



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

February 18, 2026

TO: The Honorable Pamela Beidle
Chair, Finance Committee

FROM: Marc Elrich
County Executive

RE: Senate Bill 445, *Employment Standards – Firefighters – Payment of Wages and Payroll Information*

Oppose

Senate Bill 445 would require governmental units that employ firefighters to compute overtime pay for a firefighter based on each hour over 168 hours that the firefighter works during a 28-day work period. The overtime calculation would be based on all regularly scheduled hours, inclusive of earned or accrued leave. Currently, for its fire operations, Montgomery County utilizes a 24/48 schedule, which results in a standard work week of 48 hours. The bill also outlines certain requirements and procedures related to the provision of payroll information.

I oppose the enactment of this bill, for two key reasons:

- its passage would constitute an unfunded State mandate, estimated at \$10 million annually, that would be borne by Montgomery County taxpayers – for the same level of service they receive now; and
- “hours of work” is a mandatory subject of collective bargaining under the Montgomery County Code, which this legislation intentionally circumvents.

In addition, changes to “hours of work” would result in a departure from the existing 24/48 schedule, which may also require an adjustment of an increase to the number of firefighters necessary to fully staff the County’s 37 fire and rescue stations. Any increase in the number of firefighters requires a significant recruitment undertaking, and it could take anywhere from six to 24 months to fully staff to a new staffing level. As the County works towards full staffing, overtime would increase significantly to cover the gaps. Not only would this be costly from a financial

The Honorable Pamela Beidle

Re: Senate Bill 445

February 18, 2026

Page 2

standpoint, but concerning from a firefighter safety perspective since it would result in more firefighters working on less rest, thereby increasing the risk of injury to firefighters and the public they serve.

Finally, it could be difficult to find firefighters willing to cover shifts, and the disruptions could result in critical training or retraining opportunities being delayed or missed, potentially placing firefighters and the public at risk.

For these reasons, I respectfully request that the Committee not advance this legislation.

cc: Members of the Finance Committee