



OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE

Marc Elrich
County Executive

Tiffany Ward
Director

MEMORANDUM

May 10, 2022

- To: Jennifer Bryant, Director
Office of Management and Budget
- cc: Gabe Albornoz, President
County Council
- From: Tiffany Ward, Director
Office of Racial Equity and Social Justice
- Re: Racial Equity Impact Assessment (REIA) for Supplemental Appropriation (SA) #22-84
Montgomery County Career Fire Fighters Association, International Association of
Fire Fighters, Local 1664 FY22 General Wage Adjustment
- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that Supplemental Appropriation #22-84 Montgomery County Career Fire Fighters Association, International Association of Fire Fighters, Local 1664 FY22 General Wage Adjustment is unlikely to advance racial equity and social justice in the County. Based on available information and the scale of wage adjustment, this supplemental appropriation is unlikely to reduce racial disparities in household income. Racial disparities in household income is the primary measure ORESJ used to assess the impact of this supplemental appropriation.
- II. **BACKGROUND:** The purpose of Supplemental Appropriation #22-84 is to fund an increase in the general wage adjustment for employees represented by the Montgomery County Career Firefighters Association, International Association of Fire Fighters (IAFF) Local 1664. This wage adjustment is required under the FY22 collective bargaining agreement, which stipulates that if the Consumer Price Index for All Urban Consumers (CPI-U) for the Washington-Arlington-Alexandria is above 1.5% for the 12-month period ending March 2022, then there should be a wage adjustment up to a maximum 2.25%. The total amount of this adjustment is \$26,965.

Typically to assess the extent to which a supplemental appropriation like this may advance racial equity and social justice, ORESJ would look at who the likely beneficiaries are of the additional wages and whether those beneficiaries are likely experiencing racial or other inequities impacting income disparities in the County.

Demographic information about union-represented employees did not accompany the request; local department data provided in a 2017 memo¹ indicates an underrepresentation of people of color among fire department personnel:

Race/ethnicity	Fire department personnel, 2016	Montgomery County population, 2015
Asian/Pacific Islander	2%	15.4%
Black/African American	10%	19.1%
Indigenous	1%	0.7%
Hispanic/Latino	7%	19.0%
White	76%	61.3%
Multiple Ethnicities	1%	--
Unknown Ethnicities	3%	--
Female	6%	51.8%
Male	94%	48.2%

This data does not relate specifically to union-represented employees but presuming there's similar representation among union-represented employees, the personnel most likely to benefit from this wage increase are white and male. Based on the scale of the increase and the demographics of those affected it is unlikely that this will contribute to a reduction in racial disparities in median household income.

cc: Ken Hartman, Director, Office of Strategic Partnerships, Office of the County Executive
 Scott Goldstein, Director, Fire and Rescue Services

¹ http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=169&event_id=5928&meta_id=140025 Data provided in the 2017 memo uses 2016 personnel records and 2015 census estimates.