



OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich
County Executive

Tiffany Ward
Director and Chief Equity Officer

MEMORANDUM

June 4, 2025

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 (SA) #25-62 FY25 Operating Budget, Montgomery County Government, Montgomery County Fire and Rescue Service, General Personnel and Operating Costs, \$15,310,724

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that any potential racial equity impacts on Montgomery County Fire and Rescue Service employees and those in receipt of their services as a result of funding made available through *Supplemental Appropriation #25-62 FY25 Operating Budget, Montgomery County Government (MCG), Montgomery County Fire and Rescue Service (MCFRS), General Personnel and Operating Costs* – are inconclusive. As noted in previous racial equity impact assessments (REIAs) for similar funding requests by MCFRS, the limited information accompanying the supplemental request hindered ORESJ's ability to confidently assess any racial equity impacts, be they of benefit or burden, to County residents and the MCFRS workforce. In order to address equity impacts moving forward, ORESJ continues to stress that MCFRS consider the following:
- whether services and resources provided under this appropriation are equitably distributed and/or address a racial disparity; and
 - the demographics of the workers receiving overtime payments compared to the demographics of the MCFRS workforce.
- II. **BACKGROUND:** The purpose of *Supplemental Appropriation #25-62 FY25 Operating Budget, MCG, MCFRS, General Personnel and Operating Costs* is to support general personnel and operating expenditures through the end of the year, in the amount of \$15,310,724, as

actual expenditures are expected to exceed the budget. Personnel costs are projected to exceed the appropriation due to actual overtime costs being greater than budgeted, while operating expenses are projected to exceed the appropriation mainly due to vehicle maintenance, cost related to personal protective equipment (PPE) repair and replacement, insurance premiums, and the purchase and maintenance of medical equipment and supplies. While the FY26 recommended Operating Budget assumed an average of \$14.7 million, estimated expenditures are estimated to be higher because of actual costs associated with ongoing backorders from Stryker¹ (a medical technology company providing products and services that help improve patient and healthcare outcomes), which resulted in delayed billing and required shifting some purchases to Bound Tree² as a secondary vendor. Additional cost increases are also associated with invoices related to the Joann Leleck Elementary School fire,³ which is not covered under the County's insurance policy. The amount of this supplemental request reflects that higher amount.

III. ANALYSIS: As previously stated, in order to assess the extent to which a supplemental request such as this advances racial equity and social justice in the County, ORESJ would examine whether services and resources under this appropriation are equitably distributed and/or address a racial disparity; and the demographics of the workers receiving overtime payments compared to the demographics of the MCFRS workforce. At the time of this analysis, information regarding beneficiaries of service delivery and workforce data was not available for such an analysis. For further detailed analysis regarding this funding request, please refer to the following REIAs:

- REIA #22-62 MCFRS End of Year Supplemental
<https://www.montgomerycountymd.gov/ore/Resources/Files/22-62.pdf>
- REIA #23-81 FY23 Operating Budget, Montgomery County Fire and Rescue Service (MCFRS) General Personnel and Operating Costs
<https://www.montgomerycountymd.gov/ore/Resources/Files/23-81.pdf>

cc: Corey A. Smedley, Chief, Montgomery County Fire and Rescue Services
Tricia Swanson, Director, Strategic Partnerships, Office of the County Executive

¹ <https://www.stryker.com/us/en/index.html>

² <https://www.boundtree.com/>

³ In September 2024, an aggressive fire took over JoAnn Leleck Elementary School. At the time of the fire, the school had been closed as it was in the process of being demolished. Since the building was closed, the sprinkler system was deactivated, making it harder to contain the fire. For more information, please visit:
<https://www.nbcwashington.com/news/local/i-used-to-go-to-there-fire-tears-through-closed-silver-spring-elementary-school/3725681/>