

**Department of Legislative Services**  
Maryland General Assembly  
2005 Session

**FISCAL AND POLICY NOTE**  
**Revised**

Senate Bill 78 (Chairman, Finance Committee)  
(By Request – Departmental – Baltimore City Community College)

Finance Appropriations

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**Higher Education - Baltimore City Community College - Independent Personnel System**

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This departmental bill removes Baltimore City Community College (BCCC) employees from the State Personnel Management System and places them under an independent personnel system established by BCCC. The rights, benefits, compensation, and privileges of employees who are transferred to BCCC's personnel system may not be decreased as a result of the bill.

The bill takes effect July 1, 2005.

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**Fiscal Summary**

**State Effect:** Any changes in employee compensation packages would not materially impact the overall operating budget of BCCC. The State funds BCCC through a statutory formula that is not affected by the bill.

**Local Effect:** None.

**Small Business Effect:** BCCC has determined that this bill has minimal or no impact on small business (attached). Legislative Services concurs with this assessment.

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## Analysis

**Current Law:** Officers, faculty, and administrative employees of BCCC are in an independent personnel system established by BCCC. All other employees are in the skilled service section of the State Personnel Management System.

**Background:** BCCC has approximately 500 full-time employees, 124 of whom are in the State personnel system and the rest of whom are in an independent personnel system. BCCC advises that maintaining two systems with different salary scales and policies is cumbersome and creates additional work and confusion for staff. BCCC further advises that the bill would allow it to address recruitment and compensation issues and would provide managers with greater flexibility. An independent personnel system at BCCC would allow it to apply a recent collective bargaining agreement to all of its skilled service employees. Other State higher education institutions including University System of Maryland, Morgan State University, and St. Mary's College have independent personnel systems.

The statutory formula funding BCCC calculates an appropriation of \$33.6 million for fiscal 2006, but the proposed fiscal 2006 State budget includes \$32.0 million for BCCC and a reduction of \$1.6 million contingent on legislative approval. A \$32.0 million appropriation would be an increase of 5.2% over the fiscal 2005 appropriation of \$30.4 million.

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## Additional Information

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Baltimore City Community College, Maryland Higher Education Commission, Department of Budget and Management, Baltimore City, Department of Legislative Services

**Fiscal Note History:** First Reader - February 1, 2005  
ncs/rhh Revised - Senate Third Reader - March 25, 2005

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