



Committee: Joint HHS/ECON
Committee Review: At a future date
Staff: Jim Ogorzalek, Legislative Attorney
Purpose: To introduce agenda item – no vote expected

AGENDA ITEM #1A
January 20, 2026
Introduction

SUBJECT

Bill 1-26, Human Rights and Civil Liberties – County Minimum Wage – Actual Impact Analysis – Amendments

Lead Sponsor: Council President Fani-González

Co-sponsors: Councilmember Stewart, Council Vice President Balcombe, and Councilmembers Luedtke, Katz, and Sayles

EXPECTED ATTENDEES

None

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

N/A

DESCRIPTION/ISSUE

Bill 1-26 would:

- (1) remove the requirement that the Office of Legislative Oversight provide an annual report regarding the implementation of the County minimum wage and the local economy; and
- (2) generally amend the law regarding County minimum wage.

SUMMARY OF KEY DISCUSSION POINTS

N/A

This report contains:

Staff Report	Pages 1–2
Bill 1-26	© 1
Lead Sponsor’s Letter to Colleagues	© 3

Alternative format requests for people with disabilities. If you need assistance accessing this report you may [submit alternative format requests](#) to the ADA Compliance Manager. The ADA Compliance Manager can also be reached at 240-777-6197 (TTY 240-777-6196) or at adacompliance@montgomerycountymd.gov

MEMORANDUM

January 15, 2026

TO: County Council

FROM: Jim Ogorzalek, Legislative Attorney

SUBJECT: Bill 1-26, Human Rights and Civil Liberties – County Minimum Wage – Actual Impact Analysis – Amendments

PURPOSE: Introduction – no Council votes required

Bill 1-26, Human Rights and Civil Liberties – County Minimum Wage – Actual Impact Analysis – Amendments, is scheduled for introduction on January 20, 2026. Its Lead Sponsor is Council President Fani-González. The bill's Co-sponsors are Councilmember Stewart, Council Vice President Balcombe, and Councilmembers Luedtke, Katz, and Sayles. A public hearing is tentatively scheduled for February 24, 2026, at 1:30 p.m.

Bill 1-26 would:

- (1) remove the requirement that the Office of Legislative Oversight provide an annual report regarding the implementation of the County minimum wage and the local economy; and
- (2) generally amend the law regarding County minimum wage.

Background

In 2017, the County Council enacted Bill 28-17, which increased the County Minimum Wage from \$11.50 to \$15.00. Bill 28-17 also required the Office of Legislative Oversight to provide an annual “report containing data related to the implementation of the County minimum wage and the local economy.” Montgomery County Code § 27-70A. As set forth in OLO’s 2025 report: “The Council wanted a way to monitor how Montgomery County businesses and the County’s economy as a whole may be impacted by the minimum wage increases. The Council envisioned an annual report that could provide an early warning to the Council about any adverse economic changes.” OLO Report 2025-3, “Economic Indicators for Montgomery County and Surrounding Jurisdictions January 2025 Update,” at i, available at https://www.montgomerycountymd.gov/OLO/Resources/Files/2025_reports/2025EconomicIndicators.pdf.

Beginning in 2019, to implement the reporting requirement, OLO developed a list of seventeen economic indicators it would monitor post-Minimum Wage law implementation to compare the County’s economic performance to those of neighboring jurisdictions. Since then, OLO has issued six updates to the 2019 baseline indicators. Prior to the issuance of the 2025 report, the U.S Bureau of Economic Analysis “discontinued collecting County-level data for four indicators presented in previous year versions of this report.” *Id.* at ii. Due to the length and timing of the 2025 Federal Government shutdown, a majority of data used for the economic indicators from federal sources were not available on a timeline that could meet the legislative requirements.

Bill Specifics

Bill 1-26 would delete in its entirety § 27-70A, which sets forth the requirement that OLO “provide to the Council, by January 31 of each year, a report containing data related to the implementation of the County minimum wage and the local economy.”

This packet contains:

Bill 1-26

Lead Sponsor’s Letter to Colleagues

Circle

1

3

Bill No. 1-26
Concerning: Human Rights and Civil
Liberties – County Minimum Wage –
Actual Impact Analysis –
Amendments
Revised: 1/13/2026 Draft No. 1
Introduced: January 20, 2026
Expiration: December 7, 2026
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: _____
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Council President Fani-González
Co-sponsors: Councilmember Stewart, Council Vice President Balcombe,
and Councilmembers Luedtke, Katz, and Sayles

AN ACT to:

- (1) remove the requirement that the Office of Legislative Oversight provide an annual report regarding the implementation of the County minimum wage and the local economy; and
- (2) generally amend the law regarding County minimum wage.

By repealing

Montgomery County Code
Chapter 27, Human Rights and Civil Liberties
Section 27-70A

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 27-70A is repealed as follows:**

2 **[27-70A. Annual impact analysis.**

3 The Office of Legislative Oversight must provide to the Council, by January 31
4 of each year, a report containing data related to the implementation of the
5 County minimum wage and the local economy.]



MONTGOMERY COUNTY COUNCIL

ROCKVILLE, MARYLAND

MEMORANDUM

To: Councilmembers
From: Council President Natali Fani-González
Date: January 12, 2025
Re: Legislation to eliminate outdated reporting requirement

For your consideration, I am writing to share legislation to eliminate an outdated reporting requirement which repeals Section 27-70A of the Montgomery County Code. This section currently requires the Office of Legislative Oversight (OLO) to provide an annual report on the County minimum wage and local economy.

Why repeal this requirement?

Bill 28-17, enacted in November 2017, increased Montgomery County's minimum wage to \$15 per hour through a phased schedule ending in 2024 and required annual inflation adjustments thereafter. The bill also mandated that the Office of Legislative Oversight prepare an annual report to the Council by January 31 assessing the implementation of the minimum wage and its impact on the local economy.

When the Council enacted Bill 28-17 in 2017, the reporting requirement was intended to provide an early warning system during the phase-in of the \$15 minimum wage. The warning system was intended to alert the county if there were adverse effects that resulted from the \$15 minimum wage increase. OLO developed 17 economic indicators to monitor County performance and compare it with nine surrounding jurisdictions.

That phase-in is now complete, and the report no longer serves its original purpose. Continuing this mandate imposes unnecessary workload without delivering actionable insights.

In addition, the U.S Bureau of Economic Analysis (BEA) discontinued collecting County-level data for four indicators presented in previous year versions of this report, so current year comparisons to the 2017 base year are no longer possible.

In summary,

- The report has outlived its usefulness,
- Relies on data sources that are no longer reliable, and
- Has become burdensome for OLO staff without providing meaningful value to Council deliberations.

What the bill does:

- Removes Section 27-70A from the Code, eliminating the annual reporting mandate.
- No other changes to minimum wage law are proposed.

This is a straightforward, good-government measure that reduces unnecessary workload and focuses resources where they are most needed.

If you have any questions or would like to co-sponsor, please contact Glen Burnett at glen.burnett@montgomerycountymd.gov. We plan to introduce this bill on January 20, so please let us by Wednesday COB if you would like to join as a co-sponsor.