



**MONTGOMERY COUNTY**  
**OFFICE OF RACIAL EQUITY**  
**& SOCIAL JUSTICE**

**REIA #26-62      Poolesville Highway Depot (CIP No. 502611)**

Requesting Agency/Department(s)	Dollar Amount
Department of General Services	\$500,000

**Funding Source**

G.O. Bonds

**Finding**

The Office of Racial Equity and Social Justice (ORESJ) finds that *Supplemental Appropriation (SA) #26-62, Poolesville Highway Depot (No. 502611)*, advances racial equity and social justice in Montgomery County as it improves the safety and quality of working conditions for staff who are reported to be majority people of color. It is important to note that staff demographic information at this particular location (19200 Jerusalem Road Poolesville, MD) was not included in supplemental materials accompanying this funding request or a previous submission to the FY27-32 Capital Budget Equity Tool (CBET) in the fall of 2025 based on the same project. Given national data that shows people of color, particularly those who identify as Latinx and Black<sup>1</sup>, represent the greatest share of manual or industrial laborers, the assertion that the majority of staff working at the Poolesville Highway Depot are people of color is in alignment with industry standards. As such, people of color stand to benefit greatly from this supplemental request.

**Background**

**Purpose**

The purpose of SA #26-62 is to provide funding for needed facility improvements for *CIP No. 502611*. The funding increase for the project supports improvements to address health and life-safety deficiencies at the Poolesville Depot, which no longer meets modern building codes, safety standards, or operational needs.

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Key deficiencies at the Poolesville Depot include outdated electrical systems, lack of fire suppression, ADA non-compliance, poor ventilation, insufficient IT infrastructure, and inadequate space for staff, equipment, and storage. These limitations negatively impact employee safety, efficiency, and the ability to effectively support maintenance operations—particularly during emergency and winter weather events.<sup>2</sup>

Requested funding will support planning, design, and construction of needed improvements at the Poolesville Depot, with the County installing water and sewer improvements needed to operate the facility. Portable buildings on the southeast asphalt area of the site including the utilization of a portable building as an administrative office space are also included in the planning and design of the updated facility. Designs also call for the reconfiguration of parking and vehicle circulation areas. Additionally, the buildings will provide sleeping areas, locker rooms, and restrooms for employees equipped with a fire suppression system as required for dormitory use.<sup>3</sup>

## Additional Background Information

ORESJ developed a Capital Improvements Program Budget Equity Tool (CBET) and Guidance Manual<sup>4</sup> to help stakeholders in Montgomery County incorporate a racial equity lens into CIP project development and resource decisions. During the FY27-32 CIP budget submission cycle, the Department of General Services (DGS) stated in their CBET response for CIP project No. 502611 that the Poolesville Maintenance Depot was originally built as a Black School House in the 1920's and then converted to a depot in the 1970's without being retrofitted with most modern features.

The facility is situated in a rural part of the County, with many new and old developments, as well as the County's largest number of farms. This area of Montgomery County has a long-standing history of an African American community that supported the agricultural industry dating back to the early 19<sup>th</sup> century with many of the descendants still living in this area today. The agricultural community has met with the Department of Transportation and representatives from the Office of the County Executive to express that this portion of the County is underserved in some basic services provided by the County. The current condition of the Poolesville Depot could render the facility unsafe for County employees and significantly impact services to the surrounding community.

Failure to bring the facility up to modern standards could have significant impacts on the broader, more diverse community. The current condition of the facility is in such disarray that, in a matter of years, staff using this facility will have to relocate to the closest depot in

Gaithersburg, putting residents in the greater Poolesville area at greater risk of experiencing longer response times related to roadway maintenance, snow removal, emergency response, and roadway hazard clearance. This would be particularly problematic during the harvest season when hours matter for the many farms to bring their crops to market.

## Relevant REIAs and Other Assessments

ORESJ has conducted REIAs since 2021. The following REIAs are relevant to supplemental appropriation #26-62.

- REIA #25-60 MCPS Bus Depot and Maintenance Relocation  
<https://www.montgomerycountymd.gov/ore/Resources/Files/25-60.pdf>
- REIA #25-86 Leases Non-Department Account  
<https://www.montgomerycountymd.gov/ore/Resources/Files/25-86.pdf>
- REIA #26-21 MCPS Bus Depot and Maintenance Relocation  
<https://www.montgomerycountymd.gov/ore/Resources/Files/26-21.pdf>

## Analysis

### ORESJ Research & Analysis

As previously stated, the DGS completed a CBET for CIP project No. 502611 during the FY27-32 CIP budget submission cycle. Much like responses to the tool at the time, this supplemental appropriation request does not propose substantive changes to the project, and as such, our findings remain the same:

*“The Poolesville Highway Depot project advances equitable outcomes for the staff employed at the Highway Depot, as it improves the safety and quality of working conditions for staff who are reported to be majority of people of color. It is important to note staff demographic information at this particular location was not included in the CBET response. A series of LOE repairs have not kept pace with building standards, compromising the safety and well-being of workers and their ability to effectively deliver services in the Poolesville region, which is largely rural and comprised of many farming families. While the project is likely to yield equitable outcomes for workers at the depot, the benefits and burdens to the community, including the extent to which the project advances equitable outcomes in service delivery, remain unclear. Without additional information on the distribution of highway depots and resident demographics across the County, it is difficult to determine the impact of an updated Poolesville Depot on*

*the equitable distribution of services in the County. That said, it is clear that without upgrades to this facility, services in Poolesville could be negatively impacted.”*

## Caveats

This REIA has been conducted with the best available information at the time of writing, including department responses to the Racial Equity and Social Justice template and research conducted by ORESJ Policy Team Analysts. While the assessment examines specific racial equity and social justice impacts of the funding request, it cannot fully address all systemic inequities that affect the communities in question, nor do we seek to examine impacts outside the scope of the funding request. We recommend using this assessment as a starting point for discussions about the program's impact on advancing racial equity and social justice in Montgomery County.

## References

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<sup>1</sup> United States Bureau of Labor Statistics. *Employed people by occupation, race, Hispanic or Latino ethnicity, and sex*. 2025. Available at: <https://www.bls.gov/cps/cpsaat10.pdf>

<sup>2</sup> Montgomery County Government, Capital Budget. *Poolesville Highway Depot (P502611)*. Available at: <https://www.montgomerycountymd.gov/OMB/Resources/Files/omb/pdfs/fy27/cipamend/P502611.pdf>

<sup>3</sup> Ibid.

<sup>4</sup> Montgomery County Office of Racial Equity and Social Justice. *Capital Improvements Program Budget Equity Tool Guidance Manual: FY 2027-2032*. 2025. Available at:

<https://www.montgomerycountymd.gov/ORE/Resources/Files/GuidanceManualFY27-32CBET.pdf>