



Committee: GO

Committee Review: At a future date

Staff: Christine Wellons, Chief Legislative Attorney

Purpose: To receive testimony – no vote expected

AGENDA ITEM #1

January 27, 2026

Public Hearing

SUBJECT

Bill 28-24, Employees' Retirement System and Other Post Employment Benefits – Administration – Powers and Duties

Lead Sponsors: Councilmembers Stewart, Friedson, and Katz

Co-Sponsor: Councilmember Luedtke

EXPECTED ATTENDEES

Members of the public.

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- Receive public testimony

DESCRIPTION/ISSUE

Bill 28-24 would:

- (1) alter powers and duties regarding administration of the Montgomery County Employee Retirement Plans; and
- (2) generally amend the law regarding the Employees' Retirement System and Other Post Employment Benefits.

SUMMARY OF KEY DISCUSSION POINTS

- N/A

This report contains:

Staff Report

Bill 28-24

Racial Equity and Social Justice Impact Statement

Economic Impact Statement

Climate Assessment

Report of the Office of Legislative Oversight: [OLOReport2025-14.pdf](#)

*The Fiscal Impact Statement was not available from the Office of Management and Budget at publication of this staff report.

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MEMORANDUM

January 22, 2026

TO: County Council

FROM: Christine Wellons, Chief Legislative Attorney

SUBJECT: Bill 28-24, Employees' Retirement System and Other Post Employment Benefits – Administration – Powers and Duties

PURPOSE: Public Hearing – receive public testimony

Bill 28-24, Employees' Retirement System and Other Post Employment Benefits – Administration – Powers and Duties, was introduced on December 3, 2024. Its Lead Sponsors are Councilmembers Stewart, Friedson, and Katz. Councilmember Luedtke is a Co-Sponsor.

A worksession of the Government Operations & Fiscal Policy (GO) Committee is scheduled for February 5, 2026.

Bill 28-24 would:

- (1) alter powers and duties regarding administration of the Montgomery County Employee Retirement Plans; and
- (2) generally amend the law regarding the Employees' Retirement System and Other Post Employment Benefits.

BACKGROUND

The Montgomery County Code (Chapter 33, Article III, Division 4) established the Board of Investment Trustees for the Employee Retirement Plans (ERP) and the Board of Trustees of the Consolidated Retiree Health Benefits Trust (CRHBT) (collectively, the "Boards"). The missions of the Boards are as follows:

- "The mission of the Board of Investment Trustees is to manage prudent investment programs for the members, and their beneficiaries, of the Employee Retirement Plans."
- "The Consolidated Retiree Health Benefits Trust was established in 2008 as a Section 115 Trust to provide funding for retiree health benefits for retirees and their dependents. The Board is responsible for the management of the Trust. In investing the Trust, an appropriate balance

must be struck between risk taken and returns sought to ensure the financial wellbeing of the Trust.”

Trustees - Montgomery County Employee Retirement Plans and Consolidated Retiree Health Benefits Trust

Together with the Chief Administrative Officer (CAO), the Boards administer and invest ERP and CRHBT funds for the benefit of County retirees. Each Board has adopted a Governance Manual, as well as a Statement of Investment Policy and Objectives.

The purpose of Bill 28-24 is to alter and clarify the governing structures and responsibilities of the Boards and the CAO.

Subsequent to the bill’s introduction, the Office of Legislative Oversight (OLO) released a report and briefed the GO Committee on best practices regarding pension board governance. See montgomerycountymd.granicus.com/GeneratedAgendaViewer.php?view_id=169&clip_id=18453

BILL SPECIFICS

Bill 28-24 would move from the CAO to the Board for ERP the responsibilities: (1) to select and retain an actuary for the retirement system; and (2) to determine the actuarial cost method, and the mortality, turnover, interest rates, and other assumptions to be used in actuarial and other computations for the retirement system.

<u>This packet contains:</u>	<u>Circle #</u>
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Racial Equity and Social Justice Impact Statement	9
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Report of the Office of Legislative Oversight: OLOReport2025-14.pdf	
*The Fiscal Impact Statement was not available from the Office of Management and Budget at publication of this staff report.	

Bill No. 28-24
Concerning: Employees' Retirement
System and Other Post Employment
Benefits – Administration – Powers
and Duties
Revised: 1/20/2026 Draft No. 2
Introduced: December 3, 2024
Expires: December 7, 2026
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: _____
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsors: Councilmembers Stewart, Friedson, and Katz
Co-Sponsor: Councilmember Luedtke

AN ACT to:

- (1) alter powers and duties regarding administration of the Montgomery County Employee Retirement Plans; and
- (2) generally amend the law regarding the Employees' Retirement System and Other Post Employment Benefits.

By amending

Montgomery County Code
Chapter 33, Personnel and Human Resources
Sections 33-47 and 33-60

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act:

Sec. 1. Sections 33-47, 33-60, and 33-162 are amended as follows:

33-47. Administration.

- (a) *Responsibility for administration.* The [chief administrative officer] Chief Administrative Officer shall be responsible for the administration of the retirement system.
- (b) *Regulations for administration.* The [county executive] County Executive must establish regulations, adopted under method (1) of [section] Section 2A-15 of this Code, for the administration of the retirement system, within the limitations of this [article] Article. However, the county executive must establish regulations, adopted under method (3) of [section] Section 2A-15, for the administration of the elected officials' plan.
- (c) *Chief administrative officer.* Except for the powers of the board, the [chief administrative officer] Chief Administrative Officer has the power and the duty to take all actions and to make all decisions to administer the retirement system.
- (d) *Powers and duties of the Chief Administrative Officer.* The [chief] Chief Administrative Officer has, but is not limited to, the following powers and duties:
 - (1) [Interpret] interpret the provisions of the retirement system;
 - (2) [Decide] decide the eligibility of any employee and the rights of any member or beneficiary to receive benefits;
 - (3) [Compute] compute the amount of benefits payable to any member or beneficiary;
 - (4) [Authorize] authorize disbursements of benefits;
 - (5) [Keep] keep records;
 - [(6) Select and retain the actuary for the retirement system;]

28 [(7) After consultation with the board and the actuary for the
 29 retirement system, determine the actuarial cost method, and the
 30 mortality, turnover, interest rates, and other assumptions to be
 31 used in actuarial and other computations for the retirement
 32 system;]

33 [(8)] (6) [Consider] consider the recommendation of the actuary for
 34 the retirement system on contributions the county makes under
 35 this article;

36 [(9)] (7) [Incur] incur expenses as necessary for the chief
 37 administrative officer to administer the retirement system;

38 [(10)] (8) [Disclose] disclose the reports prepared under section 33-
 39 51;

40 [(11)] (9) [Prepare] prepare and file reports that are required by law;
 41 [and]

42 [(12)] (10) [In] in connection with the participation or withdrawal of
 43 an agency as a participating agency in the retirement system:

44 (A) obtain any data and require any documentation that the
 45 Chief Administrative Officer finds necessary;

46 (B) retain an independent actuary not otherwise under contract
 47 to the system to compute the valuation of the accrued
 48 benefit of any member or group of members upon
 49 withdrawal from the retirement system by a formula set
 50 out in regulations adopted under subsection (b); and

51 (C) authorize the transfer of accrued benefits to another
 52 retirement system qualified under the Internal Revenue
 53 Code;

[(13)] (11) [Authorize] authorize the refund of member contributions, and earnings thereon, to correct any contribution or withholding error; and

[(14)] (12) [Delegate] delegate any power or duty under this Section.

* * *

33-60. The board of investment trustees-Powers and duties.

* * *

(d) *Trustee powers.* Subject to the limitations under subsection (a)(2) of this section, the board has the power to:

(1) select and retain the actuary for the retirement system;

(2) after consultation with the actuary for the retirement system, determine the actuarial cost method, and the mortality, turnover, interest rates, and other assumptions to be used in actuarial and other computations for the retirement system;

[(1)] (3) [With] with any cash, purchase or subscribe for any investment, at a premium or discount, and retain the investment[.];

[(2)] (4) [Sell] sell, exchange, convey, transfer, lease for any period, pledge, mortgage, grant options, contract with respect to, or otherwise encumber or dispose, at public or private sale, for cash or credit or both, any part of the retirement system[.];

[(3)] (5) [Except] except as provided in section 33-61A(h)(2), sue, defend, compromise, arbitrate, compound and settle any debt, obligation, claim, suit, or legal proceeding involving the retirement system, and reduce the rate of interest on, extent or otherwise modify, foreclose upon default or otherwise enforce any debt, obligation, or claim[.];

80 [(4)] (6) [Retain] retain uninvested that part of the retirement system
 81 fund described in subsection (f) without being liable for the
 82 payment of interest[.];

83 [(5)] (7) [Exercise] exercise any option on any investment for
 84 conversion into another investment, exercise any rights to
 85 subscribe for additional investments, and make all necessary
 86 payments[.];

87 [(6)] (8) [Join] join in, consent to, dissent from, oppose, or deposit in
 88 connection with the reorganization, recapitalization, consolidation,
 89 sale, merger, foreclosure, or readjustment of the finances of any
 90 corporation or property in which the assets of the retirement
 91 system are invested, or the sale, mortgage, pledge or lease of that
 92 property or the property of any such corporation upon such terms
 93 and conditions that the board considers prudent; exercise any
 94 options, make any agreements or subscriptions, pay any expenses,
 95 assessments, or subscriptions, and take any other action in
 96 connection with these transactions that the board considers
 97 prudent; and accept and hold any investment that may be issued in
 98 or as a result of any such proceeding[.];

99 [(7)] (9) [Vote] vote, in person or by any proxy, at any election of
 100 any corporation in whose stock the assets of the retirement system
 101 are invested, and exercise, personally or by any power of attorney,
 102 any right appurtenant to any investment held in the retirement
 103 system; and give general or specific proxies or powers of attorney
 104 with or without power of substitution[.];

105 [(8)] (10) [Sell] sell, either at public or private sale, option to sell,
 106 mortgage, lease for a term of years less than or continuing beyond

the possible date of the termination of the trust, partition or exchange any real property for such prices and upon such terms as the board considers prudent, and execute and deliver deeds of conveyance and all assignments, transfers, and other legal instruments for passing the ownership to the purchaser, free and discharged of all liens[.];

[(9)] (11) [Renew] renew or extend any mortgage, upon such terms that the board considers prudent, and increase or reduce the rate of interest on any mortgage or modify the terms of any mortgage or of any guarantee as the board considers prudent to protect the retirement system or preserve the value of the investment; waive any default or enforce any default in a manner that the board considers prudent; exercise and enforce any right of foreclosure, bid on property in foreclosure, take a deed in lieu of foreclosure with or without paying a consideration, and release the obligation on the bond secured by the mortgage; and exercise and enforce in any action, suit or proceeding at law or in equity any rights or remedies in respect to any mortgage or guarantee[.];

[(10)] (12) [Form] form a corporation or corporations under the laws of any jurisdiction or acquire an interest in or otherwise make use of any corporation already formed to invest in and hold title to any property[.];

[(11)] (13) [For] for the purpose of investing in and holding title to real or personal property or part interests therein, as described in subsection (c)(1)h., including equipment pertaining thereto, leaseholds, and mortgages, to take any action it considers prudent[.];

134 [(12)] (14) [Incur] incur and pay expenses for agents, financial
 135 advisors, actuaries, accountants and counsel, if those expenses are
 136 incurred solely to perform the board's duties under this [article]
 137 Article[.];

138 [(13)] (15) [Borrow] borrow, raise or lend moneys, for the purposes of
 139 the retirement system, in such amounts and upon such terms and
 140 conditions as the board in its discretion considers prudent; for any
 141 money borrowed, issue a promissory note and secure the
 142 repayment of this note by pledging or mortgaging all or any part
 143 of the retirement system[.];

144 [(14)] (16) [Hold] hold, buy, transfer, surrender, and exercise all other
 145 incidents of ownership of any annuity contract[.];

146 [(15)] (17) [If] if payments to a member or beneficiary are to be made
 147 in the form of an annuity based upon one (1) or more lives or life
 148 expectancies, buy from any legal reserve life insurance company a
 149 single premium, nontransferable annuity contract providing for the
 150 payment of the benefits[.];

151 [(16)] (18) [Pool] pool all or any of the assets of the trust, from time to
 152 time, with assets belonging to any other retirement plan trust or
 153 retiree health benefit trust created by the County, and any subtrust
 154 thereof, and commingle such assets and make joint or common
 155 investments and carry joint accounts on behalf of this trust, such
 156 other trust or trusts, or subtrusts, allocating undivided shares or
 157 interests in such investments or accounts or in any pooled assets to
 158 the two or more trusts or subtrusts in accordance with their
 159 respective interests. Any such trusts or subtrusts may be unitized
 160 for investment purposes. Consistent with its investment authority

in this Article, the Board or its delegate may also buy or sell any assets or undivided interests in this trust or in any other trust with which the assets of this trust may be pooled, to or from this trust or such other trusts at such prices or valuations as the Board or its delegate may determine in reasonable good faith. For the avoidance of doubt, the Board must determine that it is consistent with its fiduciary duties to participate in a pooled investment that permits the sale or purchase of its units as an investment option under another retirement plan or retiree health benefit trust created by the County[.]; and

[(17)] (19) [Do] do all acts which it considers necessary and exercise any and all powers of this article with respect to the management of the retirement system, and in general, exercise all powers in the management of the assets which an individual could exercise in the management of property owned in the individual's own right except for making an individual investment selection[.];

* * *

(h) (1) Except as provided in subsection [(d)(12)] (d)(14), the board must pay all benefits and expenses of the retirement system as directed by the chief administrative officer.

* * *

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

BILL 28-24: EMPLOYEES' RETIREMENT SYSTEM AND OTHER POST EMPLOYMENT BENEFITS – ADMINISTRATION – POWERS AND DUTIES

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Bill 28-24 will have a minimal impact on racial equity and social justice (RESJ) in the County. The proposed changes to the administration of the County's retirement system are unlikely to impact racial and social inequities or disparities in the County.

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 inequities that have caused racial and social disparities.²

PURPOSE OF BILL 28-24

As described by Montgomery County Employee Retirement Plans (MCERP), "MCERP is responsible for the administration of over nearly \$7.3 billion in assets for approximately 9,500 active employees and 6,500 retirees."³ Along with the Chief Administrative Officer (CAO), two trustees administer and invest MCERP funds:^{4,5}

- **Board of Investment Trustees – Employee Retirement Plans (ERP):** manages trust that funds the County's retirement system.⁶
- **Consolidated Retiree Health Benefits Trust – Board of Trustees (CRHBT):** manages trust that funds benefits provided under County retiree benefit plans, including health and life insurance benefits.⁷

The purpose of Bill 28-24 is "to alter and clarify the governing structures and responsibilities of the Boards and the CAO." If enacted, Bill 28-24 would move the following responsibilities from the CAO to the Board for ERP:⁸

- To select and retain an actuary for the retirement system; and
- To determine the actuarial cost method, and the mortality, turnover, interest rates, and other assumptions to be used in actuarial and other computations for the retirement system.

According to a lead sponsor for the Bill, the change would be consistent with "fiduciary best practices, aligning risk with long-term actual assumptions rather than short-term budget constraints."⁹

The Council introduced Bill 28-24 on December 3, 2024.

RESJ Impact Statement

Bill 28-24

ANTICIPATED RESJ IMPACTS

OLO anticipates Bill 28-24 will have a minimal impact on RESJ in the County. The proposed changes to the administration of the County's retirement system are unlikely to impact racial and social inequities or disparities in the County.

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.¹⁰ OLO anticipates Bill 28-24 will have a minimal impact on RESJ. 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 [About Montgomery County Employee Retirement Plans](#), Montgomery County Employee Retirement Plans.

⁴ [Introduction Staff Report for Bill 28-24](#), Montgomery County Council, introduced December 3, 2024, PDF pg. 3.

⁵ [Trustees](#), Montgomery County Employee Retirement Plans.

⁶ [Montgomery County Code § 33-58 and 33-59](#)

⁷ [Montgomery County Code § 33-159 and 33-160](#)

⁸ Introduction Staff Report for Bill 28-24, PDF pg. 3.

⁹ Video: Dec. 3, 2024 - Council Session (am), [Councilmember Friedson remarks circa 2:05:36](#), MoCoCouncilMD YouTube, December 3, 2024.

¹⁰ Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established, Montgomery County Council

Economic Impact Statement

Montgomery County, Maryland

Bill 28-24 Employees' Retirement System and Other Post Employment Benefits – Administration – Powers and Duties

SUMMARY

The Office of Legislative Oversight (OLO) anticipates that Bill 28-24 would have an insignificant impact on economic conditions in the County in terms of the Council's priority indicators.

BACKGROUND AND PURPOSE OF BILL 28-24

As described by Montgomery County Employee Retirement Plans (MCERP), "MCERP is responsible for the administration of over nearly \$7.3 billion in assets for approximately 9,500 active employees and 6,500 retirees."¹ Along with the Chief Administration Officer (CAO), two trustees administer and invest MCERP funds:^{2,3}

- **Board of Investment Trustees – Employee Retirement Plans (ERP):** manages trust that funds the County's retirement system.⁴
- **Consolidated Retiree Health Benefits Trust – Board of Trustees (CRHBT):** manages trust that funds benefits provided under County retiree benefit plans, including health and life insurance benefits.⁵

The purpose of Bill 28-24 is "to alter and clarify the governing structures and responsibilities of the Boards and the CAO." If enacted, Bill 28-24 would move the following responsibilities from the CAO to the Board for ERP:⁶

- To select and retain an actuary for the retirement system; and
- To determine the actuarial cost method, and the mortality, turnover, interest rates, and other assumptions to be used in actuarial and other computations for the retirement system.

According to a lead sponsor for the Bill, the change would be consistent with "fiduciary best practices, aligning risk with long-term actual assumptions rather than short-term budget constraints."⁷

¹ [About Montgomery County Employee Retirement Plans](#), Montgomery County Employee Retirement Plans.

² [Introduction Staff Report for Bill 28-24](#), Montgomery County Council, introduced December 3, 2024.

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

⁴ [Montgomery County Code § 33-58 and 33-59](#)

⁵ [Montgomery County Code § 33-159 and 33-160](#)

⁶ Introduction Staff Report for Bill 28-24.

⁷ Video: Dec. 3, 2024 - Council Session (am), [Councilmember Friedson remarks circa 2:05:36](#), MoCoCouncilMD YouTube, December 3, 2024.

The Council introduced Bill 28-24 on December 3, 2024.

INFORMATION SOURCES, METHODOLOGIES, AND ASSUMPTIONS

As required by 2-81B of the Montgomery County Code, this Economic Impact Statement evaluates the impacts of Bill 28-24 on residents and private organizations in relation to Council’s priority economic indicators. In doing so, it examines whether the Bill would have a net positive or negative impact on overall economic conditions in the County.⁸ Clarifying the governing structures and responsibilities of the Boards and the CAO would have no direct effect on the Council’s priority economic indicators. For this reason, OLO anticipates that the Bill would have insignificant economic impacts on private organizations, residents, and overall economic conditions in the County.

VARIABLES

Not applicable

IMPACTS

WORKFORCE ▪ TAXATION POLICY ▪ PROPERTY VALUES ▪ INCOMES ▪ OPERATING COSTS ▪ PRIVATE SECTOR CAPITAL INVESTMENT ▪ ECONOMIC DEVELOPMENT ▪ COMPETITIVENESS

Not applicable

DISCUSSION ITEMS

Not applicable

CAVEATS

Two caveats to the economic analysis performed here should be noted. First, predicting the economic impacts of legislation is a challenging analytical endeavor due to data limitations, the multitude of causes of economic outcomes, economic shocks, uncertainty, and other factors. Second, the analysis performed here is intended to *inform* the legislative process, not 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

Stephen Roblin (OLO) prepared this report.

⁸ “[Sec. 2-81B, Economic Impact Statements](#),” Montgomery County Code.

Climate Assessment

Office of Legislative Oversight

Bill 28-24: Employees' Retirement System and Other Post Employment Benefits – Administration – Powers and Duties

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Bill 28-24 will have no impact on the County's contribution to addressing climate change as it proposes changes to the governing structures and responsibilities of the Boards and Chief Administration Officer.

BACKGROUND AND PURPOSE OF BILL 28-24

As described by Montgomery County Employee Retirement Plans (MCERP), "MCERP is responsible for the administration of over nearly \$7.3 billion in assets for approximately 9,500 active employees and 6,500 retirees."¹ Along with the Chief Administration Officer (CAO), two trustees administer and invest MCERP funds:^{2,3}

- **Board of Investment Trustees – Employee Retirement Plans (ERP):** manages trust that funds the County's retirement system.⁴
- **Consolidated Retiree Health Benefits Trust – Board of Trustees (CRHBT):** manages trust that funds benefits provided under County retiree benefit plans, including health and life insurance benefits.⁵

The purpose of Bill 28-24 is "to alter and clarify the governing structures and responsibilities of the Boards and the CAO." If enacted, Bill 28-24 would move the following responsibilities from the CAO to the Board for ERP:⁶

- To select and retain an actuary for the retirement system; and
- To determine the actuarial cost method, and the mortality, turnover, interest rates, and other assumptions to be used in actuarial and other computations for the retirement system.

According to a lead sponsor for the bill, the change would be consistent with "fiduciary best practices, aligning risk with long-term actual assumptions rather than short-term budget constraints."⁷

The Council introduced Bill 28-24 on December 3, 2024.

ANTICIPATED IMPACTS

As the bill proposes changes to the governing structures and responsibilities of the Boards and Chief Administration Officer, OLO anticipates Bill 28-24 will have no impact on the County's contribution to addressing climate change, including the reduction and/or sequestration of greenhouse gas emissions, community resilience, and adaptative capacity.

RECOMMENDED AMENDMENTS

The Climate Assessment Act requires OLO to offer recommendations, such as amendments or other measures to mitigate any anticipated negative climate impacts.⁸ OLO does not offer recommendations or amendments as Bill 28-24 is likely to have no impact on the County's contribution to addressing climate change, including the reduction and/or sequestration of greenhouse gas emissions, community resilience, and adaptative capacity.

CAVEATS

OLO notes two caveats to this climate assessment. First, predicting the impacts of legislation upon climate change is a challenging analytical endeavor due to data limitations, uncertainty, and the broad, global nature of climate change. Second, the analysis performed here is intended to inform the legislative process, not 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.

PURPOSE OF CLIMATE ASSESSMENTS

The purpose of the Climate Assessments is to evaluate the anticipated impact of legislation on the County's contribution to addressing climate change. These climate assessments will provide the Council with a more thorough understanding of the potential climate impacts and implications of proposed legislation, at the County level. The scope of the Climate Assessments is limited to the County's contribution to addressing climate change, specifically upon the County's contribution to greenhouse gas emissions and how actions suggested by legislation could help improve the County's adaptative capacity to climate change, and therefore, increase community resilience.

While co-benefits such as health and cost savings may be discussed, the focus is on how proposed County bills may impact GHG emissions and community resilience.

CONTRIBUTIONS

OLO staffer Kaitlyn Simmons drafted this assessment.

¹ [About Montgomery County Employee Retirement Plans](#), Montgomery County Employee Retirement Plans.

² [Introduction Staff Report for Bill 28-24](#), Montgomery County Council, introduced December 3, 2024, PDF pg. 3.

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

⁴ [Montgomery County Code § 33-58 and 33-59](#)

⁵ [Montgomery County Code § 33-159 and 33-160](#)

⁶ Introduction Staff Report for Bill 28-24, PDF pg. 3.

⁷ Video: Dec. 3, 2024 - Council Session (am), [Councilmember Friedson remarks circa 2:05:36](#), MoCoCouncilMD YouTube, December 3, 2024.

⁸ Bill 3-22, Legislative Branch – Climate Assessments – Required, Montgomery County Council, Effective date October 24, 2022