

Re: BCC President

Rachel O'Brien

Thu 9/14/2023 5:00 PM

To: Augustus, Gussener T <[REDACTED]>

Cc: Adam Andrzejewski <[REDACTED]>

Makes sense, thanks again

Rachel O'Brien

Deputy Public Policy Editor

www.OpenTheBooks.com

[REDACTED]

From: Augustus, Gussener T <[REDACTED]>

Sent: Thursday, September 14, 2023 5:49:47 PM

To: Rachel O'Brien <[REDACTED]>

Cc: Adam Andrzejewski <[REDACTED]>

Subject: RE: BCC President

Hi Rachel,

You are welcome, no problem at all.

I tried offering a little clarity/edit in your email below (highlighted). Please let me know if you need me to explain.

You wrote:

“Hi Gus - Thanks for taking the time to go over this with me.

I just want to reiterate what we discussed, and have CCed our CEO here as well.

The BCCC salary records provided to us by general counsel Maria Rodriguez (through a Maryland Public Information Act request) references **only base salary**.

As you put it “It doesn’t show incentives and supplemental compensation.”

While the state comptroller’s office, which shows \$593,000 in pay for 2022, references pay stubs or actual pay.

President McCurdy should have received, but didn't, incentives (**her full 5% increase**) and supplemental compensation during a portion of **2019, and all of 2020 and 2021**, totaling \$188,334.

That amount was paid to her in over a 12-month period starting in 2021, ending 2022 leading to the \$593,000 figure.

“The inaccuracies were reconciled once discovered and provided to Dr. McCurdy” as you put it.

~~The additional payout in 2022 added up to a little less than \$190,000.~~

That may include — you were unsure if all the following were included (as per her contract): During our conversation, I wanted to get clarity about 3b but clarified that once I read the contract. 3b would not be

reflected.

Yes, section 3 of her contract provided by general counsel references the incentives and supplemental compensation listed below.

Section 3a-\$25,000 annual incentive payment

Section 3d-\$40,000 annual housing allowance (corrected—it is 3d, not 3c)

Section 3h-\$12,000 annual automobile allowance

Thanks again for taking the time to go over this with me.”

Best,
Gus

Gussener T. Augustus, Jr.
Vice President for Advancement
Baltimore City Community College
██████████ | **BCCC**.edu

From: Rachel O'Brien <██████████>
Sent: Thursday, September 14, 2023 5:12 PM
To: Augustus, Gussener T <██████████>
Cc: Adam Andrzejewski <██████████>
Subject: Re: BCC President

Hi Gus - Thanks for taking the time to go over this with me.

I just want to reiterate what we discussed, and have CCed our CEO here as well.

The BCCC salary records provided to us by general counsel Maria Rodriguez (through a Maryland Public Information Act request) references **only base salary**.

As you put it “It doesn’t show incentives and supplemental compensation.”

While the state comptroller’s office, [which shows \\$593,000 in pay for 2022](#), references pay stubs or actual pay.

President McCurdy should have received, but didn't, incentives and supplemental compensation during a portion of **2019, and all of 2020 and 2021**. That includes her full 5% annual increase in base pay.

That amount was paid to her in 2022, leading to the \$593,000 figure.

“The inaccuracies were reconciled once discovered and provided to Dr. McCurdy” as you put it.

~~The additional payout in 2022 added up to a little less than \$190,000.~~ This total is \$188,334 and is the sum of the incentives/supplemental compensation highlighted above.

That may include — you were unsure if all the following were included (as per her contract): I wanted to get clarity about 3b but clarified that once I read the contract. 3b would not be reflected.

Section 3a-\$25,000 annual incentive payment
Section 3d-\$40,000 annual housing allowance (corrected—it is 3d, not 3c)
Section 3h-\$12,000 annual automobile allowance

Thanks again for taking the time to go over this with me.

Best,
Rachel

Rachel O'Brien
Deputy Policy Editor
OpenTheBooks.com

From: Rachel O'Brien <[REDACTED]>
Sent: Thursday, September 14, 2023 4:42 PM
To: Augustus, Gussener T <[REDACTED]>
Subject: Re: BCC President

See attached

Rachel O'Brien
Deputy Policy Editor
OpenTheBooks.com

From: Augustus, Gussener T <[REDACTED]>
Sent: Thursday, September 14, 2023 4:11 PM
To: Rachel O'Brien <[REDACTED]>
Subject: BCC President

Hi Rachel,

I was asked to give you a call about an email forwarded to President Debra McCurdy of BCCC.

Do you have a number I can call?

Thank you,
Gus

Gussener T. Augustus, Jr.
Vice President for Advancement
Baltimore City Community College
[REDACTED] | BCCC.edu