

# Climate Assessment

Office of Legislative Oversight

## EXPEDITED BILL 10-25:

## PERSONNEL AND HUMAN RESOURCES – HIRING DISPLACED FEDERAL WORKERS

### SUMMARY

The Office of Legislative Oversight (OLO) anticipates Expedited Bill 10-25 will have no impact on the County's contribution to addressing climate change as the Bill is proposing a hiring preference within Montgomery County Government for displaced federal workers which would expire after a year if enacted.

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### BACKGROUND AND PURPOSE OF EXPEDITED BILL 10-25

As part of its broad and disruptive efforts to dismantle certain segments of the federal government, the Trump administration has reportedly fired at least 105,961 federal employees.<sup>1</sup> Montgomery County is particularly vulnerable to economic disruptions from the large-scale cuts. The County is home to several major federal agencies, such as the National Institutes of Health and the Food and Drug Administration. As of 2023, approximately 70,000 to 79,000 federal employees, along with thousands of federal contractors, resided in the County.<sup>2</sup>

The purpose of Expedited Bill 10-25 is to establish a temporary hiring preference within Montgomery County Government for recently laid off federal workers residing in the County.<sup>3</sup> The Bill would amend Section 33-7 of the Montgomery County Code to include "displaced federal workers" to the list of preference categories, which currently include veterans with disabilities, veterans, people with disabilities, among others.<sup>4</sup> The term "displaced federal worker" would be defined as "a former federal employee who:

(A) resides in the County;

(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

(C) demonstrates a loss of income because of the separation from federal employment."<sup>5</sup>

If enacted, the Bill would sunset one year after it goes into effect.<sup>6</sup>

The Council introduced Expedited Bill 10-25 on March 18, 2025.

## ANTICIPATED IMPACTS

As the Bill is proposing the establishment of a temporary hiring preference within County government for displaced federal workers, OLO anticipates Expedited Bill 10-25 will have no impact on the County's contribution to addressing climate change, including the reduction and/or sequestration of greenhouse gas emissions, community resilience, and adaptive capacity.

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## RECOMMENDED AMENDMENTS

The Climate Assessment Act requires OLO to offer recommendations, such as amendments or other measures to mitigate any anticipated negative climate impacts.<sup>7</sup> OLO does not offer recommendations or amendments as Expedited Bill 10-25 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, community resilience, and adaptive capacity.

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## 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.

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## 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 adaptive 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.

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## CONTRIBUTIONS

OLO staffer Kaitlyn Simmons drafted this assessment.

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<sup>1</sup> ["Tracking Trump's overhaul of the federal workforce,"](#) CNN, last updated on March 19, 2025.

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- <sup>2</sup> American Community Survey, [\*K202402: Class of Worker for the Civilian Employed Population 16 Years and Over\*](#), U.S. Census Bureau, 2023. [Major Employers in Montgomery County, Maryland](#), Maryland Department of Commerce, accessed March 21, 2025.
- <sup>3</sup> Montgomery County Council, [Introduction Staff Report for Expedited Bill 10-25, Personnel and Human Resources – Hiring Displaced Federal Workers](#), March 18, 2021.
- <sup>4</sup> Montgomery County Code, "[Sec. 33-7. County executive and merit system protection board responsibilities](#)"; and Office of Human Resources, "[Hiring Preferences and More...](#)," Montgomery County Government, accessed on March 21, 2025.
- <sup>5</sup> Montgomery County Council, Introduction Staff Report for Expedited Bill 10-25.
- <sup>6</sup> Ibid.
- <sup>7</sup> Bill 3-22, Legislative Branch – Climate Assessments – Required, Montgomery County Council, Effective date October 24, 2022