

March 9, 2026

**The Honorable Craig J. Zucker**  
Senate Budget and Taxation Committee  
Capital Budget Subcommittee  
**The Honorable Malcolm P. Ruff**  
House Appropriations Committee  
Capital Budget Subcommittee  
Annapolis, MD 21401

RE: Baltimore City Community College Fiscal Year 2027 Capital Budget

Dear Chairman Zucker and Chairman Ruff:

The Governor’s budget demonstrates Maryland’s commitment to Baltimore City Community College (BCCC). The College provides the students of Baltimore City and surrounding areas with affordable and accessible higher education and maintains a steady focus on the ultimate goals of college completion or workforce training leading to an industry recognized credential. According to the Facility Inventory submitted annually to the Maryland Higher Education Commission (MHEC), “BCCC has the second-largest percentage of gross square feet constructed before 1971 of any Maryland community college, at 15% of total campus gross square footage.” Decades have passed without significant investment into the College facilities. Addressing the facility needs in an energy efficient and fiscally responsible manner will attract talented faculty and students by creating an energized and healthy environment for learning and socialization. The 10-year Master Plan, completed in 2020, incorporated the facilities assessments, including the deferred maintenance needs, as well as major renovations and additions for the learning commons, nursing, facilities, and wellness center to name a few. This transformation of the College infrastructure and operations must come about because that is what the city, state and our students deserve. Currently, the College is under contract to update the 10-Year Facilities Master Plan to include a facilities assessment.

BCCC’s 2019 facilities assessment identified \$41.3 million in deferred maintenance needs, \$31 million of which were classified as immediate needs requiring attention within one to three years. Immediate needs include improved mechanical, electrical, plumbing, windows, and life-safety projects. Coupling the age of the facilities with the lack of routine funding for repairs and projects, immediate safety upgrades and major replacements of most building systems are now required. The Department of General Services and the College have collaborated on critical maintenance projects to swiftly reduce the deferred maintenance backlog in FY2022-FY2026, and 31 of the 35 individual projects have been initiated or are now completed. We appreciate the state’s investment in major capital projects and deferred maintenance. The College is committed to supporting the City of Baltimore and providing vital educational and training opportunities. Thank you for your continued support of higher education and Baltimore City Community College.

Sincerely,



Debra L. McCurdy, PhD  
President

cc:

Members of the House Appropriations Capital Budget Subcommittee  
Members of the Senate Budget and Taxation Capital Budget Subcommittee

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## **Mission**

Baltimore City Community College provides quality, affordable, and accessible education meeting the professional and personal goals of a diverse population, changing lives, and building communities.

## **Vision**

Baltimore City Community College is an innovator in providing quality career pathways and educational opportunities for a diverse population of learners to exceed the challenges of an ever-changing competitive workforce and environment.



**Baltimore City Community College  
Fiscal Year 2027 Capital Budget  
Response to Department of Legislative Services Analysis**

**House Appropriations Committee  
Capital Budget Subcommittee  
Malcolm P. Ruff  
Monday, March 9<sup>th</sup>, 2026**

**Senate Budget and Taxation Committee  
Capital Budget Subcommittee  
Craig J. Zucker  
Tuesday, March 10<sup>th</sup>, 2026**

**Unidentified Properties Acquisition:**

***DLS Comment: BCCC should comment on the status of its acquisition of the unidentified property, including its engagement, with DGS and the status of the Part I and Part II Program Plan.***

BCCC Response: Below is a high-level, chronological overview and a detailed timeline of the efforts to date and remaining steps to acquire a property for the expansion of the Baltimore City Community College campus, in accordance with the \$9 million appropriation received in FY 2026.

**HIGH-LEVEL OVERVIEW**

June - August 2025:	Acquisition planning with the DGS Office of Real Estate
August - December 2025:	Complete title review and appraisal process
January 2026:	Complete building assessment report
February - March 2026:	Complete Part I-II Program, start Negotiation process
March – April 2026:	Offer prepared for the acquisition
April - May 2026:	Complete contract of sale
May 2026:	Provide required legislative notification of acquisition
June 2026:	Schedule Board of Public Works approval
June - August 2026:	Complete settlement/closing for property

**Summary of Fiscal 2027 Funded State-owned Projects**

**Learning Commons Renovation and Addition Project Status and Schedule:**

***DLS Concern: The Department of Legislative Services recommends that the college update the committees on efforts to fill these vacant positions.***

BCCC Response: The College partners with DGS who serve as Project Manager for large capital projects. Specifically, the Learning Commons project is being managed by DGS and therefore there has been no delay to this project due to any of the vacancies. The Assistant Vice President for Facilities and the Assistant Director of Capital Projects positions are vacant. The College is actively recruiting and

interviewing for these positions. At the same time, the College has retained a consultant who has extensive knowledge and experience in assisting with the College's capital budget needs.

Several factors contributed to the 28.8% vacancy rate which has decreased. Retirements and resignations continue to play a significant role in the vacancy rate. BCCC has strategically committed to filling critical leadership, operational and student-centric positions to drive the College forward. These positions include the Vice President for Finance/Chief Financial Officer, Chief Information Officer, Deputy Chief Information Officer, Director of Budgets, Director of Student Success Center, Dean of Enrollment and Outreach, Assistant Dean for Admissions and Recruitment, Associate Bursar, Associate Dean for the School of Arts and Social Sciences (SASS), and Dean for SASS. To support student success, BCCC has recognized a 100% fill rate of Academic Advisors, as well as the Transfer & Articulation Coordinator, and three Financial Aid Specialists. To support faculty and staff, Human Resources (HR) has realized a 100% fill rate to include nine positions, including the leadership positions of the Assistant Vice President for HR, Payroll Manager, and Assistant Director of Employee and Labor Relations.

According to the Bureau of Labor Statistics, as of December 31, 2025, the National unemployment rate was at 3.9%, which equates to approximately 6.5 million job openings. While Maryland ranked 26th in the United States with an unemployment rate of 4.2%, it has been reduced since the State's peak unemployment rate of 9.0% in April 2020. BCCC remains committed to reducing the College's vacancy rate, as evidenced by a 3.2 percentage point reduction in the vacancy rate.

BCCC's new Applicant Tracking System, NeoGov/ED has two main modules the Manager Self-Service and the Onboarding/Offboarding processes that will bring much needed efficiency to human resources. As the Manager Self-Service will provide hiring managers with daily updates of applicants who have met the minimum qualifications for their positions. A comprehensive manual and a quick reference guide are in development to assist hiring managers. The Manager Self-Service module will increase our ability to expedite the recruitment and hiring processes without sacrificing the integrity of the application evaluation process for required minimum qualifications.

The onboarding and offboarding configuration in NeoGov/EDs system-initiated onboarding and offboarding platform will streamline this process, eliminating the email notifications generated by human resource staff, and promote a more user-friendly process and establish a central repository of new hire documentation.

The BCCC Board of Trustees have been asked to consider for approval the draft 2025–2028 Strategic Plan Framework. In 2018, the Board of Trustees approved the 2018-2022 Strategic Plan Framework which was shortly supplanted by the legislatively mandated 12 Realignment Tasks and currently drive the strategic direction of the College. The 2025-2028 Strategic Plan will integrate the 12 Realignment Tasks into the strategic goals which support the Colleges Mission, Vision and Core Values. This Strategic Plan Framework outlines three (3) major goals (*Delivering Our Promise, Aligning Our Strengths, Expanding Our Reach*) supported by four (4) corresponding sub-goals and a host of objectives designed to advance student success, institutional effectiveness, and community impact. BCCC's 2025–2028 Strategic Plan Framework is intentionally designed to align with key State and accreditation planning efforts, ensuring that the College's priorities advance both institutional goals and statewide objectives for higher education.

The College is currently working on updating a 10-Year Master Plan which includes an update to the 2019 building assessment to address additional deferred maintenance priorities. The College has provided the mandated annual updates to the Master Plan as required by the Maryland Higher Education Commission. Once the revised plan is completed, the updated Master Plan will be submitted to the Department of Budget Management, the Department of General Services, and the Maryland Higher Education Commission.

**Summary of Out-year State-owned Projects**

**Demolition of North Pavilion:**

***DLS Comment: The President should discuss what the new scope entails.***

BCCC Response: The plan is to demolish the building and convert the site to a certified CDL testing facility and a driving range for CDL practice testing. This will become a certified MVA testing site to support the CDL-B courses taught at the South Pavilion. The College provides two courses which prepare students for CDL-B licensure. The table below reflects the growth in total headcount enrollment by fiscal year since the program began operating following pandemic-driven delays. Registration remains underway for additional spring 2026 classes.

Fiscal Year	Headcount
FY 2023	59
FY 2024	64
FY 2025	224
FY 2026*	154
<b>Total Unduplicated</b>	<b>494</b>
<b>*As of March 6, 2026.</b>	

The labor market for Class B CDL drivers in Baltimore and the surrounding metropolitan area is currently “highly active” according to the Bureau of Labor Statistics (BLS), characterized by a steady demand for local delivery, waste management, and construction-related transportation. The most recent Maryland Department of Labor’s Occupation Projections (2023-2033) reflects 2,480 estimated annual job openings for “Light Truck Drivers” (Class B). As of March 2026, the local market landscape is strong based on BLS data.

**1. Compensation & Salary Ranges**

In Baltimore, Class B drivers often earn slightly above the national average due to the region's status as a major logistics and transit hub.

Metric	Annual Salary	Hourly Wage
Entry-Level (10th percentile)	\$42,264	\$20.30
Average (Median)	\$51,000 – \$53,000	\$24.50 – \$25.50
Top Earners (90th percentile)	\$62,000 – \$64,000+	\$30.00 – \$37.00+

**Note:** Pay varies significantly by specialized endorsements. Drivers with Hazmat (H) or Passenger (P) endorsements can expect an hourly premium of \$2–\$5 above base rates.

## 2. High-Demand Sectors & Key Employers

The Baltimore regional market is dominated by several key industries that specifically require Class B licenses for local and "home-daily" routes.

- **Waste & Recycling:** Major players like Republic Services and WM (Waste Management) are frequently hiring front-load and rear-load operations with starting rates typically between \$21 and \$29/hr.
- **Construction & Equipment:** United Rentals, Sunbelt Rentals, and Chaney Enterprises (concrete/mixer drivers) are active in the area, often offering higher hourly wages (\$26–\$37/hr.) for operating specialized machinery like rollbacks.
- **Specialized Logistics:** Companies like Clean Harbors (Environmental/Hazmat) and The Chefs Warehouse (Food Distribution in Jessup) provide stable regional employment with robust benefit packages.
- **Public Transit:** The Maryland Department of Transportation (MDOT) and private shuttle services like American Limousines constantly recruit for bus operators, often providing paid training for those with a Passenger endorsement.

## 3. Regional Variations (Baltimore Metro Area)

While Baltimore City has the highest density of jobs, surrounding hubs often offer more competitive pay to attract commuters.

- **Jessup/Hanover:** This "Logistics Triangle" often pays 10-14% higher than the state average due to the concentration of distribution centers.
- **Glen Burnie/Linthicum:** Heavy demand for airport-related cargo and fleet services.
- **Frederick/Gaithersburg:** Competitive market for regional delivery, often matching or exceeding Baltimore City's average pay.

## 4. Market Requirements & Trends

- **Experience vs. Training:** While many top roles request 1–2 years of verifiable DOT experience, there is a growing trend of paid training programs, particularly in waste management and transit, to combat the ongoing driver shortage.
- **Benefit Trends:** Beyond base pay, employers in the Baltimore region are increasingly using sign-on bonuses (ranging from \$2,500 to \$5,000) and tuition reimbursement to retain talent.
- **Home Daily:** Unlike Class A OTR (Over-the-Road) roles, the Baltimore Class B market is almost exclusively local, meaning drivers are home every night—a major selling point for the local workforce.

### **Nursing Building Renovation and Addition:**

***DLS Comment: The President should provide an update on the status of BCCC's program approval with DBM.***

BCCC Response: DBM has reviewed this program submitted in 2021 with several rounds of revisions but has not yet issued the final approval letter.

The following is a timeline of the review process:

Part I/II Submission: June 15, 2021

DBM Review: June 12, 2024

BCCC Response: September 6, 2024

DBM Follow-up Questions: April 24, 2025

BCCC Response: May 20, 2025  
 DGS Questions: September 18, 2025  
 BCCC Responses: October 27, 2025

The College is awaiting the approval of the program from DBM.

**Deferred Maintenance:**

***DLS Comment: The college should provide the committees with a status report that identifies all projects funded through the program that have yet to be completed, and for which allocated program funds remain unencumbered and unexpended as of February 1, 2026. The college should also discuss any plans to update the facilities assessment conducted in 2019, which originally informed the campus facilities renewal needs that facilitated the establishment of the BCCC Deferred Maintenance Program.***

BCCC Response: As of February 1, 2026, \$17,144,454 remains unencumbered for Deferred Maintenance; \$13,468,098.47 is held by DGS in GO Bonds; and \$3,676,000 is held by BCCC in Special Funds. The College has requested a fund transfer from DGS to award several projects highlighted in blue below. The following chart depicts all deferred maintenance projects funded through the program that have yet to be completed, with a status.

Fund Source	Project	Constr. Estimate	Notes
FY24 MCCBL 2023121 (\$468,454) & FY26 MCCBL 2025170 (\$150,000)	LSB Restroom Renovations	\$ 619,000	100% Design Complete
FY25 MCCBL 2024188	South Pavilion Exterior Windows	\$ 2,000,000	100% Design Complete
FY24 BCCC Special E9627/E9628	West Pavilion Exterior Windows	\$ 979,190	100% Design Complete; Construction started
FY24 BCCC Special E9627/E9628	South & West Pavilion Renovate Restrooms	\$ 1,401,716	Pending BPW Approval March 18, 2026
FY25 MCCBL 2024188 DGS transfer	Fine Arts Electrical Upgrade	\$ 500,000	Pending Funds Transfer for Contract Award
FY25 MCCBL 2024188 DGS transfer	Main Bldg & Fine Arts Fire Alarm	\$ 1,500,000	Pending Funds Transfer for Contract Award
*FY26 MCCBL 2025170	Fine Arts Curtainwall & Roof Replacement	\$ 5,700,000	95% Design Complete
FY26 MCCBL 2025170 DGS transfer	Main Building & Fine Arts Boilers	\$ 3,600,000	Pending Funds Transfer for Contract Award
FY26 MCCBL 2025170 DGS transfer	Campus Generator Upgrade	\$ 1,350,000	Pending Funds Transfer for Contract Award
FY24 BCCC Special E9627/E9628	BCCC Campus Wayfinding Signage	\$ 550,000	Pending design
FY24 BCCC Special E9627/E9628	PEC Roof Replacement	\$ 1,000,000	50% Design

**Total \$ 19,199,906**

\*The current estimate of \$5.7M is higher than originally estimated for the Fine Arts Curtainwall project which was combined with the Fine Arts Roof Replacement. Due to the time difference between the original estimate and inflation, the cost has increased by \$2.1M, which created the shortfall of available deferred maintenance funds for the College. The College is requesting \$2.1M to complete the project.

In addition to the funded deferred maintenance projects, the College has experienced several facilities

emergencies resulting from years of neglect and unfunded maintenance projects. The table below provides emergency procurements in FY 2026.

#	Description	Location	Amount	Contractor	Date
1	Fire Pumps Replacement	Life Science Building (LSB) and Physical Education Center (PEC)	\$235,957	Anne Arundel Fire Inspections	3/2026
2	Fire Alarm Deficiencies Repairs	LSB, PEC, Nursing, FAW, West Pavilion (WP)	\$34,562	Anne Arundel Fire Inspections	3/2026
3	Provide and Install Four (4) Mini Split Systems	West Pavilion 1st floor	\$100,000	MECCO LLC	2/2026
4	Excavation and Sewer Pipe Inspection	Physical Education Center	\$2,977	Roto Rooter	10/2025
5	Excavation and Repair of 8" Sewer Pipe	PEC - Parking Lot E	\$20,826	Roto Rooter	10/2025
6	Elevator repair	Main Building	\$4,637	DMV Elevator	8/2025
7	Sprinkler Pipes Replacement	LSB	\$9,745	Premier Fire Protection	2/2025
8	Replace the motor of air handling unit #1	LSB	\$6,087	Amazon	1/2026
<b>Total</b>			<b>\$414,791</b>		

The College is currently working on updating a 10-Year Master Plan which includes an update to the 2019 building assessment to address additional deferred maintenance priorities. The College has provided the mandated annual updates to the Master Plan as required by the Maryland Higher Education Commission. Once the revised plan is completed, the updated Master Plan will be submitted to the Department of Budget Management, the Department of General Services, and the Maryland Higher Education Commission.

**GO Bond Recommended Actions**

1. Approve all general obligation bond authorizations and preauthorizations for Baltimore City Community College.

BCCC Response: The College concurs with the recommended action to fund the Learning Commons (Library) project. Additionally, the College is requesting an additional \$2.1M to complete ongoing deferred maintenance projects, which costs have increased due to inflation since the projects' inception.