</i> | <i>% Change FY19 - FY20</i> |
|------------------------------------|--------------------|----------------------|--------------------------|-----------------------------|
| <i>Expenditures by fund</i> | | | | |
| General Fund | \$3,668,909 | \$3,781,762 | \$4,730,911 | 25.1% |
| Grant Fund | \$67,942 | \$67,320 | \$64,465 | -4.2% |
| <i>Expenditures by type</i> | | | | |
| Personnel Cost | \$2,911,420 | \$3,153,044 | \$4,047,412 | 28.4% |
| Operating Expenses | \$825,431 | \$696,038 | \$747,964 | 7.5% |
| <i>Total Expenditures</i> | \$3,736,851 | \$3,849,082 | \$4,795,376 | 24.6% |
| <i>Positions</i> | | | | |
| Full-Time | 18 | 19 | 25 | 31.6% |
| Part-Time | 6 | 9 | 9 | 0.0% |
| <i>FTEs</i> | 23.5 | 23.5 | 29.5 | 25.5% |

The CEC is comprised of the Office of Community Partnerships, including the Volunteer Center, the Gilchrist Center, Commission for Women, Regional Services Centers, and Administration. The following chart illustrates recommended FY20 funding by program.

| Program | Expenditure Total | FTEs |
|---------------------------|--------------------------|-------------|
| Community Partnerships | \$1,302,623 | 8.0 |
| Gilchrist Center | \$548,573 | 6.5 |
| Commission for Women | \$190,889 | 1.0 |
| Regional Services Centers | \$1,987,872 | 10.0 |
| Administration | \$765,419 | 4.0 |
| Total | \$4,795,376 | 29.5 |

FY20 EXPENDITURE ISSUES

The Executive is recommending several changes to the FY20 Recommended Operating Budget from the Approved FY19 Operating Budget. Many of the changes are multi-program adjustments with no service impacts. The various adjustments are displayed in the following chart. Additional changes will be reviewed within each respective program.

I. Multi-Program Adjustments

| Item | Amount | FTEs |
|---------------------------------------|-----------------|------------|
| General Fund | | |
| FY20 Compensation Adjustment | \$76,579 | 0.0 |
| Retirement Adjustment | \$6,399 | 0.0 |
| Annualization of FY19 Personnel Costs | -\$1,394 | 0.0 |
| Total | \$81,584 | 0.0 |

II. Office of Community Partnerships

The FY20 recommended budget for the Office of Community Partnerships (OCP) is \$1,302,623 with 8.0 FTEs. This is an increase of \$86,353, or 7.1%, with no changes to FTEs from FY19. The Executive’s recommendation includes a multi-program adjustment which increases the budget by \$22,672, and also includes three additional reductions.

1. County Match - Maryland State Census Grant Program / \$96,536

Executive staff provided the following explanation for the expenditure. *Montgomery County was awarded a Maryland State Census Grant in the amount of \$581,700. We will create a Census Fund housed under the care of the Montgomery County affiliate of the Greater Washington Community Foundation. The Fund will be utilized to implement “Everyone Counts in Montgomery County,” a countywide strategy in partnership with nonprofit organizations to ensure that everyone is counted with a special focus on hard-to-count communities. The grant requires a cash match of \$50,000 plus the administrative cost of housing the fund at the Community Foundation is 8%, which totals \$96,536. Council staff concurs with the Executive’s recommendation.*

2. Grant Budget Adjustment / (\$2,855)

A reduction of (\$2,855) is recommended to align with a reduction in the federal grant for the Retired & Senior Volunteer Program (RSVP) grant. **Council staff concurs with the Executive’s recommendation.**

3. Decrease Cost - OCP Events / (\$30,000)

A reduction of (\$30,000) is recommended in FY20 to reduce event expenditures. OCP will still be able to host their annual events including, Martin Luther King Day of Service, World of Montgomery Festival, the Montgomery Serves and Community Service week. They also anticipate being able to host

six additional community events throughout the year. **Council staff concurs with the Executive's recommendation.**

4. Community Outreach Positions

The OCP is currently recruiting for the following three positions: Community Outreach Manager-Liaison for Asian Community; Community Outreach Manager - Liaison for Latino Community; and OHR Senior Fellow - Middle Eastern Communities. The Liaison for African and Caribbean Communities position is currently vacant and being backfilled by separate contractors to address the communities desire for these positions to be separated.

The Racial Equity Community Outreach Manager position is currently occupied, and it is Council staff's understanding that the position will be transferred to the Office of the County Executive in FY20. The Office of the County Executive's recommended budget includes funding for a mid-year Chief Equity Officer position, but no additional staff. This budget will be reviewed on April 29.

III. Gilchrist Center

The FY20 recommended budget for the Gilchrist Center is \$548,573 and 6.5 FTEs. This is an increase of \$84,961, or 18.3%. above FY19. The budget would also increase by 1.0 FTE. The Executive's recommendation includes a multi-program adjustment which decreases the budget by (\$31,514).

The recommended budget also increases funding from the addition of a mid-year position, \$116,475 and 1.0 FTE. According to the Executive branch, \$46,034 of the funding represents the annualization cost for two Gilchrist Center Customer Service Representative positions that were converted from temp to permanent in the FY19 approved budget. The remaining \$70,441 funds an Office Services Coordinator position that was created mid-year in FY19. **Council staff concurs with the Executive's recommendation.**

IV. Office of the Commission for Women

The FY20 recommended budget for the Office of the Commission for Women (OCW) is \$190,889 and 1.0 FTE. This is an increase of \$13,507, or 7.6%, with no changes to FTEs. The FY20 increase is entirely from multi-program adjustments.

The OCW and CountyStat recently released the report, *A Tale of Two Counties: The Status of Women in Montgomery County (2018)*.¹ The report provides a quantitative analysis of progress and trends for women's experiences in the County over a decade. Obstacles, gaps, and disparities are identified in the report along with a number of recommendations to reduce challenges that women face in the County. The key findings and recommendations are attached at © 9-24. **The Committee may wish to hold a briefing with OCW and CountyStat to review the key findings and recommendations of the report.**

¹ <https://reports.data.montgomerycountymd.gov/stories/s/as7x-56qj>

V. Regional Services Centers

The FY20 recommended budget for the Regional Service Centers is \$1,987,872 and 10.0 FTEs, an increase of \$803,999, or 67.9% over FY19. The recommended budget would also add 5.0 FTEs. The Executive's recommendation includes a multi-program adjustment which increases the budget by \$82,675, and also includes five additional changes.

1. Regional Business Hub Program / \$429,583 3.00 FTEs

The Executive's budget shifts \$429,583 funding from the Incubator Programs - Economic Development Partnership NDA to create a Regional Business Hub Program. The purpose of the Regional Business Service Hub Program is to interact and reach out to local businesses and entrepreneurs for assistance needed to grow and expand jobs. The overall strategy and goals of the program are being developed by Executive branch staff. The funding shift allows the creation of 3.0 new FTEs, which include two Business Development Specialist III (Grade 23) positions and a Business Liaison Officer Position (Community Outreach Manager/Grade 28) position. The cost breakout is as follows:

| | Grade | Personnel Costs | Operating Expenses | Total |
|-------------------------------------|-------|------------------|--------------------|------------------|
| Business Development Specialist III | 23 | \$73,180 | \$5,720 | \$78,900 |
| Business Development Specialist III | 23 | \$73,180 | \$5,720 | \$78,900 |
| Business Liaison Officer | 28 | \$266,063 | \$5,720 | \$271,783 |
| Total | | \$412,423 | \$17,160 | \$429,583 |

On March 19, the Council enacted Expedited Bill 3-19 Administration - Executive Branch - Non-Merit Positions, at the request of the County Executive. The fiscal impact statement of this bill identified three occupied M1 positions which were to be abolished in FY20, and would produce more than \$750,000 in savings. One position identified in the fiscal impact statement was in the Office of Procurement, which the GO Committee will review on April 29. The Executive's recommended budget would create a new position for a Business Liaison Officer in the Community Engagement Cluster. This position would be filled by re-assigning the M1 position, that is to be abolished in Procurement. **Transferring personnel from the Office of Procurement does not result in the savings identified in the fiscal impact statement being achieved. In addition, the Committee should note that the cost of a Grade 28 is significantly less than what is being reflected in the recommended budget.** The FY19 salary schedule lists a Grade 28 maximum pay as \$123,799.

2. Shift Funding - Business Solutions Group / \$356,741 and 2.00 FTEs

The recommended budget would also shift \$356,741 and 2.0 FTEs for the Small Business Solutions Group from the Office of the County Executive to the Regional Services Centers (RSC). As communicated in the Executive's budget, this move would allow for additional boots on the ground and more direct in-person access to residents and business Countywide. Executive staff provided the following background on placing the Business Solutions Group in the RSCs.

The positions being shifted from the County Executive's Office to the Regional Offices will not change their major duties. This location change will allow them to have front line access to the public thus increasing the small business outreach and responsiveness in each of the

regions, and closely collaborating and coordinating with Regional Directors on small business-related needs/issues. While these staff members will report to their home base Regional Director, they will provide support to all regions in serving the whole County. The overall countywide Small Business Strategy will be developed and guided by an ACAO (Jerome Fletcher), who will provide policy guidance and strategy oversight to all involved.

For example, as soon as the Business Solutions Group staff are situated in the Regional Offices, they will work with the Regional Directors to create and perform outreach campaigns for Business Connect, “Bringing Business Support to Your Community.”

Business Connect offers:

- *Classes – on general business interests such as marketing and financing as well as County government-related topics such as permitting and procurement.*
- *Counseling – available to assist businesses individually as they start and grow in Montgomery County.*
- *Connections – to resources and information available from Montgomery County government.*
- *Business Connect is piloting at the Upcounty Regional Office with plans to expand County-wide during fiscal year 2020.*

Most business issues are consistent across the county. However, each region has unique issues and having the Business Solutions Group connect with the regional area will help them develop tailored programming to meet their specific needs.

The FTEs in the Business Solutions group will have a “home base” at the UpCounty, Silver Spring, and East County Regional Services Centers. However, they will rotate to cover all RSCs. As resources become available, the Executive branch plans to expand the Business Solutions group to have staff assigned at each of the remaining RSCs (B-CC and MidCounty). **Council staff concurs with the Executive’s recommendation.**

In accordance with County Code Section 2-25B, the Executive is required to submit on or before September 15 of each year a report to the Council on the activities and recommendations of the Business Solutions Group. The full section of the code for the Business Solutions Group is available at § 25. The Executive branch is in the process of finalizing and transmitting the report to the Council for review.

3. Reduction - White Flint project / (\$20,000) & Marketing/Promotion / (\$20,000)

In FY19, \$50,000 was approved to fund a number of activities in White Flint/Pike District. Of this funding, \$20,000 was intended for the formation of a Business Improvement District (BID). The remaining funds were to provide maintenance of Pike District medians, website development and maintenance, and promotion and marketing for events. According to the Executive branch, it is unlikely that there will be an effort to organize a BID in FY20. Also, a contract was awarded in March 2019 in the Urban District budget for marketing and placemaking activities in the Pike District. Therefore, the funds for BID formation and marketing/promotion are no longer needed in FY20. **Council staff concurs with the Executive’s recommendation.**

4. Reduction - Other Special Functions / (\$25,000)

The Executive is recommending a (\$25,000) reduction in funding for other special functions. No impact to service is expected. **Council staff concurs with the Executive's recommendation.**

VI. Administration

The FY20 recommended budget for CEC Administration is \$765,419 and 4.0 FTEs, a decrease of (\$42,526), or (5.3%). No changes in FTEs are recommended. The Executive's recommendation includes a multi-program adjustment which decreases the budget by (\$42,526), and also includes one additional reduction in miscellaneous operating expenses of (\$36,770), which are not expected to impact the overall budget. **Council staff concurs with the Executive's recommendation.**

A Program Manager I position is currently vacant, which is being used to meet lapse. A Program Specialist II position is also vacant but being backfilled with contract support.

This packet contains:

| | |
|---|----|
| | © |
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| Organization Chart | 8 |
| Tale of Two Counties – Finding and Recommendations | 9 |
| County Code – Section 2-25B. Business Solutions Group | 25 |



Community Engagement Cluster

RECOMMENDED FY20 BUDGET
\$4,795,376

FULL TIME EQUIVALENTS
29.50

✦ **FARIBA KASSIRI**, DEPUTY CHIEF ADMINISTRATIVE OFFICER

MISSION STATEMENT

The Community Engagement Cluster (CEC) works to build stronger, more informed, and inclusive communities. The Cluster is responsible for strengthening Montgomery County's commitment to civic engagement and community service by engaging residents, organizations, businesses and other community groups. The Cluster maximizes communities' assets - time, talents, and other resources - working collaboratively to address and resolve community issues.

The cluster is a combination of the five Regional Services Centers, the Commission for Women, and the Office of Community Partnerships, including the Gilchrist Center and the Volunteer Center, that has been operating as one unit since July 1, 2011. As a cluster, these offices/functions have combined facilities, resources, and support staff while retaining staff expertise and experience, as well as most of the objectives of the separate entities involved.

BUDGET OVERVIEW

The total recommended FY20 Operating Budget for the Community Engagement Cluster is \$4,795,376, an increase of \$946,294 or 24.58 percent from the FY19 Approved Budget of \$3,849,082. Personnel Costs comprise 84.40 percent of the budget for 25 full-time position(s) and nine part-time position(s), and a total of 29.50 FTEs. Total FTEs may include seasonal or temporary positions and may also reflect workforce charged to or from other departments or funds. Operating Expenses account for the remaining 15.60 percent of the FY20 budget.

COUNTY PRIORITY OUTCOMES

While this program area supports all seven of the County Executive's Priority Outcomes, the following are emphasized:

- ✦ **A Greener County**
- ✦ **Effective, Sustainable Government**
- ✦ **Thriving Youth and Families**

DEPARTMENT PERFORMANCE MEASURES

Performance measures for this department are included below (where applicable), with multi-program measures displayed at the front of this section and program-specific measures shown with the relevant program. The FY19 estimates reflect funding based on the FY19 Approved Budget. The FY20 and FY21 figures are performance targets based on the FY20 Recommended Budget and funding for comparable service levels in FY21.

ACCOMPLISHMENTS

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- ✓ Produced and distributed, through the Montgomery County Commission for Women (CFW), "A Tale of Two Counties: The Status of Women in Montgomery County 2018." The report is an update to the 2007 Status of Women Report and covers the following: Women and the Economy, Women and Health, Women and Poverty, Women and Politics, Women and Education, and Women and Public Safety. The report's findings were covered by WAMU, the Bethesda Beat, and WDVM.
 - ✓ Organized the 39th Annual Women's Legislative Briefing in January 2019, hosted by CFW.
 - ✓ Offered 30 seminars, serving over several hundred residents through CFW programming. Consistent with the CFW's commitment to impact and aligning its work to a set of clear priorities that reflect the needs of the community, the programming committee crafted a mission for its engagement through seminars and workshops: To enrich the lives of women and families by Informing, Educating, Empowering, and Supporting residents of the County.
 - ✓ Supported and provided leadership, through CFW, the Montgomery County Human Trafficking Prevention Committee (Committee). The 2018 accomplishments of the Committee include: (1) creation of victim referral cards that are distributed by the Vice Unit of the Montgomery County Police Department, (2) completion of a written report that provides an overview of findings from a survey of Montgomery County hotels concerning their human trafficking training practices, and (3) reviewed and inspected "bodyworks" establishment to ensure they were not fronts for sex trafficking.
 - ✓ Served 8,057 residents through volunteer-taught classes such as English for Speakers of Other Languages (ESOL), Spanish, computer skills, or job search skills; 5,253 residents through information and referral services; and 3,570 residents through partner organization programs such as ESOL and citizenship preparation classes via the Gilchrist Center in FY18.
 - ✓ Designed and implemented a new data tracking system for the Gilchrist Center, in partnership with Department of Technology Services. The new system uses tablets making customer information collection much more accurate, effective, and efficient. The new automated system received a National Association of Counties Achievement Award, which is awarded to outstanding programs of the year.
 - ✓ Recognized as one of four U.S. communities for the Welcoming Communities Transatlantic Exchange Program, the U.S.-Germany exchange program for immigrant integration practitioners. The Gilchrist Center led the initiative on behalf of the County. The German delegation stayed for four days in Montgomery County to learn best immigrant integration practices, visiting MCPS, Linkages to Learning, Impact Silver Spring, Montgomery College, etc. The Montgomery County team of four visited German cities in November 2018 as part of the program.
 - ✓ Hosted a delegation of six British cities to Montgomery County in May 2018 through the University of Oxford's Inclusive Cities Program to learn about best welcoming practices and exchange ideas with Montgomery County's immigrant integration practitioners.
 - ✓ Continued to strengthen the culture of giving and serving in Montgomery County by connecting volunteers with critical community needs through the Montgomery County Volunteer Center (MCVC). For the Community Service Week 2018 and Martin Luther King Day 2019, 5,819 volunteers engaged 171 different projects. Three new partners hosted MLK Day project sites in 2019. More than 1,100 local nonprofit and government agencies have active accounts on MCVC website listing volunteer opportunities, including 207 agency accounts created in 2018. More than 15,000 volunteers have created accounts on the website to respond to volunteer opportunities, 9,454 volunteer accounts were created in 2018. A total of 20,417 referrals were made through the website in 2018. Continued and built on partnership with MCPS to manage Student Service Learning volunteer opportunities for all students in middle and high school. Provided monthly capacity building trainings for agencies attended by 268 nonprofit professionals in 2018. The new 50+ Volunteer Network program interviewed 209 volunteers and matched skilled volunteers with 147 opportunities at nonprofit and government agencies. In FY18, volunteers with the Tax Aide Program of RSVP completed 4,972 tax returns for 6,448 low to moderate income residents, resulting in total tax refunds of \$4,601,275.
 - ✓ Distributed \$25,000 in neighborhood matching funds through the Regional Services Centers (RSCs) to over 30 grassroots-based neighborhood groups to undertake hyper-local small events to build communities and strengthen networks across racial and social divides, including block parties, special neighborhood gatherings, and community conversations.
 - ✓ Improved the Mid-County Regional Service Office website and upgraded the weekly e-newsletter which has a subscription of over 2,000 with an open rate of 25 - 29 percent. The Silver Spring Regional Services Center (SSRSC) also increased its eNewsletter subscription to over 6,000; and now lists it on NextDoor.com with an additional 9,000 subscribers.

- ✓ Strengthened opportunities for civic engagement and communication with county government from the Upcounty Regional Office by assisting the Germantown Alliance in their mission to be a recognized and credible voice for the Germantown community of 100,000 residents; and by introducing strategies for a developing Clarksburg Clothing Closet that will serve Upcounty residents, especially those entering and returning to the workforce.
- ✓ Guided a successful strategy from the Upcounty Regional Office that included assistance from Landlord-Tenant Affairs and CASA de Maryland to improve the relationship between Middlebrook Gardens' 500+ residents and their property management company.
- ✓ Led a multi-agency and community partnership effort through the East County Regional Service Center (ECRSC) to hold the Second Annual East County Job Fair which brought together 65 public and private recruiters and 706 job seekers. Over 200 participants attended a series of workshops designed to promote small business development.
- ✓ Joined, organized, and provided leadership to three Neighborhood Action Teams with the SSRSC: Oakview Community; Progress Place Environs; and Downtown Safety.
- ✓ Organized eight listening sessions for over 1,300 residents across the county over a period of four weeks through the Office of Community Partnerships (OCP) to assist the transition process of the County Executive's Office. Helped to organize and staff the transition team meetings along with other administrative support. Partners for the listening sessions included CUPF, REC, Montgomery Community Media.

COLLABORATION AND PARTNERSHIPS

* **Citizens Corners**

OCP launched countywide Citizenship Corners in partnership with MCPL and the Gilchrist Immigrant Resource Center as part of a national bipartisan effort to encourage eligible immigrants to apply for U.S. citizenship, with information provided in a number of languages.

Partners

Department of Public Libraries

* **Thriving Germantown Initiative**

The Upcounty Regional Office continued to work with the Thriving Germantown Initiative to help secure \$1 million in State funds toward establishing a service delivery hub that will co-locate several nonprofit providers who will deliver direct services to Germantown residents in need. The initiative currently has 27 nonprofit, private and government partners who are collaboratively assessing families' needs, determining risks, tracking the success of referrals made for service, and identifying trend data.

Partners

Department of Health and Human Services, Montgomery County Public Schools, Non-Profits

* **Safety and Security in Germantown**

The Upcounty Regional Office partnered with the Boys and Girls Club of Greater Washington and Montgomery County Police to improve safety and security measures at the organization's Montgomery County facility in Germantown.

Partners

Department of Police, Non-Profits

* **Merchant and Small Business Assistance**

The SSRSC is at the forefront of efforts to mitigate the impact on merchants and small businesses of the Purple Line and other construction work in the Regional Area. This has included bringing together the owners of business adjacent to the Studio Plaza development and others in Fenton Village, particularly Bonifant Street; working with the Long Branch Business League and the City of Takoma and the Takoma Langley Crossroads Development Authority in Langley Park; assisting the neighborhoods surrounding the Montgomery Hills and Brookville Road commercial hubs. The mitigation efforts have included setting up direct financial assistance to businesses impacted by County projects; increased way-finding signage; improved presence in social media; and directing access to technical assistance and other resources.

Partners

Department of Environmental Protection, Department of Permitting Services, Department of Police, Department of Transportation, Urban Districts, Non-Profits

PROGRAM CONTACTS

Contact Fariba Kassiri of the Community Engagement Cluster at 240.777.2512 or Corey Orlosky of the Office of Management and Budget at 240.777.2762 for more information regarding this department's operating budget.

PROGRAM DESCRIPTIONS

☀ Community Partnership

The Office of Community Partnerships (OCP) is a bridge among our diverse community residents and organizations and the County government. The staff provides outreach and liaison services to ethnic, multilingual, and multicultural communities; works closely with the County's nonprofit and faith community organizations; and coordinates a number of community-building events throughout the year. The Volunteer Center connects residents and businesses to volunteer assignments with hundreds of nonprofits across Montgomery County.

| FY20 Recommended Changes | Expenditures | FTEs |
|---|------------------|-------------|
| FY19 Approved | 1,216,270 | 8.00 |
| Add: County Match - Maryland State Census Grant Program | 96,536 | 0.00 |
| Re-align: Grant Budget Adjustment | (2,855) | 0.00 |
| Decrease Cost: OCP Events | (30,000) | 0.00 |
| Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs. | 22,672 | 0.00 |
| FY20 Recommended | 1,302,623 | 8.00 |

☀ Gilchrist Center

The Charles W. Gilchrist Center for Cultural Diversity is the County's Welcome Center for newcomers and helps to build the network of immigrant service providers in the County. The Center offers various immigrant integration services at various locations throughout the County that prepare residents to contribute to our economy and our community.

| Program Performance Measures | Actual FY17 | Actual FY18 | Estimated FY19 | Target FY20 | Target FY21 |
|--|----------------|----------------|-------------------|----------------|----------------|
| Overall participant satisfaction with their experience at the Gilchrist Center (scale 1-5) | 4.8 | 4.7 | 4.8 | 4.8 | 4.8 |
| Overall satisfaction of participants in Gilchrist Center classes (scale 1-5) | 4.8 | 4.8 | 4.8 | 4.8 | 4.8 |

| FY20 Recommended Changes | Expenditures | FTEs |
|---|----------------|-------------|
| FY19 Approved | 463,612 | 5.50 |
| Add: Mid-Year Position for Gilchrist Center | 116,475 | 1.00 |
| Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs. | (31,514) | 0.00 |
| FY20 Recommended | 548,573 | 6.50 |

☀ Commission for Women

The Commission for Women's mission is to identify gender-based inequities in laws, policies, practices and procedures, and to advocate remedies by advising the public and local, state, and federal agencies on issues of concern to women, including organizing events relating to these issues.

| Program Performance Measures | Actual FY17 | Actual FY18 | Estimated FY19 | Target FY20 | Target FY21 |
|--|----------------|----------------|-------------------|----------------|----------------|
| Overall satisfaction of the Commissioners with the effectiveness of the CFW's identification of needs, problems and issues for the women of Montgomery County and the advocacy of resolution of these issues (scale 1-5) | 4.7 | 4.7 | 4.7 | 4.7 | 4.7 |

| FY20 Recommended Changes | Expenditures | FTEs |
|--------------------------|----------------|-------------|
| FY19 Approved | 177,382 | 1.00 |

| FY20 Recommended Changes | Expenditures | FTEs |
|---|----------------|-------------|
| Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs. | 13,507 | 0.00 |
| FY20 Recommended | 190,889 | 1.00 |

☼ Regional Services Centers

The County has five Regional Services Centers: Bethesda-Chevy Chase, Eastern Montgomery, Mid-County, Silver Spring, and Upcounty. The Regional Directors in each of the County's five regions work with their respective regional citizens advisory boards, residents, community groups, businesses, and other public agencies to proactively seek and gather information and assess community needs, problems, and issues in order to provide effective and timely input representing their regions in policy discussions and liaising between Montgomery County and its residents. The Regional Directors of the Silver Spring, Wheaton and Bethesda/Chevy Chase regions provide oversight of the operations of their respective Urban Districts.

| Program Performance Measures | Actual FY17 | Actual FY18 | Estimated FY19 | Target FY20 | Target FY21 |
|--|-------------|-------------|----------------|-------------|-------------|
| Overall satisfaction of Regional Citizen Advisory Boards with the effectiveness and timeliness of the Centers' service as liaisons between County residents and the government (scale 1-5) | 4.3 | 4.6 | 4.6 | 4.6 | 4.7 |
| Overall satisfaction of Regional Citizen Advisory Boards with the effectiveness of the Centers' assessment of community needs, problems and issues (scale 1-5) | 4.3 | 4.3 | 4.3 | 4.4 | 4.5 |

| FY20 Recommended Changes | Expenditures | FTEs |
|---|------------------|--------------|
| FY19 Approved | 1,183,873 | 5.00 |
| Add: Regional Business Hub Program | 429,583 | 3.00 |
| Shift: Funding from County Executive's Office for Business Solutions Group | 356,741 | 2.00 |
| Decrease Cost: Marketing/Promotion | (20,000) | 0.00 |
| Decrease Cost: White Flint project | (20,000) | 0.00 |
| Decrease Cost: Other Special Functions | (25,000) | 0.00 |
| Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs. | 82,675 | 0.00 |
| FY20 Recommended | 1,987,872 | 10.00 |

☼ Administration

Administrative Management for the Community Engagement Cluster (CEC) handles all aspects of budget, procurement, financial, contracts/grants, personnel, and administrative matters of the CEC units (Regional Services Centers, Commission for Women, Office of Community Partnerships, including the Gilchrist Center and the Volunteer Center). In addition, the responsibilities of this unit include implementing the CEC's shared resource model related to various duties pertaining to the Advisory Boards, Committees and Commissions, community outreach, community events, database and webpage development and maintenance, newsletters, and many other vital community related functions.

| FY20 Recommended Changes | Expenditures | FTEs |
|---|----------------|-------------|
| FY19 Approved | 807,945 | 4.00 |
| Decrease Cost: Miscellaneous Operating Expenses | (36,770) | 0.00 |
| Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs. | (5,756) | 0.00 |
| FY20 Recommended | 765,419 | 4.00 |

BUDGET SUMMARY

| | Actual FY18 | Budget FY19 | Estimate FY19 | Recommended FY20 | %Chg Bud/Rec |
|----------------------------|-------------|-------------|---------------|------------------|--------------|
| COUNTY GENERAL FUND | | | | | |
| EXPENDITURES | | | | | |
| Salaries and Wages | 2,276,992 | 2,387,094 | 2,401,442 | 3,119,716 | 30.7 % |

BUDGET SUMMARY

| | Actual FY18 | Budget FY19 | Estimate FY19 | Recommended FY20 | %Chg Bud/Rec |
|--|------------------|------------------|------------------|---------------------|-----------------|
| Employee Benefits | 581,065 | 698,630 | 698,630 | 863,231 | 23.6 % |
| County General Fund Personnel Costs | 2,858,057 | 3,085,724 | 3,100,072 | 3,982,947 | 29.1 % |
| Operating Expenses | 810,852 | 696,038 | 639,312 | 747,964 | 7.5 % |
| County General Fund Expenditures | 3,668,909 | 3,781,762 | 3,739,384 | 4,730,911 | 25.1 % |
| PERSONNEL | | | | | |
| Full-Time | 17 | 18 | 18 | 24 | 33.3 % |
| Part-Time | 6 | 9 | 9 | 9 | — |
| FTEs | 22.85 | 22.85 | 22.85 | 28.85 | 26.3 % |
| REVENUES | | | | | |
| Facility Rental Fees | 5,714 | 10,500 | 10,500 | 10,500 | — |
| Miscellaneous Revenues | 2,500 | 0 | 710 | 0 | — |
| Other Charges/Fees | (30) | 0 | 0 | 0 | — |
| Parking Fees | (3,600) | 0 | 0 | 0 | — |
| Recreation Fees | 5,400 | 0 | 0 | 0 | — |
| County General Fund Revenues | 9,984 | 10,500 | 11,210 | 10,500 | — |
| GRANT FUND - MCG | | | | | |
| EXPENDITURES | | | | | |
| Salaries and Wages | 42,200 | 52,084 | 52,084 | 47,620 | -8.6 % |
| Employee Benefits | 11,163 | 15,236 | 15,236 | 16,845 | 10.6 % |
| Grant Fund - MCG Personnel Costs | 53,363 | 67,320 | 67,320 | 64,465 | -4.2 % |
| Operating Expenses | 14,579 | 0 | 0 | 0 | — |
| Grant Fund - MCG Expenditures | 67,942 | 67,320 | 67,320 | 64,465 | -4.2 % |
| PERSONNEL | | | | | |
| Full-Time | 1 | 1 | 1 | 1 | — |
| Part-Time | 0 | 0 | 0 | 0 | — |
| FTEs | 0.65 | 0.65 | 0.65 | 0.65 | — |
| REVENUES | | | | | |
| Federal Grants | 52,465 | 67,320 | 67,320 | 64,465 | -4.2 % |
| State Grants | 33,257 | 0 | 0 | 0 | — |
| Grant Fund - MCG Revenues | 85,722 | 67,320 | 67,320 | 64,465 | -4.2 % |
| DEPARTMENT TOTALS | | | | | |
| Total Expenditures | 3,736,851 | 3,849,082 | 3,806,704 | 4,795,376 | 24.6 % |
| Total Full-Time Positions | 18 | 19 | 19 | 25 | 31.6 % |
| Total Part-Time Positions | 6 | 9 | 9 | 9 | — |
| Total FTEs | 23.50 | 23.50 | 23.50 | 29.50 | 25.5 % |
| Total Revenues | 95,706 | 77,820 | 78,530 | 74,965 | -3.7 % |

FY20 RECOMMENDED CHANGES

| | Expenditures | FTEs |
|--|------------------|--------------|
| COUNTY GENERAL FUND | | |
| FY19 ORIGINAL APPROPRIATION | 3,781,762 | 22.85 |
| Changes (with service impacts) | | |
| Add: Regional Business Hub Program [Regional Services Centers] | 429,583 | 3.00 |
| Add: Mid-Year Position for Gilchrist Center [Gilchrist Center] | 116,475 | 1.00 |
| Add: County Match - Maryland State Census Grant Program [Community Partnership] | 96,536 | 0.00 |
| Other Adjustments (with no service impacts) | | |
| Shift: Funding from County Executive's Office for Business Solutions Group [Regional Services Centers] | 356,741 | 2.00 |
| Increase Cost: FY20 Compensation Adjustment | 76,579 | 0.00 |
| Increase Cost: Retirement Adjustment | 6,399 | 0.00 |
| Decrease Cost: Annualization of FY19 Personnel Costs | (1,394) | 0.00 |
| Decrease Cost: Marketing/Promotion [Regional Services Centers] | (20,000) | 0.00 |
| Decrease Cost: White Flint project [Regional Services Centers] | (20,000) | 0.00 |
| Decrease Cost: Other Special Functions [Regional Services Centers] | (25,000) | 0.00 |

(b)

FY20 RECOMMENDED CHANGES

| | Expenditures | FTEs |
|--|------------------|--------------|
| Decrease Cost: OCP Events [Community Partnership] | (30,000) | 0.00 |
| Decrease Cost: Miscellaneous Operating Expenses [Administration] | (36,770) | 0.00 |
| FY20 RECOMMENDED | 4,730,911 | 28.85 |

GRANT FUND - MCG

| | | |
|---|---------------|-------------|
| FY19 ORIGINAL APPROPRIATION | 67,320 | 0.65 |
| <u>Other Adjustments (with no service impacts)</u> | | |
| Re-align: Grant Budget Adjustment [Community Partnership] | (2,855) | 0.00 |
| FY20 RECOMMENDED | 64,465 | 0.65 |

PROGRAM SUMMARY

| Program Name | FY19 APPR | FY19 APPR | FY20 REC | FY20 REC |
|---------------------------|------------------|--------------|------------------|--------------|
| | Expenditures | FTEs | Expenditures | FTEs |
| Community Partnership | 1,216,270 | 8.00 | 1,302,623 | 8.00 |
| Gilchrist Center | 463,612 | 5.50 | 548,573 | 6.50 |
| Commission for Women | 177,382 | 1.00 | 190,889 | 1.00 |
| Regional Services Centers | 1,183,873 | 5.00 | 1,987,872 | 10.00 |
| Administration | 807,945 | 4.00 | 765,419 | 4.00 |
| Total | 3,849,082 | 23.50 | 4,795,376 | 29.50 |

FUTURE FISCAL IMPACTS

CE RECOMMENDED (\$000S)

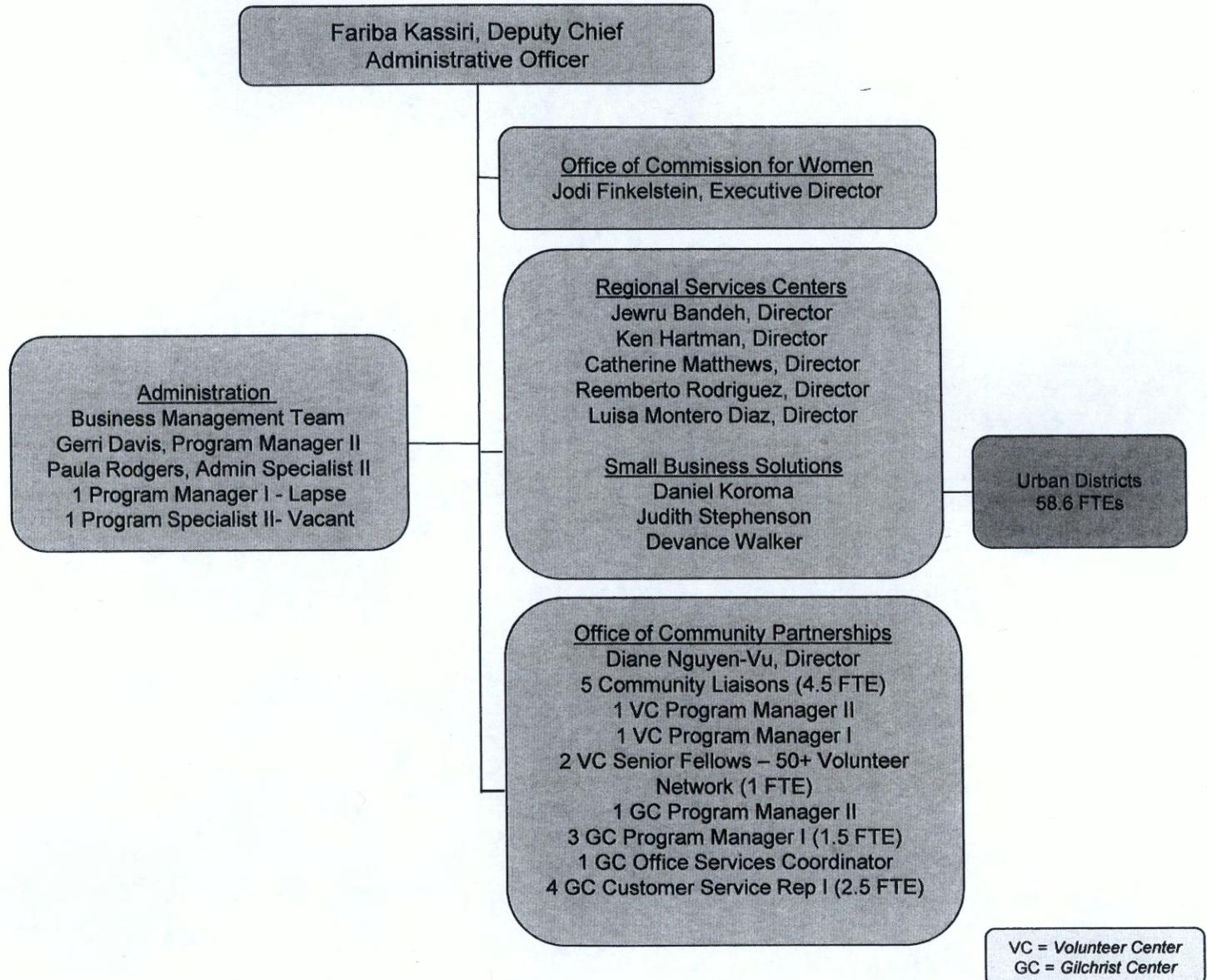
| Title | FY20 | FY21 | FY22 | FY23 | FY24 | FY25 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| COUNTY GENERAL FUND | | | | | | |
| EXPENDITURES | | | | | | |
| FY20 Recommended | 4,731 | 4,731 | 4,731 | 4,731 | 4,731 | 4,731 |
| No inflation or compensation change is included in outyear projections. | | | | | | |
| Annualization of Positions Recommended in FY20 | 0 | 49 | 49 | 49 | 49 | 49 |
| New positions in the FY20 budget are generally assumed to be filled at least two months after the fiscal year begins. Therefore, the above amounts reflect annualization of these positions in the outyears. | | | | | | |
| Elimination of One-Time Items Recommended in FY20 | 0 | (114) | (114) | (114) | (114) | (114) |
| Items recommended for one-time funding in FY20, including Census Grant match, and operating expenses associated with new positions, will be eliminated from the base in the outyears. | | | | | | |
| Labor Contracts | 0 | 14 | 14 | 14 | 14 | 14 |
| These figures represent the estimated annualized cost of general wage adjustments, service increments, and other negotiated items. | | | | | | |
| Subtotal Expenditures | 4,731 | 4,680 | 4,680 | 4,680 | 4,680 | 4,680 |

ANNUALIZATION OF PERSONNEL COSTS AND FTEs

| | FY20 Recommended | | FY21 Annualized | |
|--|------------------|-------------|-----------------|-------------|
| | Expenditures | FTEs | Expenditures | FTEs |
| Additional Positions for Regional Business Hub Program | 146,360 | 2.00 | 195,140 | 2.00 |
| Total | 146,360 | 2.00 | 195,140 | 2.00 |

Community Engagement Cluster

Functional Organization Chart





Summary of Findings and Recommendations

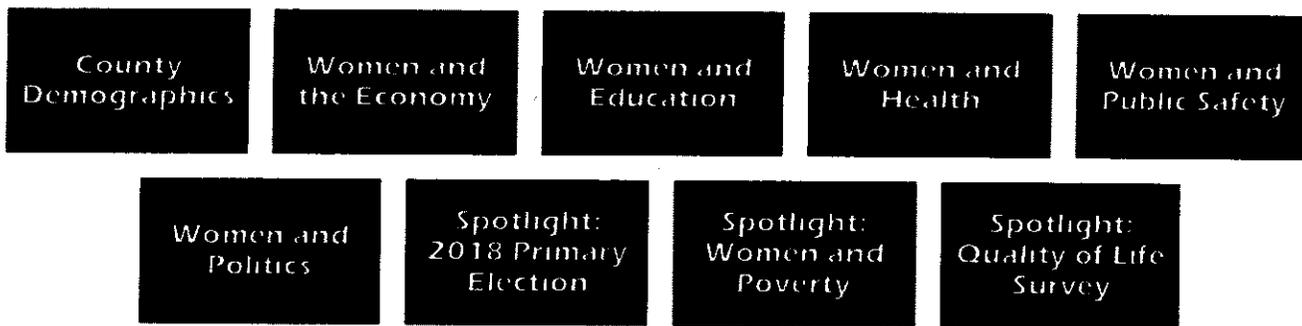
Introduction

A Tale of Two Counties: The Status of Women in Montgomery County Report (the “Report”) is a decennial publication of the Montgomery County Commission for Women (the “Commission”), produced in collaboration with CountyStat, the performance management and data analytics team within the Office of the County Executive.

The Commission was established by statute in 1972 and is comprised of 15 members from the community who are appointed by the County Executive and confirmed by the County Council. Its mission is to advance women’s equal and full participation in the benefits, responsibilities, and opportunities of society, and to enable women to participate as equals in the community through the acquisition of skills and competencies, information and resources. To achieve its mission, the Commission examines laws, policies and procedures; supports policies and programs that promote the well-being of women; and advises the County Executive, the County Council, the public, and the agencies of the county, state and federal governments on issues affecting women of Montgomery County.

CountyStat, the Commission’s valued partner in producing this Report, is Montgomery County’s office that is responsible for analyzing data to monitor, assess, and improve the effectiveness and efficiency of county programs and services.

One goal in producing this Report was to collect and analyze data about how women are faring in Montgomery County across many measures of well-being. We also seek to educate the public and stakeholders on our findings to help inform appropriate remedies and policies. Last published in 2007, this Report updates many of the same areas of focus as the last report and supplements it with new findings. Specifically, the Report focuses on the following areas:



The sections of the report entitled "Spotlights" include more detailed analysis of county gender trends and dynamics. This includes an overview of the results from the "Quality of Life" survey, a 2017 representative sample survey that surveyed more than 1,000 county residents on various livability indicators.

Key Findings

Overall

Poverty



Women in Montgomery County continue to make material gains in education, employment, earnings, political representation, and other key indicators of well-being, often outpacing national averages.

However, the Commission's analysis also revealed several developments that cause concern and warrant further attention and study. These include significant increases in the number of women living in poverty; stark racial and ethnic disparities in infant mortality rates and other adverse health outcomes; rising rates of sexually-transmitted infections; more than 4,000 women and girls who qualify as "disconnected youth"; and a doubling of domestic violence reports over a three-year period.

In some instances, the Report's data trends echo concerns expressed by Montgomery County women during a recent statewide listening tour directed by the Maryland Commission for Women. The listening tour gathered feedback from 1,400 Maryland women. (<http://dhr.maryland.gov/maryland-commission-women/programs/voices-maryland-listening-tour/>)

Rising poverty rates among women in Montgomery County are one of the Report's most significant and troubling trends over the last decade.

The number of women living in poverty increased by 66 percent between 2007 and 2017 – with more than 16,500 women joining the ranks of those living below the poverty level. In almost every age category (except for children under eighteen), women comprised a significant majority of the residents living in poverty. Poverty rates rose in almost every other age category.

Moreover, median incomes were lowest among single-parent households headed by a woman. This demographic also had the highest concentration of families living below the self-sufficiency standard.

Women of color experience higher rates of poverty than their white counterparts. African American and Hispanic women represent almost 60 percent of the women living in poverty in the county.

Public Health



Demographics

Women make up a little over half, or 51.7 percent, of Montgomery County residents. Since the last report in 2007, the largest increases in the female population are among women between the ages of 60 and 74. Those numbers grew by more than 25,000. Not surprisingly, given that women tend to live longer than men on average, women make up 65 percent of county residents over the age of 84.

Another notable development since the last report is that Montgomery County has become a majority minority county. Fifty-six percent of women identify as an ethnic minority. Hispanic and African-American women are virtually tied as the largest ethnic group, accounting for more than 100,000 women each. The number of women who identify as white, non-Hispanic has dropped by 11 percent, from 55 percent to 44 percent since 2006. Hispanic women grew at the fastest rate, by five percentage points. Montgomery County is home to over a third of the state's Hispanic women and more than four in ten of the state's Asian-American women.

The report revealed marked positive and negative shifts in several key public health indicators.

Birth rates in the county declined overall, and encouragingly, the birth rate among adolescents fell almost by half since 2010. All mothers in Montgomery County delayed having their first child longer than the national average, regardless of their marital status and educational attainment.

Infant mortality in the county declined between 2008 and 2014 but increased in the last two years of available data (2015 and 2016), driven in part by rising mortality rates among African American infants. African American mothers are 65 percent more likely than other women to suffer the loss of an infant.

While the age-adjusted mortality rates for female breast cancer in our county are about 20 percent below the national rate, African American women experience notably higher breast cancer deaths (22.1 vs. 17.7 per 100,000). Similarly, while cervical cancer rates declined among county women since the last Report, African American and Hispanic women are nearly twice as

Immigrants account for 33 percent of women and girls in the county, up four percent since 2006. Forty percent of adult women in our county are immigrants. Overall, 38 percent of the state's immigrant women live in Montgomery County and 37 percent of the states' immigrants in total.

Labor Force

Women in Montgomery County earn 82 percent of their male counterparts' wages, which is a few percentage points better than the national average. Significant racial and ethnic disparities widen the pay gap for minority women.

Women account for 44 percent of the full-time civilian workforce living in Montgomery County, marginally lower than the national average of 46.8 percent. Women and men have nearly even labor force participation up to age 25, after which a roughly 12 percentage point gap persists from ages 30 until 60. Note, however, that female labor force participation remains over 80 percent during these years, higher than national averages which cluster closer to 75 percent.

likely as white and Asian women to be diagnosed with cervical cancer.

The county rate of sexually transmitted infections has risen dramatically, reaching its highest level in a decade. The increases in Montgomery County occurred at roughly twice the rate of the state increase in 2017. Women experienced much higher rates of chlamydia than men and higher rates of HIV infection.

Women are somewhat more likely than men to have health insurance, with women making up 45 percent of the uninsured. Overall, the rate of the uninsured has dropped by nearly half, from 11.5 percent in 2009 to 6.5 percent in 2016, a trend observed in roughly equal measure between women and men. Almost 15 percent of women receive Medicaid, roughly on par with 13.6 percent of men.

Women and Politics

In 2006, Maryland was first in the nation in terms of the number of women in the state legislature, dropping to eighth in the intervening years. Following the 2018 general election, 71 of the 188 state legislators

The Montgomery County government (not including Montgomery County Public Schools) employed more than 3,750 women in regular/permanent positions in 2017, accounting for 40.5 percent of all employees.

Education

Women in Montgomery County hold graduate degrees at almost triple the national rate -- and six percentage points higher than the DC metro region average. Earnings for women with a graduate or professional degree in Montgomery County are the fourth highest in the nation, among mid and large-sized counties (i.e. those with at least 150,000 residents).

In terms of dropout rates and disconnection, women are 40 percent less likely to drop out of high school than boys. The dropout rate was 4.5 percent for females versus 7.7 percent for males among the class of 2017. Women and girls account for half of all disconnected youth (defined as residents between the ages of 16-24 who are neither enrolled in school nor employed -- i.e. unemployed or not looking for a job), with an estimated 4,800 women and girls not active in

will be women, 21 of whom were elected for the first time. However, none of the county's congressional delegation are women and, as of the 2018 election, only one of the nine County Council members are women. Moreover, Maryland remains among the 20 states that have yet to elect a female governor.

Women hold all eight Board of Education seats, including the recently elected Student Member. Women also hold a majority (four of seven) of the elected Circuit Court judgeships and the Clerk of Circuit Court office.

Montgomery County women vote more than men and more often than women nationally. Sixty-eight percent of female citizens and 64 percent of male citizens voted (61 percent of all women and 57 percent of all men when including non-citizens).

Crime and Safety

Crime in Montgomery County has fallen dramatically over the past two decades on a per capita basis -- by a third between 1996 - 2006 and by over 40 percent in the last decade.

school or work. This number drops to 4,200 when excluding the 15 percent of women and girls who live with their own child and who may be stay-at-home mothers.

For school-age girls, information from the Montgomery County Public Schools Data Dashboards (2017) also shows that girls outperform boys in both literacy and math, across grades and time (with the one exception of second grade math). Further, girls are 10 percent more likely than boys to be enrolled in at least one AP or IB course.

Even so, between 2014 and 2016, total reports of domestic violence increased by 38 percent, from 2,203 to 3,040. MCPD statistics also show a 28 percent increase in rape cases between 2016 and 2017, from 309 to 397, continuing an upward trend. MCPD attributes this increase in part to media coverage of high profile incidents, which has encouraged more victims to come forward and report.

Twenty-nine percent of Montgomery County law enforcement employees are women. Within Montgomery County, the Montgomery County Police Department leads the way with a 31 percent share.

Recommendations

Women and Poverty

The Commission recommends that the County Executive, the Montgomery County Economic Development Corporation, the Montgomery County Chamber of Commerce, in collaboration with other chambers, WorkSource Montgomery, and other groups collaborate to develop incentives to encourage employers in Montgomery County to adopt more family-friendly labor practices, including flexible schedules, telecommuting options, paid sick leave, paid sick leave for dependent care, and retirement plans.



The Commission recommends that the Maryland General Assembly pass legislation to raise the minimum wage to \$15/hour statewide for most workers by 2023. However, before passing any new laws, the legislature should take into consideration any economic impact on employers that a new minimum wage might have and consult with the business community. The Commission believes that Maryland can achieve the goal of helping low-wage workers achieve economic stability while balancing the needs of the business community.

- The cost of living in Maryland is so high that minimum wage workers cannot afford necessities like rent, child care, food, water, gas, electricity and transportation without working multiple jobs. Even then, they just scrape by. Women comprise 55 percent of the minimum wage workers, and most are women of color.
- Many minimum wage workers are the main source of income for their families and 14 percent of minimum wage workers are single mothers. In addition to pay discrimination, many working mothers, especially single working mothers, are left to bear the burden of early child care and education costs. State and county legislators must see child care as a community problem, not just the problem of the low -income working mother. The view that child care is a problem for women only, and especially low-income women, restricts the resources made available for quality child care and limits work and other opportunities for low-income working mothers and their children.

The Commission recommends that the Maryland General Assembly pass legislation similar to last session's H.B. 512, the Labor and Employment – Pay Scales and History bill to prevent employers from asking job candidates for their current salary or salary history and requiring employers to publish salary ranges for jobs.

- Women in Montgomery County overall still earn only 82 cents for every dollar earned by their male counterparts, while African American women earn 69 cents and Latinas earn 47 cents. Asking job applicants for their current salary or salary history perpetuates gender disparities in pay as

employers' use of this information in the hiring process forces women, especially women of color, to carry lower earnings and pay discrimination with them from job to job throughout their careers.

The Commission recommends that the Maryland General Assembly pass legislation to establish a private sector family and medical leave insurance fund (similar to unemployment insurance) to provide partial wage replacement for employees who take unpaid leave to care for a new child, a family member with a serious health condition, their own serious medical condition, or a family member's military deployment.

- While current law protects the jobs of employees who take up to 12 weeks of leave for their own illness, to care for a family member or for the birth or adoption of a child, this leave is unpaid. This creates extreme stress and financial insecurity for families already experiencing illness or family transitions. Only 13 percent of the workforce has access to paid maternity leave and an even smaller percentage can access paid caregiving leave. The lack of a paid family and medical leave system leads to economic instability for women. It's also a major contributor to the wage gap between women and men and to women's financial vulnerability as they age.

The Commission recommends the reintroduction and passage of the Maryland REDEEM (Record Expungement Designed to Enhance Employment Act of 2019) to comprehensively streamline existing expungement and shielding laws. The REDEEM Act will 1) Repeal the unit rule; 2) Automatically expunge non-convictions; 3) Allow nonviolent misdemeanor and felony convictions to be eligible for expungement at five and seven years, respectively, after the completion of the individual's sentence and any mandatory supervision; and 4) Provide clarification on the expungement eligibility of arrest warrants/invalidated warrants.

- A criminal record can serve as the cause and consequence of poverty, limiting access to economic mobility and stability by making it harder for those with such records to secure jobs and housing.

- Under current Maryland law, criminal records with charges that did not result in a conviction are eligible for expungement. However, Maryland's unit rule permanently prohibits expungement of eligible charges if all charges within a unit are not eligible for expungement. This means that acquittals and other favorable dispositions become ineligible for expungement if a conviction is also contained within a unit.

The Commission recommends the introduction and passage of legislation to 1) prohibit the suspension of a driver's license due to unpaid fees and allow for the statewide use of community-based alternative payment methods, such as job skills training or adult education; 2) require the state or local jurisdictions to cover the costs of GPS monitoring for indigent defendants being held in pretrial detention; 3) require the state to establish a process to ensure that pretrial defendants are not denied access to voting.

- When individuals are arrested, charged and/or imprisoned because they lack the financial means to satisfy the demands of the law, that is defined as the criminalization of poverty. This criminalization includes the "cash bail" system, where low-income defendants are often held in jail due to their inability to pay bail, not because they are an actual threat to the community. While in jail, they also lack access to critical services and resources.

The Commission supports the aim of the County's Equity Policy Framework (https://www.montgomerycountymd.gov/COUNCIL/Resources/Files/res/2018/20180424_18-1095.pdf) to advance the equal and full participation of women in the benefits, responsibilities and opportunities of society, and to enable women to participate as full equals in the community through the acquisition of skills and competencies, information and resources. The Framework also calls for work to improve equity and reduce discrimination. As women of color are disproportionately impacted by poverty, the Commission supports the recommendations of the September 2018 Office of Legislative Oversight Report, "Racial Equity in Government Decision-Making: Lessons from the Field" and feels strongly that to make progress in reducing poverty among women, efforts must include data tracking by gender.

Women and Health/Health Disparities

The Commission recommends that Montgomery County increase efforts to educate women about their increased risk for, and unique warning signs of, heart disease.

The Commission recommends that Montgomery County increase efforts to educate the public on the risks of cervical and breast cancer, and especially for women over 50, the importance of a mammogram. For breast cancer, the focus for African-American women must be both access to screening and to health care post-diagnosis. With cervical cancer education, there should be a special focus on African-American and Hispanic populations.

The Commission recognizes Montgomery County's efforts to provide education and resources to prevent unintended pregnancies and decrease the rates of sexually transmitted infections. The Commission recommends that Montgomery County strengthen public education programs on the dangers of unprotected sex, especially by targeting teens and women ages 15-34.

The Commission recommends that Montgomery County dedicate and/or increase funds to community organizations to ensure adequate resources are available to provide high quality and accessible programs for prenatal, maternity, and post-natal care to decrease the rates of African American infant mortality.

The Commission recognizes Montgomery County's efforts to raise awareness around mental health and substance abuse as well as provide resources support prevention efforts. The Commission recommends greater outreach programs for suicide assessment and prevention for women and girls.

Women, Politics and Leadership



Maryland has no women in its federal congressional delegation. Additionally, since 2007, Maryland dropped from first to eighth place in national rankings for the number of elected women in the state legislature. At the local level, Montgomery County is represented by only one female council member out of nine elected to the current County Council. The recommendations below are aimed at remedying Maryland's current lack of gender parity among elected officials.

The Commission recommends that local political parties and political action committees work with organizations and institutions that promote the leadership of women and girls to:

- Identify barriers preventing women from running for office so that those obstacles can be effectively addressed; and
- Establish targets for female candidate recruitment to run for office at the local, state, and federal levels (including judiciary seats).

The Commission urges civic engagement groups, community organizations, and government agencies (including the Montgomery County Council, Board of Elections, and County Executive) to:

- Educate the public about the voting and election process;
- Inform residents of upcoming open federal, state, and local public office positions well in advance of the primary and general election; and
- Study the benefits of ranked-choice voting systems to increase women and girls' participation in politics.

Advancing women's leadership potential in their careers and in the community can assist in building a pipeline of women candidates. The Commission advises state and local government offices, political parties, political action committees, non-profit organizations, as well as private businesses and corporations, to share, exchange, and disseminate best practices, information, tools, resources, and programs focused on advancing women's leadership. This includes a commitment

by the County Executive and Governor of Maryland to make administrative appointments that reflect the diverse population, including women residents, of Montgomery County.

Women and Safety

Since most female victims of sex offenses, human trafficking, domestic violence as well as women involved in the criminal justice system are survivors of some form of trauma, the Commission recommends that we provide comprehensive services for them that take this trauma into account. We must also develop strategies for integrating services at both the clinical/individual and service system levels.

The Commission recommends that domestic violence and sexual assault prevention efforts begin early. It is important to use the public-school system to educate girls and boys with age-appropriate messages about the harmful effects of domestic violence and the signs that such violence is occurring.

While Montgomery County Department of Corrections does an excellent job addressing substance abuse, cognitive behavior skills, job readiness skills, and other issues facing of justice-involved women, the Commission recommends that, upon release, justice-involved women receive trauma-specific services, adequate substance abuse services and effective resource coordination so they can continue working on reentry into the community.

Domestic Violence

The Commission recommends continued promotion of county programs and services to raise awareness of their offerings. Promotion may be done through brochures, pocket cards, or county-wide public outreach campaigns. Outreach efforts should also be made to justice-involved women in coordination with the Department of Corrections and Rehabilitation.

Collaboration with the Commission, the Domestic Violence Coordinating Council, and the County's Office of Intergovernmental Relations should continue in earnest. County organizations, in consultation with other domestic violence prevention entities, should monitor and promote legislation that supports reducing and preventing domestic violence.

The Commission recommends that regular data gathering to monitor domestic violence incidents should continue. In addition, yearly statistical "mappings" should take place so that prevention and response organizations can track trends in domestic violence incidents and use the data to steer targeting, outreach and education.

The Commission recommends we make it a priority to ensure safe, transitional housing for domestic violence victims so they can become self-sufficient survivors

Sexual Assault

The Commission recommends that support for the Montgomery County Sexual Assault Response Team (SART) be bolstered so that its members can continue educating the community about sexual assault. This support should include:

- Dedicated, part-time staff;
- Funding for a community awareness campaign;
- Ensuring rape kits are tested in a timely manner and in accordance with best practices.

The Commission recommends that the SART continue working with advocacy organizations to monitor, promote, and support legislation that reduces and prevents sexual assault.

Human Trafficking



The Commission recommends that the Montgomery County Human Trafficking Prevention Committee(MCHTPC) collect statistics on the incidence of human trafficking annually from all its members.

The Commission recommends that the MCHTOC continue its collaboration with the Maryland Human Trafficking Prevention Task Force to monitor, support and promote legislation related to human trafficking prevention.

The Commission recommends that the county work with other counties and the state to find safe and affordable transitional housing for trafficking victims.

The Commission works closely with and supports the recommendations of the Domestic Violence Coordinating Council, the Victim Assistance Advisory Board, and the Montgomery County Prevention Committee. Recommendations from these entities can be found on their websites.

Disconnected Youth

The Commission recommends that the County Executive create a task force (consisting of appropriate county agencies and community organizations) charged with:

- Understanding why 4,800 girls and young women in Montgomery County are disconnected from education or the workforce; and
- Identifying and implementing successful programs to reengage this population.

Past Reports

For past versions of the report, please see the following: [2006 Status of Women report](#) | [2007 Single Mothers and Poverty deep-dive](#).

[<< Go back to Status of Women Homepage](#)

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Montgomery County Code

Sec. 2-25B. Business Solutions Group.

(a) *Definitions.* As used in this Section:

Group means the Business Solutions Group.

Navigator means the Small Business Navigator designated by the Executive under subsection (c).

Small business means a privately owned business that meets the requirements of Section 11B-65(a).

(b) *Establishment of Group.* The Executive must create and administer a Business Solutions Group that includes a Small Business Navigator. The Group must be part of the Office of the County Executive.

(c) *Small Business Navigator.* The Executive must designate an employee as the Small Business Navigator. Among other duties, the Navigator must:

(1) advise the Executive, the Council, the Chief Administrative Officer, County Department heads, the Planning Board, and any other appropriate government agency, of any action needed to assist small businesses to comply with County requirements and regulations;

(2) promote communications between a small business and each County department or agency that the small business must interact with;

(3) develop and maintain a database of information necessary for a small business to comply with County requirements and regulations;

(4) advise small businesses on how to comply with County requirements and regulations; and

(5) identify changes to regulations and requirements that would improve turnaround, eliminate duplication, resolve conflicts in authority, and eliminate unnecessary regulations and requirements.

(d) *Additional duties for the Group.* In addition to the duties of the Small Business Navigator described in subsection (c), the Group must:

(1) provide constituent services for businesses operating in the County or planning to operate in the County, including:

(A) communicating about new and revised County laws and regulations affecting County businesses;

(B) outreach;

(C) providing publications on County policies;

(D) operating workshops and conferences; and

(E) convening targeted business events; and

(2) serve as a point of contact for County businesses seeking to comply with County requirements and regulations; and

(3) assist County businesses to interact with other State, County, and local government agencies.

(e) *Reports.* On or before September 15 of each year, the Executive must report to the Council on the activities and recommendations of the Group. (2012 L.M.C., ch. 13, § 1; 2017 L.M.C., ch. 13, §1.)