



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

AGENDA ITEM #6
October 17, 2023
Public Hearing

SUBJECT

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

Lead Sponsor: Councilmember Jawando

EXPECTED ATTENDEES

Members of the public

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- N/A; to receive testimony.

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:

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MEMORANDUM

October 12, 2023

TO: County Council

FROM: Christine Wellons, Senior Legislative Attorney

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

PURPOSE: Public hearing – to receive testimony

Bill 34-23, County Minimum Wage - Wage Commission - Established, sponsored by Lead Sponsor Councilmember Jawando, was introduced on September 19, 2023. A public hearing is scheduled for October 17 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:

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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:

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>

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.



Fiscal Impact Statement

Office of Management and Budget

Bill 34-23

County Minimum Wage - Wage Commission - Established

Bill Summary

This bill amends the County's minimum wage law to establish a County Wage Commission, and specifies the membership and duties of the Commission. It also requires the Office of Labor Relations (OLR) to provide staff support for the Commission.

Fiscal Impact Summary

Expenditures are expected to increase by a minimal indeterminate amount, and up to 1.00 FTE for the required staff support by OLR. The bill is not expected to impact County revenues.

Fiscal Impact Analysis

The creation of the County Wage Commission would require dedicated support from OLR to provide the staffing support to the Commission required by the bill. OLR utilizes the County's contractual Temporary Administrative and Paraprofessional Support Services to perform these functions to support the Department's administrative needs. Funding for additional hours of contractual support, or the addition of a merit position to OLR's personnel complement could be needed for OLR to provide staff support to the County Wage Commission.

Staff Impact

OLR advises that staff time to implement this bill could be moderate to significant, and will increase staff responsibilities. As indicated above, dedicated support from OLR could require funding for additional hours of contractual support, or the addition of a merit position to OLR's personnel complement to support the Commission. The bill also requires that the Chief Labor Relations Officer, or the officer's designee be an ex-officio member of the Commission. The Commission is required to meet at least six times each year, and may meet at the call of the chair as often as required to perform its duties. The Commission's duties include studying wages and working conditions in the County, preparing an annual work plan, and producing an annual report. OLR notes that the time commitment for the Commission could be burdensome due to OLR's lean operations and workload that includes leading multiple, complex term bargaining; heading the County's Labor Management Relations Committees; and administering other labor and employee relations initiatives and programs.

Actuarial Analysis

The bill is not expected to impact retiree pension or group insurance costs.

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.

Contributors

Jennifer Harling, Chief Labor Relations Officer
Shantee Jackson, Office of Management and Budget



Economic Impact Statement

Montgomery County, Maryland

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

SUMMARY

The Office of Legislative Oversight (OLO) anticipates that enacting Bill 34-23 would have no direct impact on economic conditions in the County in terms of the Council’s priority indicators.

BACKGROUND AND PURPOSE OF BILL 34-23

Local jurisdictions can form advisory groups to help manage and enforce various aspects of local wage laws. For instance, in Prince George’s County, the Wage Determination Board is comprised of four appointed community members who are responsible for “adopt[ing], establish[ing], repeal[ing], modify[ing], chang[ing] or amend[ing] schedules of prevailing hourly rates of wages to be paid to workmen and apprentices employed on certain public works.”¹ In Baltimore City, the Wage Commission is comprised of five appointed community members who are responsible for “the administration and proper operation of the minimum, living, and prevailing wage laws, as well as enforcement of the Displaced Workers Protection law.”²

The purpose of Bill 34-23 is to create a Wage Commission in the County. The Commission would be required to study wages and working conditions by industry and provide an annual report to the County Executive and County Council with recommendations related to minimum wages and working conditions in the County.³ The Wage Commission would be comprised of six community members who would be appointed by the County Executive and confirmed by the Council, including two representatives of organized labor, two representatives of industry, and two members of the public. Additionally, the County’s Chief Labor Relations Officer or their designee would be required to serve as a member of the Commission. If established, the Wage Commission would join the broader group of over 80 Boards, Committees, and Commissions (BCCs) in the County.⁴

The Council introduced Bill 34-23, County Minimum Wage - Wage Commission - Established, on September 19, 2023.

INFORMATION SOURCES, METHODOLOGIES, AND ASSUMPTIONS

Per Section 2-81B of the Montgomery County Code, the purpose of this Economic Impact Statement is to assess the impacts of Bill 34-23 on County-based private organizations and residents in terms of the Council’s priority economic indicators and whether the Bill would likely result in a net positive or negative impact on overall economic conditions in

¹ [Wage Determination Board.](#)

² [Wage Commission.](#)

³ [Introduction Staff Report for Bill 34-23.](#)

⁴ [Board, Committees, and Commissions.](#)

the County.⁵ By providing recommendations related to minimum wages and working conditions to the County Executive and County Council, the Wage Commission could have *indirect* effects⁶ on the Council’s priority indicators—in other words, effects on these indicators that are mediated by one or more variables like the Council’s willingness to adopt Commission recommendations. OLO cannot, however, predict the nature of the recommendations, nor the Council’s willingness to adopt them. For this reason, OLO anticipates that the Bill would have no *direct* impact on private organizations, residents, and overall economic conditions in the County in terms of the Council’s priority indicators.

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

WORKS CITED

[Board, Committees, and Commissions](#), Office of the County Executive, Montgomery County, Maryland.

[Introduction Staff Report for Bill 34-23](#), Introduced September 21, 2023.

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

[Wage Determination Board](#), Prince George’s County, Maryland.

[Wage Commission](#), Office of Equity and Civil Rights, Baltimore City, Maryland.

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

⁵ Montgomery County Code, [Sec. 2-81B](#).

⁶ A direct causal effect is an effect on a variable that is not mediated by one or more variables.

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.

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

BILL 34-23 COUNTY MINIMUM WAGE - WAGE COMMISSION - ESTABLISHED

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Bill 34-23 establishing a Wage Commission would have an indeterminant impact on racial equity and social justice (RESJ) in Montgomery 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 harms that have caused racial and social inequities.²

PURPOSE OF BILL 34-23

The purpose of Bill 34-23 is to create a Wage Commission in the County. The Commission would be required to study wages and working conditions by industry and provide an annual report to the County Executive and County Council with recommendations related to minimum wages and working conditions in the County.³

The Wage Commission would be comprised of six community members appointed by the County Executive and confirmed by the Council, including:

- Two representatives of organized labor;
- Two representatives of industry; and
- Two members of the public.

Additionally, the Bill requires the County's Chief Labor Relations Officer or their designee to serve as an ex-officio member of the Commission and the County Executive to designate the Chair and Vice-Chair of the Commission.⁴

Bill 34-23, County Minimum Wage - Wage Commission - Established, was introduced on September 19, 2023.

RACIAL INEQUITY IN WAGES

The origins of the national and local economy were built on racial inequity in wages, income, and wealth.⁵ European settlers built wealth by expropriating Indigenous land and African labor. Enslaved Africans were denied wages during the colonial and antebellum eras and Free Africans were often paid less than Europeans for similar work. Moreover, post Emancipation during the Jim Crow era, Black, Indigenous and Other People of Color (BIPOC) continued to face discrimination and occupational segregation into the lowest paid positions that sustained racial disparities in earnings.

RESJ Impact Statement

Bill 34-23

Occupational segregation and racial discrimination continue to adversely impact BIPOC workers who experience higher levels of unemployment, underemployment, and poverty-level earnings. Racial disparities in wages also persist among workers with comparable levels of education. The wages of BIPOC women are especially adversely impacted by both racial and gender inequities in the labor market.

Patterns of racial disparities in hourly wages exist in Montgomery County. For example, among workers between the ages of 25 and 64:

- The median hourly wage was \$45 for White workers in 2020 compared to \$39 for Asian workers, \$36 for mixed/other race workers, \$26 for Black workers, and \$20 for Latinx workers.⁶
- Six percent of White workers earned less than \$15 per hour in 2020 compared to nine percent of mixed/other race workers, 14 percent of Asian workers, 18 percent of Black workers, and 31 percent of Latinx workers.⁷

Racial disparities in hourly wages also exist for Montgomery County workers with comparable educational credentials. For example, among workers between the ages of 25 and 64:

- The median hourly wage for workers with a high school diploma was \$26 for White workers in 2020 compared to \$17 for Asian and Black workers, and \$16 for Latinx workers.⁸
- The median hourly wage for workers with a bachelor's degree or above was \$51 for White workers in 2020 compared to \$45 for Asian workers, \$44 for mixed/other race workers, and \$34 for Black and Latinx workers.⁹

ANTICIPATED RESJ IMPACTS

To consider the anticipated impact of Bill 34-23 on RESJ in the County, OLO considers two related questions:

- Who are the primary beneficiaries of this bill?
- What racial and social inequities could passage of this bill weaken or strengthen?

Since BIPOC are over-represented among minimum wage workers, any recommendations the Commission makes to improve wages and working conditions could disproportionately benefit BIPOC workers. However, there are some unknown elements that make the potential benefits of the Commission on BIPOC workers unknown. For example, since the Wage Commission will serve as an advisory board, OLO cannot discern whether their recommendations to the Council or Executive will be enacted. Moreover, since it remains unknown whether the Wage Commission's recommendations would be enacted, its potential impact on racial disparities in wages also remains unknown.

RECOMMENDED AMENDMENTS

The Racial Equity and Social Justice Act requires OLO to offer recommended amendments to bills that are anticipated to have a negative impact on RESJ in the County.¹⁰ Since OLO finds the anticipated RESJ impact of Bill 34-23 to be indeterminant, OLO does not offer recommended amendments for this bill.

RESJ Impact Statement

Bill 34-23

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 Elsabett Tesfaye, Performance Management and Data Analyst, drafted this RESJ impact statement with assistance from Elaine Bonner-Tompkins, Senior Legislative Analyst.

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 [Introduction Staff Report for Bill 34-23](#), Introduced September 21, 2023.

⁴ Ibid.

⁵ Field Note, 2020-2, December 2020 – Turning the Floodlights on the Root Causes of Today’s Racialized Economic Disparities, Community Development Work at the Boston Fed Post-2020, Regional and Community Outreach

⁶ National Equity Atlas. 2020. Wages: Median: In an equitable economy, all workers would earn a living wage, without systematic differences by race and gender.

https://nationalequityatlas.org/indicators/Wages_Median

⁷ Ibid

⁸ Ibid

⁹ Ibid

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

<https://apps.montgomerycountymd.gov/ccllims/BillDetailsPage?RecordId=2623&fullTextSearch=27-19>

Climate Assessment

Office of Legislative Oversight

Bill 34-23: County Minimum Wage – Wage Commission - Established

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Bill 34-23 will likely have no direct impact on the County's contribution to addressing climate change as it is proposing the creation of a commission that could make recommendations regarding minimum wages and working conditions that improve community resilience. However, it is not guaranteed that legislation will be developed and passed based on recommendations.

BACKGROUND AND PURPOSE OF BILL 34-23

Local jurisdictions can form advisory groups to help manage and enforce various aspects of local wage laws. For instance, in Prince George's County, the Wage Determination Board is comprised of four appointed community members who are responsible for "adopt[ing], establish[ing], repeal[ing], modify[ing], chang[ing] or amend[ing] schedules of prevailing hourly rates of wages to be paid to workmen and apprentices employed on certain public works."¹ In Baltimore City, the Wage Commission is comprised of five appointed community members who are responsible for "the administration and proper operation of the minimum, living, and prevailing wage laws, as well as enforcement of the Displaced Workers Protection law."²

The purpose of Bill 34-23 is to create a wage commission in the County. The Commission would be required to study wages and working conditions by industry and provide an annual report to the County Executive and County Council with recommendations related to minimum wages and working conditions in the County.³ The Wage Commission would be comprised of 6 community members appointed by the County Executive and confirmed by the Council, including 2 representatives of organized labor, 2 representatives of industry, and 2 members of the public. Additionally, the County's Chief Labor Relations Officer or their designee would be required to serve as a member of the Commission. If established, the Wage Commission would join the broader group of over 80 Boards, Committees, and Commissions (BCCs) in the County.⁴

Bill 34-23, County Minimum Wage - Wage Commission - Established, was introduced by the Council on September 19, 2023.

ANTICIPATED IMPACTS

Research shows a strong correlation between an individuals' financial resources and their resilience to a disaster.⁵ Raising minimum wages can increase community resilience as individuals and households who experience an increase in income could better withstand shocks, such as extreme weather events.⁶ The intention of the proposed committee is to provide evidence-based recommendations on how to ensure decent wages across the County; however it is not guaranteed that legislation will be developed and passed based on recommendations.⁷

As the bill proposes the creation of a wage commission, which would make recommendations regarding minimum wage and working conditions that could improve community resilience, OLO anticipates Bill 34-23 will have no direct 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 34-23 is likely to have no direct 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 [Wage Determination Board](#), Prince George's County, Maryland.

² [Wage Commission](#), Office of Equity and Civil Rights, Baltimore City, Maryland.

³ [Introduction Staff Report for Bill 34-23](#), Introduced September 21, 2023.

⁴ [Board, Committees, and Commissions](#), Office of the County Executive, Montgomery County, Maryland.

⁵ ["FEMA Community Resilience Challenges Index"](#), [Federal Emergency Management Agency, 2023](#);

["The Geographies of Community Disaster Resilience"](#), [Global Environmental Change, Volume 29, 2014](#).

⁶ ["Measuring Community Resilience and Its Determinants: Relocated Vulnerable Community in Western China"](#), [International Journal of Environmental Research and Public Health, Volume 20, 2023](#).; ["The Geographies of Community Disaster Resilience"](#), [Global Environmental Change, Volume 29, 2014](#).

; ["A \\$15 minimum wage would help millions of struggling households in small and mid-sized cities achieve self-sufficiency"](#),

[Brookings, 2021](#). ; ["Our employment system has failed low-wage workers. How can we rebuild?"](#), [Brookings, 2020](#).

⁷ [Introduction Staff Report for Bill 34-23](#), Introduced September 21, 2023.

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