

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

BILL 1-26: HUMAN RIGHTS AND CIVIL LIBERTIES – COUNTY MINIMUM WAGE – ACTUAL IMPACT ANALYSIS – AMENDMENTS

SUMMARY

Bill 1-26 would eliminate the requirement that OLO publish an annual report on local economic conditions as part of the Council’s adoption of a minimum wage increase in 2017. OLO does not take stances on the potential impacts of legislation that directly affects the office’s work program.

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 BILL 1-26

In 2017, the Council enacted legislation that phased in an increase in the County’s minimum wage from \$11.50 to \$15.00 by 2024. As part of this policy change, OLO has been required to publish a report each year that monitors economic conditions to determine if the minimum wage increase is leading to adverse economic impacts.³

Bill 1-26 proposes to remove the reporting requirement from County Code. In a memorandum to the Council, the Bill’s lead sponsor explained she is proposing this policy change due to the completion of the phase-in period, the recent discontinuation of federal data on key indicators tracked in OLO’s report, and the reports’ lack of policy relevance for the Council.⁴

The Council introduced Bill 1-26 on January 20, 2026.

ANTICIPATED RESJ IMPACTS

Bill 1-26 would eliminate the requirement that OLO publish an annual report on local economic conditions as part of the Council’s adoption of a minimum wage increase in 2017. OLO must prepare a RESJIS for every bill introduced by the Council. However, OLO does not take stances on the potential impacts of legislation that directly affects the office’s work program.

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.⁵ OLO does not assess legislation that directly affects the office’s work program. As such, OLO does not offer recommended amendments.

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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.

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

² Ibid.

³ [Introduction Staff Report for Bill 1-26](#), Office of Legislative Oversight, Introduced January 20, 2026, pg. 1.

⁴ Memorandum from Council President Natali Fani-González, [Introduction Staff Report for Bill 1-26](#), pgs. (3)-(4).

⁵ [Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established, Montgomery County Council](#).