



**Committee:** Joint  
**Committee Review:** At a future date  
**Staff:** Christine Wellons, Senior Legislative Attorney  
**Purpose:** To introduce agenda item – no vote expected  
**Keywords:** #MinimumWage

AGENDA ITEM #1B  
September 19, 2023  
**Introduction**

## SUBJECT

Bill 34-23, County Minimum Wage - Wage Commission - Established

Lead Sponsor: Councilmember Jawando

## EXPECTED ATTENDEES

None

## COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- N/A

## DESCRIPTION/ISSUE

Bill 34-23 would:

- (1) establish an advisory wage commission to make recommendations to the County Executive and the County Council regarding minimum wages and working conditions by industry in the County;
- (2) specify the membership and duties of the wage commission; and
- (3) generally amend the law regarding the establishment of a wage commission and regarding minimum wages and labor relations in the County.

## SUMMARY OF KEY DISCUSSION POINTS

- N/A

## This report contains:

Staff Report	Pages 1-2
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**MEMORANDUM**

September 14, 2023

TO: County Council

FROM: Christine Wellons, Senior Legislative Attorney

SUBJECT: Bill 34-23, County Minimum Wage - Wage Commission - Established

PURPOSE: Introduction – no Council votes required

Bill 34-23, County Minimum Wage - Wage Commission - Established, sponsored by Lead Sponsor Councilmember Jawando, is scheduled for introduction on September 19, 2023. A public hearing is tentatively scheduled for October 10 at 1:30 p.m. The bill will be considered jointly by the ECON and HHS Committees.

Bill 34-23 would:

- (1) establish an advisory wage commission to make recommendations to the County Executive and the County Council regarding minimum wages and working conditions by industry in the County;
- (2) specify the membership and duties of the wage commission; and
- (3) generally amend the law regarding the establishment of a wage commission and regarding minimum wages and labor relations in the County.

**BACKGROUND**

The purpose of Bill 34-23 is to establish an appointed commission within the County to study wages and working conditions by industry, and to make recommendations to the Council and County Executive regarding those wages and working conditions.

**BILL SPECIFICS**

The Wage Commission established under the bill would consist of 7 members. The County Executive would appoint 6 of the members, subject to confirmation by the Council. The members would include:

- 2 representatives of organized labor, at least 1 of whom is nominated by the Council;

- 2 representatives of industry, at least 1 of whom is nominated by the Council; and
- 2 members of the public, at least 1 of whom is nominated by the Council.

The Chief Labor Relations Officer, or the officer’s designee, must be an ex-officio member of the Commission. The County Executive would designate the chair and vice-chair of the Commission.

The duties of the Commission would be to:

- study wages and working conditions within the County, by industry; and
- report annually to the County Executive and the County Council regarding any recommendations of the Commission related to minimum wages and working conditions.

This packet contains:

Bill 34-23

Sponsor’s Memorandum

Circle #

1

4

Bill No. 34-23  
Concerning: County Minimum Wage -  
Wage Commission - Established  
Revised: 9/14/2023 Draft No. 5  
Introduced: September 19, 2023  
Expires: December 7, 2026  
Enacted: \_\_\_\_\_  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: \_\_\_\_\_  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Councilmember Jawando

**AN ACT** to:

- (1) establish an advisory wage commission to make recommendations to the County Executive and the County Council regarding minimum wages and working conditions by industry in the County;
- (2) specify the membership and duties of the wage commission; and
- (3) generally amend the law regarding the establishment of a wage commission and regarding minimum wages and labor relations in the County.

By adding

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

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

<b>Boldface</b>	<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>

1           **Sec. 1. Section 27-70B is added as follows:**

2    **27-70B. County Wage Commission.**

3           (a)   Creation. There is a County Wage Commission

4           (b)   Members.

5               (1)   The Commission has 7 members.

6               (2)   The County Executive must appoint 6 of the members, subject to  
7                 confirmation by the Council. The members must include:

8                   (A)   2 representatives of organized labor, at least 1 of whom is  
9                     nominated by the Council;

10                  (B)   2 representatives of industry, at least 1 of whom is  
11                  nominated by the Council; and

12                  (C)   2 members of the public, at least 1 of whom is nominated  
13                  by the Council.

14               (4)   The Chief Labor Relations Officer, or the officer's designee,  
15                 must be an ex-officio member of the Commission.

16               (5)   The term of an appointed member is 3 years.

17               (6)   The County Executive must designate the chair and vice-chair of  
18                 the Commission.

19           (c)   Meetings.

20               (1)   The Commission may meet at the call of the chair as often as  
21                 required to perform its duties, but at least 6 times each year.

22               (2)   A majority of the members of the Commission are a quorum for  
23                 the transaction of business.

24           (d)   Staff. The Office of Labor Relations must provide the Commission with  
25                 staff support as appropriate.

26           (e)   Duties. The Commission must:

27           (1) study wages and working conditions within the County, by  
 28           industry selected under subsection (f); and

29           (2) report annually to the County Executive and the County Council  
 30           regarding any recommendations of the Commission related to  
 31           minimum wages or working conditions by industry.

32       (f) Work plan. The Commission must:

33           (1) prepare an annual work plan that identifies an industry or  
 34           industries to be studied; and

35           (2) submit the plan to the Executive and the Council for approval or  
 36           modification.

37       (g) Advocacy. The Commission must not engage in any advocacy activity  
 38           at the State or federal levels unless that activity is approved by the  
 39           Office of Intergovernmental Relations.

40       **Sec. 2. Transition.** The first annual report of the Commission is due on  
 41       October 1, 2024. The first report must contain recommendations regarding minimum  
 42       wages and working conditions for chain restaurants within the County. For purposes  
 43       of this Section, *chain restaurant* means an establishment: (a) that has the primary  
 44       purpose of serving food or drink items for consumption on the premises, take-out, or  
 45       delivery to the customer’s location; and (b) that is one of 30 or more establishments  
 46       nationally that operate under the same trade name, corporate ownership, or franchise.

47       **Sec. 3. Staggered Terms.** The individual terms of the appointed members  
 48       must be staggered. Of the members first appointed, two must be appointed for a 1-  
 49       year term, two must be appointed for a 2-year term, and two must be appointed for a  
 50       3-year term.



## MEMORANDUM

September 14, 2023

TO: Montgomery County Council

FROM: Will Jawando, Councilmember

SUBJECT: Proposed Bill 34-23, County Minimum Wage - Wage Commission - Established

We have requested introduction of proposed Bill 34-23, County Minimum Wage - Wage Commission - Established for the Council's next legislative day on Tuesday, September 19th. The Bill would establish a County Wage Commission that would study wage issues and make recommendations regarding minimum wages and working conditions in different industries in our county.

The Montgomery County Wage Commission would be an advisory body consisting of seven (7) members with representation from businesses, workers, and the public, appointed by the County Executive and confirmed by the County Council.

Establishing this advisory Wage Commission would create an objective process to gather data, enable all stakeholders to have a voice, and provide evidence-based recommendations on how to ensure decent wages across our local economy.

I believe this Wage Commission legislation aligns with our shared priorities of promoting economic opportunity, and ensuring fairness for our residents. I look forward to discussing the proposed legislation with the Council and answering any questions you may have.