



OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE

Marc Elrich
County Executive

Tiffany Ward
Director and Chief Equity Officer

MEMORANDUM

November 28, 2023

To: Jennifer Bryant, Director
Office of Management and Budget

From: Tiffany Ward, Director
Office of Racial Equity and Social Justice

Re: Racial Equity Impact Assessment (REIA) for Supplemental Appropriation #24-03
FY24 Operating Budget, Montgomery County Government, Montgomery County
Fire and Rescue Service, FY24 Montgomery County Volunteer Fire and Rescue
Association Contract, \$336,188

- I. FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that the ability of *Supplemental Appropriation #24-03 FY24 Operating Budget, Montgomery County Government (MCG), Montgomery County Fire and Rescue Service (MCFRS), FY24 Montgomery County Volunteer Fire and Rescue Association Contract* to advance racially equitable outcomes in the County is inconclusive. Based on the limited information accompanying this supplemental request, ORESJ's ability to confidently assess any racial equity impacts, be they of benefit or burden, to County residents and the MCFRS workforce was restricted.
- II. BACKGROUND:** The purpose of *Supplemental Appropriation #24-03 FY24 Operating Budget MCG, MCFRS, FY24 Montgomery County Volunteer Fire and Rescue Association Contract* is to support the contractual obligations negotiated with the Montgomery County Volunteer Fire and Rescue Association (MCVFRA) which represents and supports the 19 Local Fire and Rescue Departments in the County. Specifically, this appropriation is needed to provide financial support for FY24 contractual increases negotiated with MCVFRA that include increases in the Nominal Fee amount received by volunteer fire and rescue personnel, association operating funds, and the Length of Service Awards Program (LOSAP).

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Typically to assess the extent to which a supplemental appropriation like this may advance racial equity and social justice, ORESJ would look at who potential beneficiaries of the requested funds would be and whether those beneficiaries are likely experiencing racial or other inequities impacting income or other work-related disparities in the County. Unfortunately, demographic information regarding Volunteer FRS employees did not accompany this supplemental request, making it difficult to assess potential impacts on personnel of color. As such, ORESJ's assessment is inconclusive.

cc: John Kinsley, Interim Fire Chief, Fire and Rescue Services
Ken Hartman, Director, Strategic Partnerships, Office of the County Executive