

Expedited Bill No. 10-25
Concerning: Personnel and Human
Resources – Hiring Displaced
Federal Workers
Revised: 6/12/2025 Draft No. 2
Introduced: March 18, 2025
Enacted: July 15, 2025
Executive: _____
Effective: _____
Sunset Date: July 2, 2027
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Council Vice-President Jawando
Co-Sponsors: Councilmembers Friedson, Mink, Sayles, Balcombe, and Council President Stewart

AN EXPEDITED ACT to:

- (1) establish a preference in County hiring for displaced federal workers; and
- (2) generally amend the law concerning personnel and human resources.

By amending

Chapter 33, Personnel and Human Resources
Section 33-7

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:

1 **Sec. 1. Section 33-7 is amended as follows:**

2 **33-7. County executive and merit system protection board responsibilities.**

3 * * *

4 (d) *Hiring persons with disabilities.*

5 * * *

6 (3) Competitive appointment.

7 (A) Except as provided in Subsection (e), the regulation must
8 establish and maintain a preference under the following
9 order of preference:

10 (i) an employee who is unable to perform the
11 employee's job because of a disability or injury
12 under the ADA;

13 (ii) an employee subject to reduction-in-force;

14 (iii) an employee who was granted a temporary
15 disability retirement under the Employees
16 Retirement System or an initial or temporary
17 disability benefit of any type under the Retirement
18 Savings Plan or the Guaranteed Retirement Income
19 Plan but is no longer eligible for such a temporary
20 disability retirement or benefit;

21 (iv) a veteran with a disability; ~~[[and]]~~

22 (v) an equal preference for a veteran without a
23 disability~~[[,]]~~ ~~[and]~~ and a non-veteran with a
24 disability~~[[,]]~~; and

25 (vi) a displaced federal worker under Subsection (k).

26 (B) This regulation must only apply the preference in
27 Subparagraphs (A)(iv) and (A)(v) for the initial

appointment of a qualified person to a merit system position who is among the highest rating category in a normal competitive process.

* * *

(e) *Hiring Veterans for Uniformed Public Safety Positions.*

* * *

(k) Hiring displaced federal workers.

(1) Findings.

(A) Federal workers are experiencing job uncertainty and high unemployment due to federal downsizing and other federal personnel actions unrelated to individual qualifications and merit.

(B) The skills and experiences of individuals who have served as federal employees are valuable assets for serving in County government.

(2) For purposes of this Section, the term *displaced federal worker* means a former federal employee who:

(A) resides in the County; and

(B) on or after January 1, 2025, received:

(i) [[a notification from the federal government that the individual's federal position was no longer needed, or that the individual was subject to a federal reduction in force; and]]

[[(ii)] [a] notification of personnel action from the federal government that separated the individual from federal employment; and

(ii) notification from the federal government that the reason for separation is that the individual's position is no longer needed, or that the individual was subject to a federal reduction in force.

[(C) demonstrates a loss of income because of the separation from federal employment.]

(3) The term *displaced federal worker* does not include:

(A) an individual subject to downgrade or reassignment; [[or]]

(B) an individual eligible to receive a higher preference under Subsections (d)(3)(A)[(iv)] or (e); or

(C) an individual separated from federal employment for a reason other than those stated in subsection (k)(2)(B)(ii).

(4) The Executive must establish by personnel regulation, under Method (1), standards for the:

(A) application and documentation requirements to qualify as a displaced federal worker; [[and]]

(B) [[administration of the hiring preference for displaced federal workers]] rating and eligibility for inclusion of a displaced federal worker among the highest rating category for a merit system position in a normal competitive process; and

(C) implementation of this subsection (k).

Sec. 2. Effective Date. The Council declares that this legislation is necessary for the immediate protection of the public interest. This Act takes effect on the date on which it becomes law.

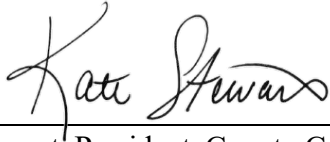
Sec. 3. Regulations. The Executive must submit to the Council Method (1) regulations under this Act no later than 60 days after the effective date of this Act.

81 The preference established under this Act must be administered immediately upon
82 the adoption of the Method (1) regulations.

83 **Sec. 4. Coordination with Employee Organization.** The Council intends
84 that the Executive and an applicable employee organization immediately address and
85 resolve any wage compression that may be caused by hiring a displaced federal
86 worker above the entry level salary for the position.

87 **Sec. 5. Sunset.** This Act must sunset and must have no further force and
88 effect on [[the date that occurs one year after the effective date of the Act]] July 2,
89 2027.

Approved:



Kate Stewart, President, County Council

July 15, 2025

Date

Approved:

Marc Elrich, County Executive

Date

This is a correct copy of Council action.

Sara R. Tenenbaum, Clerk of the Council

Date