

# PRINCE GEORGE'S | SOUNTYL

**Budget & Policy Analysis Division** 

# MEMORANDUM

April 10, 2023

TO: Edward Burroughs, III, Chair

Education and Workforce Development (EWD) Committee

THRU: Josh Hamlin

Director of Budget & Policy Analysis

FROM: Arian Albear

Legislative Budget and Policy Analy

RE: Prince George's Community College (FGCC)

Fiscal Year 2024 Budget Review

### **Budget Overview**

The FY 2024 Proposed Budget for the Prince George's Community College is \$131,564,500. This is an increase of \$4,750,800, or 3.7%, over the FY 2023 Approved Budget. The increase is driven by general operating costs and compensation-mandated salary requirements and Video Lottery Terminal (VLT) revenues allocated for the PGCC Financial Literacy Center. The increases are slightly offset by a decrease in fringe benefit rate and operating items.

# **Budget Comparison**

#### Approved Fiscal Year 2023 to Proposed Fiscal Year 2024

| Ending Course       | FY 2022           |    | FY 2023     |    | FY 2023     |    | FY 2024     |    | \$        | %      |
|---------------------|-------------------|----|-------------|----|-------------|----|-------------|----|-----------|--------|
| Funding Source      | Actual            |    | Budget      |    | Estimate    |    | Proposed    |    | Change    | Change |
| County Contribution | \$<br>43,926,200  | \$ | 43,927,200  | \$ | 43,927,200  | \$ | 46,484,700  | \$ | 2,557,500 | 5.8%   |
| State Aid           | 37,072,504        |    | 42,695,100  |    | 43,759,100  |    | 45,247,000  |    | 2,551,900 | 6.0%   |
| Tuition and Fees    | 30,466,380        |    | 35,842,800  |    | 25,076,100  |    | 37,522,800  |    | 1,680,000 | 4.7%   |
| Other Revenues      | 9,100,541         |    | 1,653,700   |    | 1,653,700   |    | 2,310,000   |    | 656,300   | 39.7%  |
| Fund Balance        | -                 |    | 2,694,900   |    | 2,694,900   |    | -           |    | -         | 0%     |
| TOTAL               | \$<br>120,565,625 | \$ | 126,813,700 | \$ | 117,111,000 | \$ | 131,564,500 | \$ | 7,445,700 | 5.9%   |

|                    | FY 2023       | FY 2023       | FY 2024       | \$          | %       |
|--------------------|---------------|---------------|---------------|-------------|---------|
|                    | Approved      | Estimate      | Proposed      | Change      | Change  |
| State Aid          | \$ 42,695,100 | \$ 42,695,100 | \$ 45,247,000 | \$2,551,900 | 6.0%    |
| County Aid         | 43,927,200    | 43,927,200    | 46,484,700    | \$2,557,500 | 5.8%    |
| Non PGCC Revenue   | 86,622,300    | 86,622,300    | 91,731,700    | 5,109,400   | 5.9%    |
| Credit             | 33,136,500    | 32,000,000    | 34,250,400    | 1,113,900   | 3.4%    |
| Non-Credit         | 2,706,300     | 3,000,000     | 3,272,400     | 566,100     | 20.9%   |
| PGCC Tuition       | 35,842,800    | 35,000,000    | 37,522,800    | 1,680,000   | 4.7%    |
| Interest           | 150,000       | 150,000       | 700,000       | 550,000     | 366.7%  |
| Sales and Services | 803,700       | 803,700       | 910,000       | 106,300     | 13.2%   |
| M-NCPPC            | 700,000       | 700,000       | 700,000       | -           | 0.0%    |
| Miscellaneous      | 1,653,700     | 1,653,700     | 2,310,000     | 656,300     | 39.7%   |
| Fund Balance       | 2,694,900     | -             | -             | (2,694,900) | -100.0% |
| TOTAL              | \$126,813,700 | \$123,276,000 | \$131,564,500 | \$4,750,800 | 3.7%    |

# **Authorized Staffing Comparison**

|                  | FY 2023  | FY 2024  | Change | Percentage |
|------------------|----------|----------|--------|------------|
|                  | Approved | Proposed | Amount | Change     |
| <b>Full-Time</b> | 910      | 898      | -12    | -1.3%      |
| Part-Time        | 872      | 1,009    | 137    | 15.7%      |
| Total            | 1,782    | 1,907    | 125    | 7.0%       |

# **Budget Comparison – Revenues**

### **County Contribution**

- The proposed FY 2024 County contribution to the College is \$46,484,700, an increase of \$2,557,500, or 5.8%, over the FY 2023 Approved Budget. The County's contribution comprises 35.3% of the proposed funding.
- According to the Annotated Code of Maryland's Cade Funding Formula (Section 16-305), local support must match at least the funding level of the previous year's contribution.
- A supplemental budget request will be submitted on behalf of the College for the <u>CR-115-2022</u> funding allocation, which supports the PGCC Financial Literacy Center and additional tuition assistance.

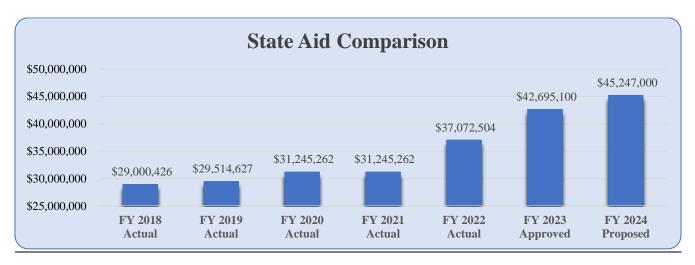


#### State Aid

The proposed FY 2024 State Aid to the Community College is \$45,247,000, an increase of \$2,551,900, or 6.0%, over the FY 2023 Approved Budget. State Aid comprises 34.4% of the total proposed funding. The large increase is, in part, due to the State not fully funding their shared commitment in prior years. The Cade Formula calls for State funding of at least 29% in FY 2023 and all subsequent years.

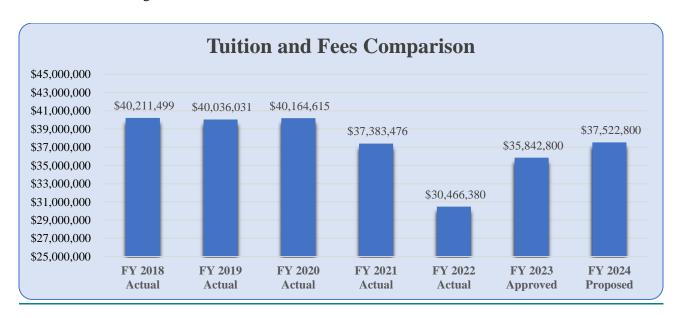
The Governor's proposed FY 2024 operating budget increases funding to 15 State community colleges by 10.8% (Baltimore City Community College received 4.8%). This will be the second time that full funding of the community college formula has been achieved.

 If enacted, HB 390/SB 359 would provide \$10 million to reimburse community colleges for State-mandated, unfunded tuition waivers.



#### **Tuition and Fees**

■ The proposed FY 2024 Tuition and Fees budget is \$37,522,800, an increase of \$1,680,000, or 4.7% over the FY 2023 Approved Budget. Tuition and Fees comprise 28.5% of the proposed funding. \$34,250,400 of the Tuition and Fees budget is from credit revenue, while \$3,272,400 is from non-credit revenue.



- The COVID-19 pandemic affected student enrollment. The chart above shows that "Tuition and Fees" decreases in FY 2021 and FY 2022 and begins to rebound in FY 2023 with the return to in-person learning.
- The Community College does not anticipate a tuition rate increase for FY 2024. The chart below summarizes the current and proposed tuition rates per credit.
- Tuition rates are reviewed and set by a team that involves the Board of Trustees, "the Senior Executive Team," Financial Aid staff, and Budget Office staff. Ultimately, any rate is approved by the Board of Trustees.

| Tuition Rate (per credit)   |    |      |    |      |         |     |  |  |  |
|-----------------------------|----|------|----|------|---------|-----|--|--|--|
| Tuition Type                | FY | 2022 | FY | 2023 | FY 2024 |     |  |  |  |
| Tuition Type                | F  | Rate | F  | Rate | Rate    |     |  |  |  |
| County Resident             | \$ | 107  | \$ | 114  | \$      | 114 |  |  |  |
| MD Resident, other counties | \$ | 202  | \$ | 209  | \$      | 209 |  |  |  |
| Out-of-State resident       | \$ | 304  | \$ | 311  | \$      | 311 |  |  |  |
| Consolidated Fee            | \$ | 47   | \$ | 47   | \$      | 47  |  |  |  |

#### Promise Scholarship

- The Promise Scholarship is a last-dollar type of scholarship intended to cover tuition, fees, and books for eligible students after all other grants and scholarships have been received.
- Covers: Tuition & fees, and up to \$500 for books and supplies.

| SY 2022 Promise Scholarship |                     |    |             |  |  |  |  |  |  |
|-----------------------------|---------------------|----|-------------|--|--|--|--|--|--|
| Type of Award               | Students<br>Awarded | To | tal Awarded |  |  |  |  |  |  |
| Credit Tuition + Fees       | 334                 | \$ | 1,010,641   |  |  |  |  |  |  |
| Non-Credit Tuition + Fees   | 2                   | \$ | 2,027       |  |  |  |  |  |  |
| Books Only                  | 139                 | \$ | 56,834      |  |  |  |  |  |  |
| Total Awarded               | 475                 | \$ | 1,069,502   |  |  |  |  |  |  |

# **Eligibility**

- Graduate of PGC school within past two years
- PGC resident
- Submit FAFSA or MSFAA
- Eligible for at least highest developmental coursework
- First-time college student

The chart above shows Fall 2022 and Spring 2023 allocations. PGCC expects to spend an additional \$100,000 during the Summer 2023 semester.

### **Other Funding Sources**

- Other Funding Sources are proposed at \$2,310,000 for FY 2024, a decrease of \$2,038,600, or 46.9% under the FY 2023 Approved Budget. These revenues are generated from Interest (\$700,000), Sales and Services (\$910,000), M-NCPPC Contributions (\$700,000) and Use of Fund Balance (\$0). Other Funding Sources comprise 1.8% of the total proposed budget.
- During FY 2023, the College received a total of \$7,220,413 in grant funds and there is an additional \$10,161,473 pending final decision.

# Fund Balance

- The Community College does not propose to use any of their General Fund Balance during FY 2024. Notably, the College has also not used any of their approved allocation for FY 2023.
- The College's FY 2024 Fund Balance totals \$49,556,024, of which \$26,875,844 remains unsigned.

| Estimated General Fund Balance (FY 2024)      |    |            |  |  |  |  |  |  |  |
|---|----|------------|--|--|--|--|--|--|--|
| Assigned for Promise Scholarship              | \$ | 1,750,000  |  |  |  |  |  |  |  |
| Assigned for Student Clubs                    | \$ | 562,842    |  |  |  |  |  |  |  |
| Assigned for Capital Expenditure Reserve Fund | \$ | 9,000,000  |  |  |  |  |  |  |  |
| Assigned for Reserve Fund                     | \$ | 9,867,338  |  |  |  |  |  |  |  |
| Assigned for Deferred Maintenance             | \$ | 1,500,000  |  |  |  |  |  |  |  |
| Unassigned                                    | \$ | 26,875,844 |  |  |  |  |  |  |  |
| <b>Total Estimated Fund Balance</b>           | \$ | 49,556,024 |  |  |  |  |  |  |  |

# **Budget Comparison – Expenditures**

# Approved Fiscal Year 2023 to Proposed Fiscal Year 2024

| Expenditures       | FY 2022<br>Actual | FY 2023<br>Approved | FY 2023<br>Estimate | % Change - Est vs App | FY 2024<br>Proposed | \$<br>Change | %<br>Change |
|--------------------|-------------------|---------------------|---------------------|-----------------------|---------------------|--------------|-------------|
| Compensation       | \$ 67,085,781     | \$ 76,276,800       | \$ 70,575,400       | -7.5%                 | \$ 77,946,800       | \$1,670,000  | 2.2%        |
| Fringe Benefits    | 18,611,957        | 20,000,100          | 17,618,800          | -11.9%                | 19,887,000          | (113,100)    | -0.6%       |
| Operating Expenses | 20,161,179        | 28,990,400          | 27,509,800          | -5.1%                 | 31,932,000          | 2,941,600    | 10.1%       |
| Capital Outlay     | 520,844           | 1,546,400           | 1,407,000           | -9.0%                 | 1,798,700           | 252,300      | 16.3%       |
| Total              | \$ 106,379,761    | \$ 126,813,700      | \$117,111,000       | -7.7%                 | \$ 131,564,500      | \$4,750,800  | 3.7%        |

• The proposed FY 2024 Compensation is \$77,946,800, an increase of \$1,670,000, or 2.2% over the FY 2023 Approved Budget. The increase is due to the annualization of FY 2023 and planned FY 2024 salary enhancement for staff and staffing complement adjustments to align with instructional needs.

# **Budget by Division**

| Division                    | FY 2022<br>Actual | FY 2023<br>Approved | FY 2023<br>Estimate | F  | %<br>nange -<br>Est vs<br>App | FY 2024<br>Proposed | C     | \$<br>hange | %<br>Change |
|-----------------------------|-------------------|---------------------|---------------------|----|-------------------------------|---------------------|-------|-------------|-------------|
| Instruction                 | \$<br>36,053,757  | \$<br>42,758,500    | \$<br>37,511,500    | -] | 12.3%                         | \$<br>40,334,000    | \$(2, | ,424,500)   | -5.7%       |
| Academic Support            | 22,426,535        | 28,598,300          | 25,059,900          | -1 | 12.4%                         | 30,684,400          | 2,    | ,086,100    | 7.3%        |
| Student Services            | 8,108,556         | 8,908,700           | 8,599,900           | -  | 3.5%                          | 11,938,600          | 3,    | ,029,900    | 34.0%       |
| Plant Operations            | 11,845,580        | 12,782,100          | 12,472,400          | -  | 2.4%                          | 15,045,200          | 2,    | ,263,100    | 17.7%       |
| Institutional Support       | 25,350,662        | 30,484,900          | 29,204,900          | -  | 4.2%                          | 28,835,300          | (1,   | ,649,600)   | -5.4%       |
| Scholarship and Fellowships | 2,080,480         | 2,725,000           | 3,645,000           | 3  | 3.8%                          | 3,750,000           | 1,    | ,025,000    | 37.6%       |
| Public Service              | 514,191           | 556,200             | 617,400             | 1  | 1.0%                          | 977,000             |       | 420,800     | 75.7%       |
| Total                       | \$<br>106,379,761 | \$<br>126,813,700   | \$<br>117,111,000   |    | 7.7%                          | \$<br>131,564,500   | \$ 4, | ,750,800    | 3.7%        |

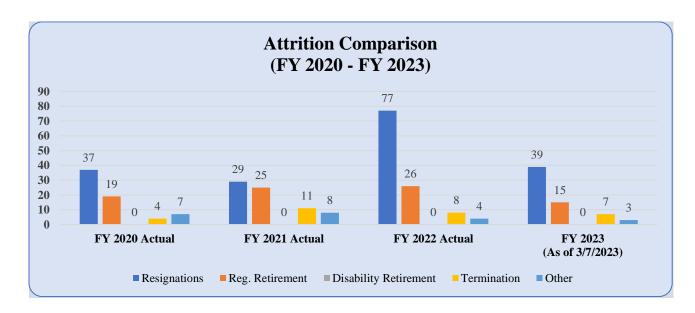
# Compensation and Staffing Changes

| Catagony                    | FY 2022<br>Approved |       |       | 2023<br>roved |     | 2024<br>posed |     | ange<br>ount |        | nge<br>ntage |
|-----------------------------|---------------------|-------|-------|---------------|-----|---------------|-----|--------------|--------|--------------|
| Category                    | FT                  | PT    | FT    | PT            | FT  | PT            | FT  | PT           | FT     | PT           |
| Instruction                 | 243                 | 1,115 | 243   | 636           | 244 | 864           | 1   | 228          | 0.4%   | 35.8%        |
| Academic Support            | 227                 | 84    | 229   | 84            | 217 | 79            | -12 | -5           | -5.2%  | -6.0%        |
| Student Services            | 102                 | 12    | 102   | 12            | 107 | 12            | 5   | 0            | 4.9%   | 0%           |
| Plant Operations            | 132                 | 23    | 133   | 23            | 133 | 23            | 0   | 0            | 0%     | 0%           |
| Institutional Support       | 201                 | 18    | 197   | 18            | 193 | 16            | -4  | -2           | -2.0%  | -11.1%       |
| Scholarship and Fellowships | 0                   | 0     | 0     | 0             | 0   | 0             | 0   | 0            | N/A    | N/A          |
| Public Service              | 5                   | 14    | 5     | 14            | 4   | 15            | -1  | 1            | -20.0% | 7.1%         |
| Total                       | 910                 | 1,266 | 909   | 787           | 898 | 1,009         | -11 | 222          | -1.2%  | 28.2%        |
| <b>Total Employees</b>      | 2,                  | 176   | 1,696 |               | 1,  | 907           | 2   | 11           | 12.4   | 14%          |

- For FY 2023, PGCC noted 153 full-time and 59 part-time vacancies, of which 27 and 21, respectively, are unfunded.
- According to information obtained from the 2022 Databook published by the Maryland Association of Community Colleges (MACC), the College's 10-month full-time credit instructional faculty's overall weighted average salary ranks 5<sup>th</sup> highest, at \$79,354, among the 16 Maryland Community Colleges (after Montgomery College (\$92,391), Community College of Baltimore County (\$82,312), College of Southern Maryland (\$81,702), and Anne Arundel Community College (\$80,980)). Compensation remains a key factor in resignations; however, increased demand for telework opportunities tends to be the primary reason.
- The Community College has budgeted \$493,900 for overtime expenditures in FY 2024. Historically, PGCC underspends their overtime budget by 20-30%. The College expects pre-pandemic use of overtime in the fields of public safety and maintenance to reflect needs associated with in-person learning.

| Year    | Approved<br>Overtime<br>Budget | Overtime E | xpenditures | Actual vs.<br>Approved<br>Variance<br>(\$) | Actual vs.<br>Approved<br>Variance<br>(%) |
|---------|--------------------------------|------------|-------------|--|---|
| FY 2020 | \$748,478                      | Actual     | \$ 596,178  | \$(152,300)                                | -20.3%                                    |
| FY 2021 | \$451,078                      | Actual     | \$ 298,225  | \$(152,853)                                | -33.9%                                    |
| FY 2022 | \$451,078                      | Actual     | \$ 296,150  | \$(154,928)                                | -34.3%                                    |
| FY 2023 | \$478,500                      | Actual YTD | \$ 149,195  | \$(329,305)                                | -68.8%                                    |
| F1 2023 | Pro Pro                        |            | \$ 478,500  | \$ -                                       | 0%  |
| FY 2024 |                                | Budgeted   | \$ 493,900  |  |   |

- At the end of FY 2022, the College's total Other Post-Employment Benefits (OPEB) liability was \$60,369,186. Fiduciary net position was 75.7% of total OPEB liability. The annual OPEB cost was \$16,484,145 and employer contributions for current benefits were made to the trust totaling \$4,497,363.
- The attrition rate as of March 7, 2023 was 8.3%. Of the 64 employees that have left, 39 were resignations, 15 were regular retirement, seven (7) were terminations, and three (3) were for a reason not specified.



By June 30, 2023, 206 employees will be eligible for retirement, this represents 25.2% of the College's total personnel. Administrators, Faculty, and Service and Maintenance Workers are the position categories with the highest number of employees eligible for retirement. To address the increase in retirement eligibility, the College has created a Workforce Plan that includes upskilling, documentation of processes and procedures, and increased use of technology to replace the work of some staff.

#### Fringe Benefits

■ The proposed FY 2024 Fringe Benefit expenditures is \$19,887,000, a decrease of \$113,100, or 0.6%, under the current year's approved level of funding due to the staffing complement changes and associated benefits provided. Fringe benefits as a percentage of total compensation has trended upwards.

| Fringe Benefits        |                   |                   |                   |                     |                     |  |  |  |  |
|------------------------|-------------------|-------------------|-------------------|---------------------|---------------------|--|--|--|--|
|                        | FY 2020<br>Actual | FY 2021<br>Actual | FY 2022<br>Actual | FY 2023<br>Approved | FY 2024<br>Proposed |  |  |  |  |
| Fringe Benefits        | \$16,249,695      | \$15,401,412      | \$18,611,957      | \$20,000,100        | \$19,887,000        |  |  |  |  |
| As a % of Compensation | 22.3%             | 22.5%             | 27.7%             | 26.2%               | 25.5%               |  |  |  |  |
| Annual % Change        |                   | -5.2%             | 20.8%             | 7.5%                | -0.6%               |  |  |  |  |

#### **Operating Expenses**

• The proposed FY 2024 Operating Expenses are \$31,932,000, and increase of \$2,941,600, or 10.1%, over FY 2023. Operating Expenses are comprised of the following major items:<sup>1</sup>

| • | Operating Contracts | \$ 15,470,800 |
|---|---------------------|---------------|
| • | Miscellaneous       | \$ 3,714,000  |
| • | Utilities           | \$ 3,111,500  |

<sup>&</sup>lt;sup>1</sup> Additional information regarding the increases in operating expenses is displayed in the *First Round Budget Review Questions*, Question 17.

Office/Building Lease/Rental \$ 2,468,400
 General Office Supplies \$ 1,764,900
 Advertising \$ 1,473,900

| O                            | FY 2022      | FY 2023      | FY 2024      | FY 2023 - FY2024 |          |  |
|------------------------------|--------------|--------------|--------------|------------------|----------|--|
| Operating Objects            | Actual       | Budget       | Proposed     | \$ Change        | % Change |  |
| Telephone                    | \$ 844,843   | \$ 817,200   | \$ 834,900   | \$ 17,700        | 2.2%     |  |
| Utilities                    | 2,750,211    | 2,880,000    | 3,111,500    | 231,500          | 8.0%     |  |
| Printing                     | 53,574       | 640,000      | 755,300      | 115,300          | 18.0%    |  |
| Postage                      | 152,062      | 307,800      | 248,000      | (59,800)         | -19.4%   |  |
| Training                     | 509,450      | 318,000      | 522,900      | 204,900          | 64.4%    |  |
| Advertising                  | 775,149      | 1,529,200    | 1,473,900    | (55,300)         | -3.6%    |  |
| Travel: Non-Training         | 13,087       | 76,600       | 111,400      | 34,800           | 45.4%    |  |
| Membership Fees              | -            | 404,600      | 408,700      | 4,100            | 1.0%     |  |
| Insurance Premiums           | 690,964      | 956,000      | 940,000      | (16,000)         | -1.7%    |  |
| Operating Contracts          | 10,085,919   | 14,368,400   | 15,470,800   | 1,102,400        | 7.7%     |  |
| General Office Supplies      | 1,234,661    | 1,567,400    | 1,764,900    | 197,500          | 12.6%    |  |
| Equipment Lease/Rental       | 64,756       | 108,200      | 107,300      | (900)            | -0.8%    |  |
| Office/Building Lease/Rental | 2,276,013    | 2,367,000    | 2,468,400    | 101,400          | 4.3%     |  |
| Miscellaneous                | 710,491      | 2,650,000    | 3,714,000    | 1,064,000        | 40.2%    |  |
| TOTAL                        | \$20,161,180 | \$28,990,400 | \$31,932,000 | \$2,941,600      | 10.1%    |  |

- Operating increases are driven by increases on renewal contracts, marketing and enrollment management strategic plans, technology contracts, and additional funds from the MGM Impact Grant.
- Among Operating Contracts valued over \$100,000, 19.6% (\$5,633,918) are Minority Business Enterprises (MBE) or County-Based Businesses.

# Capital Outlay

 Proposed FY 2024 Capital Outlay expenditures are \$1,798,700, an increase of \$252,300, or 16.3%, over the FY 2023 Approved Budget. Purchases support small office equipment and office furniture.

# Information Technology

- The College's technology initiatives for FY 2024 include:
  - ❖ Business continuity and disaster recovery of critical business systems
  - ❖ Comprehensive data strategy and predictive analytic infrastructure
  - Digital accessibility program
  - Cyber security assessment and remediation
  - ❖ Windows 11 PC Upgrades
  - Network switching and routing hardware refresh
  - Public safety technology refresh
  - eLearning student success

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- The College continues to experience high vacancy rates in critical technology positions and low applicant response rates to position recruitment. Lack of personnel to provide in-house IT services has been bridged by outsourcing critical web application and IT security services.
- The College hires students for low-demand technical vacancies as part of the Enterprise Technology Apprenticeship Program (ETAP). The Program's objective in hiring up to 20 students is to employ and develop the next generation of technology professionals by providing practical work experience for students.

# INFORMATION AND PROGRAMMATIC SECTION

The mission of the Prince George's Community College (PGCC) is to transform students' lives. The College's mission is accomplished through education, training, and serving a diverse population through accessible, affordable, and rigorous learning experiences.

The College provides the following five (5) core services under its mission:

- Over 200 programs of study, including associate degrees, certificates, letters of recognition, and workforce development and continuing education programs;
- Customized workforce training programs;
- A well-developed continuing education program;
- Educational partnerships with community agencies, businesses, industries, and organizations; and
- Educational opportunities for a growing population of immigrant and international students.

The College's Strategic Focus and Initiatives in FY 2024 are:<sup>2</sup>

- Enhancing equitable access and upward mobility for enrolling and completing at PGCC.
- Optimizing pathways for students' progression to graduation and transfer or career.
- Ensuring learning and achievement through high impact practices.
- Reimagining workforce innovation and strategic partnerships.
- Some of the Community College's notable accomplishments in FY 2023 include:
  - Expanding the Promise Scholarship program.
  - Executed a website evaluation and development project.
  - Developed and began implementation of a new student onboarding pipeline.
  - Made major curricula revisions to facilitate easier transfer to four-year degree programs; created degrees
    for skilled trades programming; identified programs that can be taken entirely online and embedded
    certificates into workforce degree programs.
- The FY 2022-2025 Strategic Plan envisions PGCC as the region's premier center for dynamic teaching and learning, strategic partnerships, and community engagement that advance knowledge, economic equity, and lifelong personal development. The "Core Commitments" are identified as:
  - Students First
  - Achievement
  - Equity
  - Continuous Improvement
  - Empathy
  - Integrity

# The Board of Trustees

The Community College is governed by a College Board of Trustees. The current Members are:

<sup>&</sup>lt;sup>2</sup> These are the same as those provided for FY 2023.

|   | Board Member                       | Term Began | Term Ends |
|---|------------------------------------|------------|-----------|
| 1 | Dr. Rodman E. Turpin               | 7-1-2020   | 6-30-2025 |
| 2 | C. Michael Walls, Esq.             | 7-1-2017   | 6-30-2022 |
| 3 | Ms. Audrey L. Farley               | 7-1-2021   | 6-30-2026 |
| 4 | Mrs. Tomeka C. Bumbry              | 7-1-2020   | 6-30-2025 |
| 5 | Mr. Howard W. Stone, Jr.           | 7-1-2019   | 6-30-2024 |
| 6 | The Honorable Floyd E. Wilson, Jr. | 7-1-2018   | 6-30-2023 |
| 7 | Mr. Sidney L. Gibson               | 7-1-2018   | 6-30-2023 |
| 8 | Mrs. Debra G. Franklin             | 7-1-2022   | 6-30-2027 |

Additionally, Ms. Sade Davis serves as the Student Trustee.

# **Initiatives/Programs**

- The **Financial Empowerment Center** (re: Financial Literacy Center) is a financial literacy center open to the community, without any qualifications. The Center provides financial coaching and workshops, tax preparation assistance, small business coaching, credit improvement help, among other services.
- The Guided Pathways Project is designed to address two systemic challenges to student completion: 1) too many choices among which programs and courses to take; and 2) not enough advising support to navigate the multitude of choices these result in low completion rates and students taking longer to complete their degrees. In Fall 2022, the College will fully implement intrusive advising, where all students will be assigned an advisor with whom they must consult prior to registration each term.
- The College's **Predominantly Black Institution** (**PBI**) **Grant** from the U.S. Department of Education totals \$3.7 million and aims to engage students at higher levels and assist students with academic planning, social development, and career readiness.
- The College partners with Prince George's County Public Schools (PGCPS) in following major programs and initiatives:
  - ❖ Offering the Dual Enrollment Program to juniors and seniors.
  - ❖ Teacher trainings for full certification in the State of Maryland in partnership with PGCPS's Conditional Educator Program.
  - ❖ Teacher Prep Program where students enrolled in the Academy of Health Sciences high school can choose a teacher pathway. Once earning an AA in Teaching, students can transfer to four-year Maryland institutions as a third-year student and be eligible to serve as substitute educators.

# Climate Change Mitigation

- A new 10-year campus master plan is underway and is expected to include alternative energy producing projects such as solar panels.
- The College currently has eight (8) operable EV charging stations installed by PEPCO at no cost to the College.

• Once the Marlboro Hall renovation is complete, an additional four (4) charging stations, owned by the College, are expected.

# **Employees**

■ Instructional staff salaries range from \$53,850 for 10-month contract "Instructors" to \$146,216 for 12-month contract "Professors." A full SY 2023 breakdown is found in the chart below:

|                      | FACULTY SALARY SCALES |           |           |               |           |           |  |  |  |
|----------------------|-----------------------|-----------|-----------|---------------|-----------|-----------|--|--|--|
|                      |                       | 10 Months |           |               |           |           |  |  |  |
|                      | Instructor            | Asst.     | Professor | Assoc.        | Professor | Professor |  |  |  |
| Minimum              | \$ 53,850             | \$        | 58,041    | \$            | 63,285    | \$ 70,650 |  |  |  |
| <b>Control Point</b> | \$ 71,796             | \$        | 78,484    | \$            | 85,962    | \$ 96,758 |  |  |  |
| Maximum              | \$ 82,628             | \$        | 94,048    | \$            | 107,049   | \$121,846 |  |  |  |
|                      |                       |           |           |               |           |           |  |  |  |
|                      |                       |           | 12 N      | <b>Months</b> |           |           |  |  |  |
|                      | Instructor            | Asst.     | Professor | Assoc.        | Professor | Professor |  |  |  |
| Minimum              | \$ 64,624             | \$        | 69,650    | \$            | 75,944    | \$ 84,783 |  |  |  |
| <b>Control Point</b> | \$ 86,159             | \$        | 96,014    | \$            | 107,531   | \$121,522 |  |  |  |
| Maximum              | \$ 99,153             | \$        | 112,861   | \$            | 128,452   | \$146,216 |  |  |  |

Adjunct faculty are paid on a per-credit basis. A breakdown for SY 2022 is found in the chart below:

| ADJUNCT FACULTY PAY SCHEDULE     |     |           |    |                        |    |          |     |           |  |
|----------------------------------|-----|-----------|----|------------------------|----|----------|-----|-----------|--|
| ADJUNCTFACULTITAT SCHEDULE       |     |           |    |                        |    |          |     |           |  |
|                                  | 3   | 3 Credit  |    | 3 Credit   Credit Hour |    | dit Hour | Con | tact Hour |  |
| Degree Requirement               | Cou | irse Rate |    | Rate                   |    | Rate     |     |           |  |
|                                  |     |           |    |                        |    |          |     |           |  |
| <b>Less than Master's Degree</b> | \$  | 2,913     | \$ | 971                    | \$ | 64.73    |     |           |  |
| Master's or Equivalent           | \$  | 2,973     | \$ | 991                    | \$ | 66.07    |     |           |  |
| Doctorate or Equivalent          | \$  | 3,033     | \$ | 1,011                  | \$ | 67.40    |     |           |  |
| <b>Emeritus Status</b>           | \$  | 3,093     | \$ | 1,031                  | \$ | 68.73    |     |           |  |

- In SY 2023, nine (9) full-time and eight (8) part-time faculty teach credit ESL courses; 70 faculty teach non-credit ESL courses.
- The types of credentials by staff for SY 2022-2023 is provided in the chart below:

| Instructional Staff by Type of Credential |                  |           |       |  |  |  |  |  |
|---|------------------|-----------|-------|--|--|--|--|--|
|   | <b>Full-Time</b> | Part-Time | Total |  |  |  |  |  |
| Degree Level                              | Faculty          | Faculty   | Total |  |  |  |  |  |
| Bachelor's Degree                         | 25               | 394       | 419   |  |  |  |  |  |
| Less than Master's (LTM)                  | 3                | 266       | 269   |  |  |  |  |  |
| Master's Degree                           | 148              | 245       | 393   |  |  |  |  |  |
| Doctorate Degree                          | 64               | 147       | 211   |  |  |  |  |  |
| Total                                     | 240              | 1,052     | 1,292 |  |  |  |  |  |

### **Students**

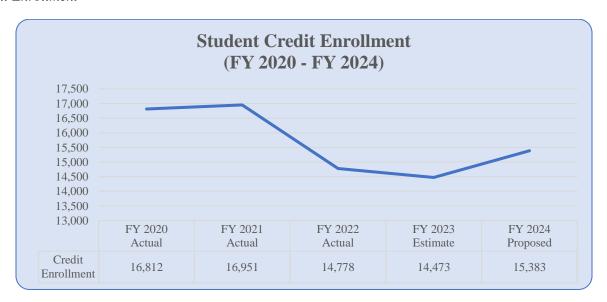
• FY 2024 student credit enrollment (15,383 students) and non-credit enrollment (10,944 students) is projected to increase when compared to FY 2023 estimated enrollment.

| FISCAL YEAR STUDENT ENROLLMENT   |        |        |        |        |        |  |  |  |  |
|--|--------|--------|--------|--------|--------|--|--|--|--|
| FY 2020 FY 2021 FY 2022 FY 2023 FY 20<br>Actual Actual Estimate Propos |        |        |        |        |        |  |  |  |  |
| Credit   | 16,812 | 16,951 | 14,778 | 14,473 | 15,383 |  |  |  |  |
| Non-Credit   | 17,130 | 9,601  | 9,383  | 10,134 | 10,944 |  |  |  |  |
| <b>Total Duplicated</b>  | 33,942 | 26,552 | 24,161 | 24,607 | 26,327 |  |  |  |  |
| <b>Total Unduplicated</b>  | 33,280 | 24,774 | 23,601 | 24,484 | 26,195 |  |  |  |  |

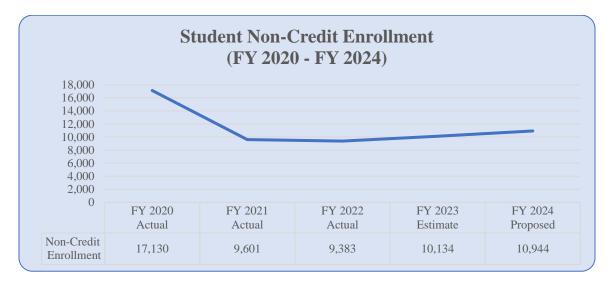
- In Spring 2022, according to the Community College Survey of Student Engagement (CCSSE), 57.3% of credit students identified as first-generation college students, an increase of 5.6% over Spring 2018.
- Student enrollment, per department, degree program, and/or certificate program can be found in Exhibit A of the Community College's FY 2023 Programmatic Responses.
- Student enrollment data show that most students are County residents; however, there is an increasing population coming from neighboring counties and from other states.

| STUDENT ENROLLMENT (By Residency) |                |        |       |        |       |        |  |  |  |
|-----------------------------------|----------------|--------|-------|--------|-------|--------|--|--|--|
|                                   | 2020 2021 2022 |        |       |        |       |        |  |  |  |
| Prince George's County Resident   | 10476          | 92.09% | 9666  | 91.13% | 9244  | 89.96% |  |  |  |
| Maryland Resident, Out of County  | 311            | 2.73%  | 287   | 2.71%  | 341   | 3.32%  |  |  |  |
| Out of State Resident             | 533            | 4.69%  | 610   | 5.75%  | 650   | 6.33%  |  |  |  |
| Employee                          | 56             | 0.49%  | 44    | 0.41%  | 41    | 0.40%  |  |  |  |
| Total                             | 11376          |        | 10607 |        | 10276 |        |  |  |  |

### Credit Enrollment



### Non-Credit Enrollment

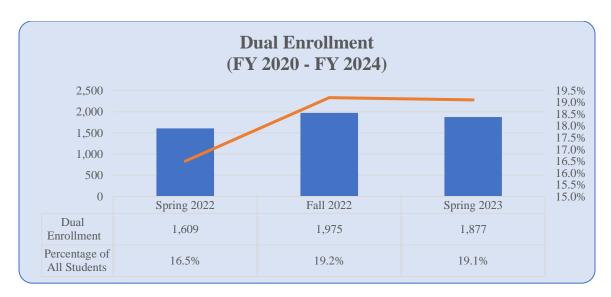


#### Online Enrollment

 Students enrolled in online courses increased during the pandemic. Current data shows that students are beginning to return to in-person learning, while some opt to remain in online or hybrid modalities.

### Dual Enrollment Program

- The College's **Dual Enrollment Program** continues to expand, with up to 20% of the College's population being Dually Enrolled high school students.
- The Blueprint for Maryland's Future changed how tuition for these students is paid. Whereas previously the cost was shared 50%-50% by the Prince George's County Public Schools (PGCPS) and the College, the new cost division is 75%-25%, with PGCPS paying for the majority of the cost.
- The College noted a need for a new Memorandum of Understanding (MOU) with PGCPS, as high school students require higher support costs in areas such as security, employee background checks, social support.



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# ESL Courses

- In SY 2023, 386 credit students are taking English as a Second Language (ESL) courses.
- In SY 2023, 2,264 non-credit students are taking ESL courses.

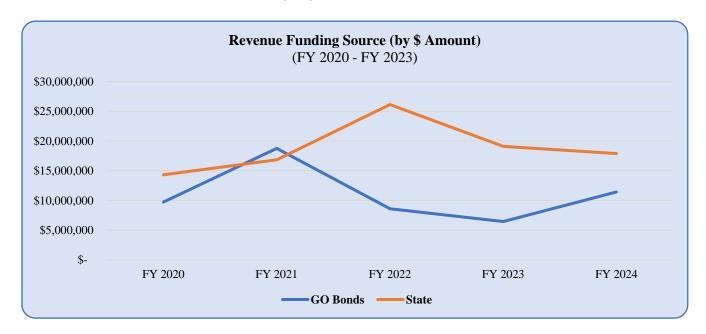
# Capital Improvement Program (CIP) Overview

Prince George's Community College operates from its Largo Campus and from Extension and Degree centers owned by other agencies and organizations. The Largo Campus consists of 150 acres with 18 permanent buildings and two (2) temporary buildings. The Community College has instituted a series of projects to modernize buildings aged 20 to 38 years, maintain major systems, and meet code requirements. The Facilities Master Plan establishes strategic initiatives aligned with the interests of the Community College's staff and Board to serve the County's residents more effectively.

### **FY 2024 Funding Sources**

- As reflected in the statement of net position, the College noted an increase from \$237.2 million in FY 2021 to \$264.9 million, as of June 30, 2022. The College uses some of its fund balance from the Capital Expense Reserve Fund (CERF) to enhance facilities, maintain existing buildings, and fund unexpected expenses. FY 2023 beginning CERF Fund Balance was \$5,291,312.
- In the Proposed FY 2024 Capital Budget, the funding source for CIP projects is as follows:

| Total                    | \$29.312.000    | 100%     |
|--------------------------|-----------------|----------|
| State                    | \$17,892,000; c | r, 61.0% |
| General Obligation Bonds | \$11,420,000; c | r, 39.0% |



### **Capital Improvement Expenditure Overview**

- The FY 2024 Proposed Capital Budget expenditures are \$30,743,000; all of which will be expended in construction.
- Current CIP projects for the Community College are listed in the accompanying tables below:

| Project Name                | Est.    | Approved Proposed Change in Fiscal Year Budg FY 2023-2028 CIP FY 2024-2029 CIP FY2023 - FY2024 |                                 | •             |                |             |
|-----------------------------|---------|--|---------------------------------|---------------|----------------|-------------|
| 1 roject ivanie             | Comp.   | Approved<br>FY 2023 Capital<br>Budget  | Expended FY 2024 Capital Budget |               | \$<br>Change   | %<br>Change |
| Bladen Hall Renovation      | FY 2029 | \$ -   | \$ -                            | \$ -          | -              | 0%          |
| College Improvements        | Ongoing | 1,500,000  | 12,219,000                      | 2,000,000     | 500,000        | 33%         |
| Dukes Student Center Renov. | FY 2026 | 8,000,000  | 13,136,000                      | -             | (8,000,000)    | -100%       |
| Health & Wellness Center    | TBD     | -  | -                               | -             | -              | 0%          |
| Kent Hall Renov. & Addition | TBD     | -  | -                               | -             | -              | 0%          |
| North Parking Garage        | TBD     | -  | -                               | -             | -              | 0%          |
| Renovate Marlboro Hall      | FY 2025 | 31,753,000   | 121,661,000                     | 28,743,000    | (3,010,000)    | -9%         |
| Southern Region Campus      | TBD     | -  | -                               | -             | -              | 0%          |
| TOTAL                       |         | \$ 41,253,000  | \$ 147,016,000                  | \$ 30,743,000 | \$(10,510,000) | -25.5%      |

Total project costs for the Proposed FY 2024 – FY 2029 CIP are \$555,713,000, an increase of \$102,914,000, or 22.7%, over the Approved FY 2023 – FY 2028 CIP.

| Project Name                |         | Approved<br>FY 2023-2028 CIP | Proposed<br>FY 2024-2029 CIP   | Change in Total Project Cost |             |
|-----------------------------|---------|------------------------------|--------------------------------|------------------------------|-------------|
|                             |         | Approved Total Project Cost  | Proposed Total<br>Project Cost | \$<br>Change                 | %<br>Change |
| Bladen Hall Renovation      | FY 2029 | \$ 19,867,000                | \$ 67,128,000                  | 47,261,000                   | 238%        |
| College Improvements        | Ongoing | 20,219,000                   | 22,219,000                     | 2,000,000                    | 10%         |
| Dukes Student Center Renov. | FY 2026 | 64,085,000                   | 77,402,000                     | 13,317,000                   | 21%         |
| Health & Wellness Center    | TBD     | 151,520,000                  | 151,520,000                    | -                            | 0%          |
| Kent Hall Renov. & Addition | TBD     | 28,351,000                   | 28,351,000                     | -                            | 0%          |
| North Parking Garage        | TBD     | 31,434,000                   | 31,434,000                     | -                            | 0%          |
| Renovate Marlboro Hall      | FY 2025 | 127,073,000                  | 164,409,000                    | 37,336,000                   | 29%         |
| Southern Region Campus      | TBD     | 10,250,000                   | 13,250,000                     | 3,000,000                    | 29%         |
| TOTAL                       |         | \$ 452,799,000               | \$ 555,713,000                 | \$102,914,000                | 22.7%       |

- The Community College has eight (8) renovation and construction projects that are ongoing and/or planned in FY 2024. Details and funding requests are discussed below:
  - o Bladen Hall Renovation (no FY 2024 funding proposed) Delayed.
    - Project scope has changed to reflect a complete renovation that include the replacement of all exterior finishes as well as the State's energy and space requirements.
    - "Design" is delayed again and now expected to be completed in FY 2026.
    - Construction is expected to begin in FY 2027 with completion now set at FY 2029.
  - o College Improvements (FY 2024 funding request: \$2,000,000)
    - Provides funding for replacing mechanical, life safety, environmental temperature building controls, and infrastructure items.
    - FY 2023 improvements include: Rooftop units, Chesapeake Hall fume hoods, converting Chesapeake Hall and Novak from pneumatic controls to DDC.

- FY 2024 will be used to replace six (6) College-owned fire hydrants, a cooling tower replacement at Accokeek Hall, two (2) burner replacements at the Center for Health Studies, building boilers, and four (4) gutter replacements at the Trades Shop.
- o Dr. Charlene Mickens Dukes Student Center Renovation (no FY 2024 funding proposed) Delayed.
  - Renovation of 50,742 net assignable square feet/69,116 gross square feet and the construction of an addition totaling approximate 14,000 net assignable square feet of student services space.
  - Design was completed in FY 2022.
  - Construction is delayed and estimated to begin in FY 2022 with completion in FY 2026.
  - Total project cost increases due to market trends.
- o Health & Wellness Center (no FY 2024 funding proposed) Delayed.
  - Future proposed project to construct a new 145,665 net assignable square foot building to support the Health, Nutrition, Physical Education, and Athletics programs on campus.
  - Project has been delayed to "Beyond 6 Years."
- o Kent Hall Renovation and Addition (no FY 2024 funding proposed) Delayed.
  - Future proposed project to renovate 19,247 net additional square feet/30,738 gross square feet and the construction of a third floor of approximately 9,620 square feet/15,000 gross square feet to the college administration building.
  - Project has been delayed to "Beyond 6 Years."
- o North Parking Garage (no FY 2024 funding proposed) Delayed.
  - Future proposed project that provides additional parking to students, faculty, and guests on the campus which has become sparse as a result of expansions and new building additions.
  - Project has been delayed to "Beyond 6 Years."
- o Renovate Marlboro Hall (FY 2024 funding request: \$28,743,000) Delayed.
  - Renovates 130,156 gross square feet of general classroom and faculty office space.
  - Design was completed in FY 2021.
  - Construction began in FY 2022 and is scheduled to be completed in FY 2025.
    - Foundation: 100% Complete;
    - New Addition Structure: 85% Complete;
    - Existing Structure: 80% Complete
  - From FY 2023 to FY 2024, total project cost increased due to cost escalations.
  - The "Total Project Cost" provided in past approved budget books is found in the chart below:



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- o Southern Region Campus (no FY 2024 funding proposed) Accelerated.
  - Provided preliminary funding for a feasibility study in FY 2015.
  - Future proposed project to build a college campus in the southern area of the County.
  - Design is expected to be completed in FY 2027.