



Committee: GO
Committee Review: Completed
Staff: Christine Wellons, Chief Legislative Attorney
Purpose: Final action – vote expected

AGENDA ITEM #2E
October 20, 2026
Action

SUBJECT

Expedited Bill 32-26, Employees' Retirement System – Survivor Benefits – Death During Line of Duty – Expanded Eligibility to Groups E and J

Lead Sponsors: Councilmembers Luedtke, Glass, and Katz

Co-Sponsors: Councilmember Evans, Council Vice President Balcombe, Councilmembers Jawando, Stewart, Friedson, and Mink, Council President Fani-Gonzalez, and Councilmember Sayles

EXPECTED ATTENDEES

N/A

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- The Government Operations and Fiscal Policy (GO) Committee voted (3-0) to recommend the enactment of Expedited Bill 32-26 with an amendment.

DESCRIPTION/ISSUE

Expedited Bill 32-26 would:

- (1) increase death benefits to spouses, domestic partners, and children of Group E and Group J members whose deaths are service-connected; and
- (2) generally amend the law regarding the employees' retirement system, including pension benefits and other benefits available to survivors upon service-connected deaths.

The amendment adopted by the GO Committee would align the age requirements for retirement under Expedited Bill 32-26 with those of the recently enacted Bill 21-26, which takes effect on November 2, 2026. Bill 21-26 was enacted to implement provisions of the collective bargaining agreement between the County and MCGEO.

This report contains:

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Expedited Bill 32-26	© 1
Fiscal Impact Statement	© 6
Climate Assessment	© 8
Racial Equity and Social Justice Impact Statement	© 10

*The Economic Impact Statement was not available at the time of publication of this staff report. It can be found at the below address when available: [Racial Equity and Social Justice, Economic, and Climate Impact Statements - Office of Legislative Oversight- Montgomery County, Maryland \(montgomerycountymd.gov\)](https://montgomerycountymd.gov/legis/legisative-over-sight/legisative-over-sight-impact-statements)

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M E M O R A N D U M

October 15, 2026

TO: County Council

FROM: Christine Wellons, Chief Legislative Attorney

SUBJECT: Expedited Bill 32-26, Employees' Retirement System – Survivor Benefits – Death During Line of Duty – Expanded Eligibility to Groups E and J

PURPOSE: Action – roll call vote expected

<u>Committee Recommendation:</u> The Government Operations and Fiscal Policy (GO) Committee voted (3-0) to recommend the enactment of Expedited Bill 32-26 with amendments.

Expedited Bill 32-26, Employees' Retirement System – Survivor Benefits – Death During Line of Duty – Expanded Eligibility to Groups E and J, was introduced on July 21, 2026. The Lead Sponsors are Councilmembers Luedtke, Glass, and Katz. The Co-Sponsors are Councilmember Evans, Council Vice President Balcombe, Councilmembers Jawando, Stewart, Friedson, and Mink, Council President Fani-Gonzalez, and Councilmember Sayles.

A public hearing occurred on September 15. The GO Committee held a worksession on October 8, at which time the Committee recommended (3-0) the enactment of the bill with amendments.

Expedited Bill 32-26 would:

- (1) increase death benefits to spouses, domestic partners, and children of Group E and Group J members whose deaths are service-connected; and
- (2) generally amend the law regarding the employees' retirement system, including pension benefits and other benefits available to survivors upon service-connected deaths.

BACKGROUND

On December 9, 2025, the Council enacted the "HERO Act": Council Bill 35-25, which increased survivor benefits available when police officers or firefighters (i.e., members of retirement groups F or G) are killed in the line of duty. See [Montgomery County Council - Legislative Information Management System – bill details](#)

The purpose of Expedited Bill 32-26 is to make those same survivor benefits available when deputy sheriffs, correctional officers, or certain emergency communications center personnel (i.e., members of retirement groups E or J) are killed in the line of duty.

BILL SPECIFICS

Expedited Bill 32-26 would expand upon existing survivor benefits when a Group E or J member is killed in the line of duty. The survivor would have the ability to select between three options:

- the benefits the spouse would have received if the member had been receiving a service-connected disability pension on the date of the member's death and had selected a joint and survivor pension option of 100 percent of the amount payable to the member;
- the benefits the spouse would have received if the member had terminated employment on the day before the date of death with exactly 25 years of total credited service, as described in Section 33-41, and had elected a 100 percent joint and survivor pension option; or
- if the member died after becoming eligible to vest or retire, the benefits that would have been payable if the member had vested or retired immediately before death and had elected a 100-percent joint and survivor pension option.

The benefit selected by the survivor would become payable upon the date the member died. In addition, the benefit would be required to be paid beginning on the first of the month following the date the member died.

The death benefits available through the retirement system under the County Code are in addition to any death benefits available to surviving spouses and children under collectively bargained agreements.

SUMMARY OF IMPACT STATEMENTS

Fiscal Impact. According to the Office of Management and Budget and the supplemental cost impact report provided by Gabriel, Roeder, Smith & Company, the fiscal impact to the Montgomery County ERS is expected to be minimal, given the low incidence of line-of-duty deaths and the fact that the cost reflects only the difference between existing and new benefit options. No impact on County revenues, staffing, or IT systems is anticipated.

Economic Impact. The Office of Legislative Oversight (OLO) anticipates that Bill 36-26 would have an insignificant impact on economic conditions in the County, as measured by the Council's priority economic indicators. By revising the duties, responsibilities, and authorities of the Fire and Emergency Services Commission (FESC), the Bill would have no direct impact on residents, private organizations, or overall economic conditions in terms of the priority indicators.

Racial Equity and Social Justice Impact. "The Office of Legislative Oversight (OLO) anticipates Expedited Bill 32-26 would have a minimal impact on racial equity and social justice

(RESJ) in the County. Black community members would disproportionately benefit from the proposed extension of survivor benefits. However, since it is rare for County employees to die in the line of duty, any increases in death benefits resulting from this Bill would likely be minimal.”

Climate Assessment. “The Office of Legislative Oversight (OLO) anticipates Bill 36-26 will have no impact on the County’s contribution to addressing climate change as it is proposing changes to an existing County commission.”

SUMMARY OF PUBLIC HEARING

The County Council held a public hearing on Bill 32-26 on September 15, 2026. There were no public speakers.

SUMMARY OF THE COMMITTEE’S WORKSESSION

Attendees of the October 8th worksession included: Yan Yan, Chief, Retirement Administration Division, Department of Finance; Carol Jones, Retirement Service Manager, Department of Finance; Shantée Jackson, Office of Management and Budget; Lieutenant Raymond Pagan, Montgomery County Sheriff’s Office; Captain James Johnson, Montgomery County Sheriff’s Office; Willie Morales, Division Chief, Department of Corrections and Rehabilitation; Gino Renne, President, UFCW Local 1994 Municipal and County Government Employees Organization (MCGEO); and Lisa Titus, Recorder and Field Representative, UFCW Local 1994 MCGEO.

After discussion of the expedited bill, the Committee voted (3-0) to recommend enactment of the bill with the following amendment.

1. Amendment to Align Expedited Bill 32-26 with Provisions of Enacted Bill

After the Council introduced Expedited Bill 32-26, the Council enacted Bill 21-26 on July 21, 2026. When Bill 21-26 takes effect on November 2, 2026, it will make multiple amendments to Chapter 33 of the Code, which affects retirement Groups E and J. Among other amendments, the enacted Bill 21-26 will remove age requirements that currently apply for Groups E and J to be eligible for retirement.

The specific amendment made by Bill 21-26 regarding age requirements is as follows:

33-38. Normal retirement date, mandatory retirement date, early retirement date, and trial retirement.

- (a) Normal retirement date. The normal retirement date is the first day of the month elected by a member after the member meets the years of service and age requirements for the applicable membership group. For normal retirement:

* * *

- (4) Group E: The member must have at least:
 - (A) 15 years of credited service and be at least age 55; or
 - (B) 25 years of credited service [and be] at [least] any age [46].

* * *

- (8) Group J: The member must have at least:
 - (A) 15 years of credited service and be at least age 55; or
 - (B) 25 years of credited service [and be] at [least] any age [46].

* * *

To align the provisions of Expedited Bill 32-26 with those of enacted Bill 21-26, the Committee adopted the following amendment.

Amend Lines 33 – 61 to read as follows.

- (4) *Group F, [or] Group G, Group E, or Group J – Line of duty death benefits for surviving spouses or domestic partners and children.*

- (A) Within 60 days of the death of a Group F, [or] Group G, Group E, or Group J member under the conditions stated under paragraph (2) of subsection (b), the surviving spouse or domestic partner and children may elect to receive:

* * *

- (iii) upon the death of a Group E or J member, the benefit the spouse or domestic partner and children would have received if the member had terminated employment on the day before the date of death with exactly 25 years of total credited service, as described in Section 33-41, [[at an age of at least 46,]] and had elected a 100 percent joint and survivor pension option;

This packet contains:

Expedited Bill 32-26
 Fiscal Impact Statement
 Climate Assessment
 Racial Equity and Social Justice Impact Statement

Circle #

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*The Economic Impact Statement was not available at the time of publication of this staff report. It can be found at the below address when available: [Racial Equity and Social Justice, Economic, and Climate Impact Statements - Office of Legislative Oversight- Montgomery County, Maryland \(montgomerycountymd.gov\)](https://montgomerycountymd.gov/legislativeservices/legislativeservices/Pages/Racial-Equity-and-Social-Justice-Economic-and-Climate-Impact-Statements.aspx)

Expedited Bill No. 32-26
Concerning: Employees' Retirement
System – Survivor Benefits – Death
During Line of Duty – Expanded
Eligibility to Groups E and J
Revised: 10/8/2026 Draft No. 2
Introduced: July 21, 2026
Expires: December 7, 2026
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsors: Councilmembers Luedtke, Glass, and Katz
Co-Sponsors: Councilmember Evans, Council Vice President Balcombe, Councilmembers
Jawando, Stewart, Friedson, and Mink, Council President Fani-Gonzalez, and
Councilmember Sayles

AN EXPEDITED ACT to:

- (1) increase death benefits to spouses, domestic partners, and children of Group E and Group J members whose deaths are service-connected; and
- (2) generally amend the law regarding the employees' retirement system, including pension benefits and other benefits available to survivors upon service-connected deaths.

By amending

Chapter 33, Personnel and Human Resources
Section 33-46

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. Section 33-46 is amended as follows:

33-46. Death benefits and designation of beneficiaries.

* * *

(b) *Spouse's, or domestic partner's, and children's benefits of a member whose death is service connected.*

* * *

(2) Except as provided under paragraph (4) of this subsection (b), the Chief Administrative Officer must pay death benefits to the spouse or domestic partner and child of a Group F, [or] Group G, Group E, or Group J member as if the member had been receiving a service-connected disability pension on the date of the member's death and had selected a joint and survivor pension option of 100 percent of the amount payable to the member, if:

(A) the Group F, [or] Group G, Group E, or Group J member died while employed by the County; and

(B) the employing department, a beneficiary, or another person submits satisfactory proof to the Chief Administrative Officer that the member's death:

(i) resulted from injuries the employee received in the line of duty or was directly attributable to the inherent hazards of the duties the employee performed; and

(ii) was not due to the employee's willful negligence.

(3) Except as provided under paragraph (4) of this subsection (b), the Chief Administrative Officer must pay a benefit to the spouse or domestic partner and children of a Group G member who dies on

or after July 1, 2004, [or] of a Group F member who dies on or after January 1, 2025, or of a Group E or J member who dies on or after July 1, 2026, under the conditions stated in paragraph (2) of subsection (b) as if the member had died while receiving a service connected disability retirement benefit of at least 70 percent of the member's final earnings.

(4) *Group F, [or] Group G, Group E, or Group J – Line of duty death benefits for surviving spouses or domestic partners and children.*

(A) Within 60 days of the death of a Group F, [or] Group G, Group E, or Group J member under the conditions stated under paragraph (2) of subsection (b), the surviving spouse or domestic partner and children may elect to receive:

(i) upon the death of a Group F member, the benefit the spouse or domestic partner and children would have received if the member had terminated employment on the day before the date of death with exactly 25 years of total credited service, as described in Section 33-41, and had elected a 100 percent joint and survivor pension option;

(ii) upon the death of a Group G member, the benefit the spouse or domestic partner and children would have received if the member had terminated employment on the day before the date of death with exactly 20 years of total credited service, as

described in Section 33-41, and had elected a 100 percent joint and survivor pension option;

(iii) upon the death of a Group E or J member, the benefit the spouse or domestic partner and children would have received if the member had terminated employment on the day before the date of death with exactly 25 years of total credited service, as described in Section 33-41, [[at an age of at least 46,]] and had elected a 100 percent joint and survivor pension option;

[(iii)] (iv) the benefit under paragraph (2) of this subsection (b); or

[(iv)] (v) if the member died after becoming eligible to vest or retire, the benefit under subsection (e) of this section.

(B) The Chief Administrative Officer must process the election under subparagraph (A) of this paragraph immediately upon receipt of the election.

(C) The benefit under subparagraph (A) of this paragraph:

(i) becomes payable upon the date the Group F₂ [or] Group G, Group E, or Group J member died; and

(ii) must be paid beginning on the first of the month following the date the County receives the election of benefit under subparagraph (A) of this paragraph.

* * *

(e) *Spouse's, or domestic partner's, and children's benefits when an active member eligible for vesting or retirement dies.*

(1) A surviving spouse, domestic partner, or child who is the designated beneficiary of a member who died after becoming eligible to vest or retire, may elect within 60 days after the member's death a benefit equal to the yearly amount of benefits that would have been payable if the member had vested or retired immediately before death and had elected a 100 percent joint and survivor pension option. The payments must begin on the member's normal retirement date if the member was eligible for vesting, or immediately if the member was eligible for retirement.

(2) If the designated beneficiary who would receive a death benefit under paragraph (1) dies before the death benefit payments begin and the member designated a contingent beneficiary, the death benefit under subsection (a) must be paid to the contingent beneficiary designated by the member (or to a person designated by the beneficiary if the member left no enforceable contingent beneficiary designation).

* * *

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. Construction. This Act must not be construed to: (1) offset, diminish, or alter death benefits provided under a collectively bargained agreement; or (2) reopen a collectively bargained agreement.



Fiscal Impact Statement

Office of Management and Budget

Bill 32-26

Employees' Retirement System - Survivor Benefits - Death During Line of Duty - Expanded Eligibility to Groups E and J

Bill Summary

Expedited Bill 32-26 expands existing death benefits to surviving spouses, domestic partners, and children of Group E and Group J members of the Montgomery County Employees' Retirement System (ERS) whose deaths are service-connected. The bill adds an option for survivors to receive a pension as if the member had exactly 25 years of credited service, and clarifies deadlines for electing survivor benefit options and the timing of benefit payments. Bill 32-25 (the "HERO Act") previously increased death benefits for Group F and Group G; Expedited Bill 32-26 extends these enhanced benefits to Group E and Group J. The bill takes effect immediately upon becoming law.

Fiscal Impact Summary

Current death benefit provisions for surviving spouses, domestic partners, and children of Group E and Group J members offer two options payable under the plan. The bill adds a third option and will have an impact on the benefit recipient based on the benefit election, but the difference in impact of those choices on the Montgomery County ERS is anticipated to be minimal for each option. No impact on County revenues is expected.

Fiscal Year	2027	2028	2029	2030	2031	2032	Total
Personnel Costs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Expenditures	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Revenues	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Impact	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FTE	0.00	0.00	0.00	0.00	0.00	0.00	

Fiscal Impact Analysis

The bill enhances survivor benefit provisions to surviving spouses, domestic partners, and children of Group E and Group J members and specifies when benefit election may be made and would become payable. The bill also adds a requirement for when the benefit must be paid. The resulting changes in death benefits are estimated to have minimal financial impact to the Montgomery County ERS due to a low incidence rate of line of duty deaths and the cost impact reflecting only the difference between existing benefit options.

Staff Impact

The bill is not expected to impact staff time or duties.

Actuarial Analysis

To assess the potential fiscal effects of the expanded survivor benefits, an actuarial analysis was required to quantify the cost impact to the Montgomery County ERS. The actuaries measured the financial impact, calculated as of July 1, 2025 (the effective date of the most recent actuarial valuation) for FY27 contributions. All Group E and Group J members were included in the actuarial analysis because the legislation does



not distinguish between represented and non-represented employees.

The attached actuarial analysis was performed by Gabriel, Roeder, Smith & Company (GRS).

**Information Technology
Impact**

The bill is not expected to impact the County Information Technology (IT) or Enterprise Resource Planning (ERP) systems.

Other Information

*Later actions that may impact
revenue or expenditures if future
spending is projected*

The bill does not authorize future spending.

*Ranges of revenue or
expenditures that are uncertain
or difficult to project*

Future expenditure estimates will depend on annual actuarial valuation results. Changes to underlying actuarial assumptions could have an impact on the accuracy of the initial estimates.

Contributors

Shantee Jackson, Office of Management and Budget
Yan Yan, Retirement Administration Division, Department of Finance



Climate Assessment

Office of Legislative Oversight

EXPEDITED BILL 32-26: EMPLOYEES' RETIREMENT SYSTEM – SURVIVOR BENEFITS – DEATH DURING LINE OF DUTY – EXPANDED ELIGIBILITY TO GROUPS E AND J

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Expedited Bill 32-26 will have no impact on the County's contribution to addressing climate change as it is proposing changes to survivor benefits for certain County employees.

BACKGROUND AND PURPOSE OF EXPEDITED BILL 32-26

Currently, a surviving spouse or child of a Group G member County employee who died in the line of duty is entitled to death benefits. Group G employees include paid firefighters, fire officers, and rescue service personnel.¹

Expedited Bill 32-26 would expand eligibility of death benefits to include spouses, domestic partners, and children of Group E and J members. Group E and J members include deputy sheriffs, correctional officers, and certain emergency communications center personnel.²

Expedited Bill 32-26 was introduced by the County Council on July 21, 2026.³

ANTICIPATED IMPACTS

As the Bill is proposing changes to survivor benefits for certain County employees, OLO anticipates Expedited Bill 32-26 will have no impact on the County's contribution to addressing climate change, including the reduction and/or sequestration of greenhouse gas emissions and community climate resilience.

RECOMMENDED AMENDMENTS

The Climate Assessment Act requires OLO to offer recommendations, such as amendments or other measures to mitigate any anticipated negative climate impacts.⁴ OLO does not offer recommendations or amendments as Expedited Bill 32-26 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 and community climate resilience.

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 increase the County's community climate 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 Montgomery County Council, [Bill 32-25, Employees' Retirement System - Survivor Benefits - Death During Line of Duty](#), Enacted December 9, 2025

² Montgomery County Council, [Introduction Staff Report for Bill 32-26E](#), Introduced July 21, 2026.

³ [Ibid.](#)

⁴ Bill 3-22, Legislative Branch – Climate Assessments – Required, Montgomery County Council, Effective date October 24, 2022

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

EXPEDITED BILL 32-26: EMPLOYEES' RETIREMENT SYSTEM - SURVIVOR BENEFITS - DEATH DURING LINE OF DUTY - EXPANDED ELIGIBILITY TO GROUPS E AND J

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Expedited Bill 32-26 would have a minimal impact on racial equity and social justice (RESJ) in the County. Black community members would disproportionately benefit from the proposed extension of survivor benefits. However, since it is rare for County employees to die in the line of duty, any increases in death benefits resulting from this Bill would likely be minimal.

PURPOSE OF RESJ IMPACT STATEMENTS

RESJ impact statements (RESJIS) evaluate the anticipated impact of legislation on racial equity and social justice in the County. RESJ is a **process** that focuses on centering the needs, leadership, and power of Black, Indigenous, and other People of Color (BIPOC) and communities with low incomes. RESJ is also a **goal** of eliminating racial and social inequities. Applying a RESJ lens is essential to achieve RESJ.¹ This involves seeing, thinking, and working differently to address the racial and social inequities that cause racial and social disparities.²

PURPOSE OF EXPEDITED BILL 32-26

A surviving spouse or child of a Group G member County employee who died in the line of duty is entitled to survivor benefits. These benefits were recently expanded with the passage of Bill 32-25 in December 2025.³ Group G employees include paid firefighters, fire officers, and rescue service personnel.⁴

The purpose of Expedited Bill 32-26 is to extend the same survivor benefits to spouses, domestic partners, and children of Group E and J members who die in the line of duty. Group E and J members include deputy sheriffs, correctional officers, and certain emergency communications center personnel. If enacted, Bill 32-26 would allow surviving family members to select between three options for survivor benefits.⁵

Expedited Bill 32-26 was introduced by the County Council on July 21, 2026.

ANTICIPATED RESJ IMPACTS

To consider the anticipated impact of Bill 32-26 on RESJ in the County, OLO recommends the consideration of two related questions:

- Who would primarily benefit or be burdened by this bill?
- What racial and social inequities could passage of this bill weaken or strengthen?

County employees who are Group E or J members would benefit from additional options for survivor benefits. As shown in Table A (Appendix), human resources data suggests Black people are overrepresented among Group E and J employees. Therefore, Black community members would disproportionately benefit from the proposed extension of

RESJ Impact Statement

Expedited Bill 32-26

survivor benefits. However, since it is rare for County employees to die in the line of duty, any increases in survivor benefits that result from this Bill would likely be minimal. The fiscal impact statement from the Office of Management and Budget (OMB) confirms Bill 32-26 is expected to have a minimal financial impact to the County.⁶ Therefore, OLO anticipates Bill 32-26 would have a minimal impact on RESJ in the County.

RECOMMENDED AMENDMENTS

The County's RESJ Act requires OLO to consider whether to recommend amendments to bills that could reduce racial and social inequities and advance RESJ.⁷ OLO anticipates Bill 32-26 would have a minimal impact on RESJ in the County. As such, OLO does not offer recommended amendments.

CAVEATS

Two caveats to this RESJIS should be noted. First, predicting the impact of bills on RESJ is challenging due to data limitations, uncertainty, and other factors. Second, this RESJIS is intended to inform the Council's decision-making process rather than determine it. Thus, any conclusion made in this statement does not represent OLO's endorsement of, or objection to, the bill under consideration.

APPENDIX

Table A: Percent of Active Employees in Retirement Groups E and J by Race and Ethnicity (Actual)⁸

Race or ethnicity	Group E and J Employees (N=742)	County population
Asian	4.2	15.3
Black	44.6	18.3
Native American	0.7	0.1
Pacific Islander	-	0.0
White	25.7	39.5
Latinx	12.9	21.0

Source: OLO analysis of 2026 unpublished Office of Human Resources data and [Table DP05](#), 2024 ACS 5-Year Estimates, Census Bureau.

¹ Definition of racial equity and social justice adopted from M. Gamblin et al., ["Applying Racial Equity to U.S. Federal Nutrition Programs,"](#) Bread for the World and [Racial Equity Tools](#).

² Ibid.

³ [Action Staff Report for Expedited Bill 32-25](#), Montgomery County Council, Action December 9, 2025.

⁴ ["Summary Description for Sworn Fire Personnel in Retirement Group G,"](#) Montgomery County Employee Retirement Plans, August 2023.

⁵ [Introduction Staff Report for Bill 32-26](#), Montgomery County Council, Introduced July 21, 2026.

⁶ Fiscal Impact Statement for Bill 32-26, Office of Management and Budget.

⁷ [Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established](#), Montgomery County Council.

⁸ Race is not inclusive of Latinx origin for data points in Table A.