



# Montgomery College Personnel Profile

OFFICE OF HUMAN RESOURCES AND STRATEGIC TALENT MANAGEMENT  
March 2024

# PERSONNEL PROFILE

## Introduction

This publication serves to provide an overview of Montgomery College’s workforce data. It includes data on faculty, staff, and administrators such as gender, race, ethnicity, compensation, length of service, turnover, enrollment in health and welfare plans, and retirement eligibility. It serves as a resource for information requests, fiscal year budget preparation, and workforce planning.

The data contained in the profile is derived as of November 1, 2023 from the College’s HR Information System, Workday.

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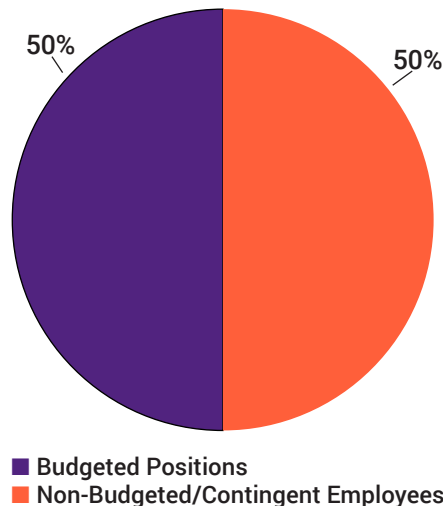


# SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE

## All Employee Demographics<sup>†</sup>

### Regular and Contingent Employees

Budgeted Positions	1,764
Non-Budgeted/Contingent Employees	1,774
<b>TOTAL</b>	<b>3,538</b>



- Montgomery College employs 1,764 benefits-eligible employees that are in budgeted, “regular” positions. This group consists of administrator, full-time faculty, full and part-time staff positions.
- Our 1,774 non-budgeted employees primarily consist of part-time/ adjunct faculty, temporary staff (e.g., administrative/clerical, short-term grant, ASL interpreters, art models), and student workers.

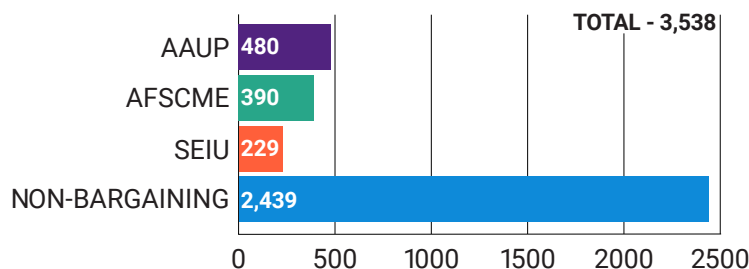
### All Employees Headcounts by Race, Ethnicity, and Gender

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
ADMINISTRATORS	38	33	4	5	0	0	0	80	28	52
CASUAL TEMPORARY	73	33	19	13	1	0	4	143	45	98
CREDIT PART-TIME FACULTY	410	187	65	107	2	0	9	780	328	452
FULL-TIME FACULTY**	307	120	34	58	4	0	9	532	208	324
STAFF***	401	350	198	173	4	3	23	1,152	507	645
STUDENT WORKERS	74	134	90	102	1	2	13	416	173	243
WDCE PART-TIME FACULTY	225	111	53	34	0	1	11	435	215	220
<b>TOTAL</b>	<b>1,528</b>	<b>968</b>	<b>463</b>	<b>492</b>	<b>12</b>	<b>6</b>	<b>69</b>	<b>3,538</b>	<b>1,504</b>	<b>2,034</b>

\*\*Full-time Faculty counts include department chairs. \*\*\*Staff counts include temporary staff with benefits. The abbreviation for Native Hawaiian and Pacific Islander is (NHPI).

### Employees by Bargaining Unit Eligibility

- American Association of University Professors (AAUP) represents full-time faculty.
- American Federation of State, County, and Municipal Employees (AFSCME) represents non-professional administrative, maintenance, housekeeping, clerical, and technical staff.
- Service Employees International Union, Local 417 (SEIU) represents part-time faculty who have taught at least nine (9) equivalent semester hours (ESH) of credit hours over two (2) academic years.



<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE

### Employees by Division and Campus<sup>†</sup>

#### Budgeted Regular Employees by Division/Location

	ACADEMIC AFFAIRS	ADMINISTRATIVE AND FISCAL SERVICES	ADVANCEMENT AND COMMUNITY ENGAGEMENT	PRESIDENT'S OFFICE	STUDENT SERVICES	TOTAL
ADMINISTRATORS	29	18	6	12	15	80
FULL-TIME FACULTY**	482	0	0	0	50	532
STAFF***	380	499	63	26	184	1,152
<b>TOTAL</b>	<b>891</b>	<b>517</b>	<b>69</b>	<b>38</b>	<b>249</b>	<b>1,764</b>

\*\*Full-time Faculty counts include department chairs. \*\*\*Staff counts include temporary staff with benefits.

	GERMANTOWN CAMPUS	ROCKVILLE CAMPUS	TAKOMA PARK/SILVER SPRING CAMPUS	CENTRAL SERVICES	ENGAGEMENT CENTERS*	TOTAL
ADMINISTRATORS	8	18	6	45	3	80
FULL-TIME FACULTY**	103	273	156	0	0	532
STAFF***	211	382	229	282	48	1,152
<b>TOTAL</b>	<b>322</b>	<b>673</b>	<b>391</b>	<b>327</b>	<b>51</b>	<b>1,764</b>

\*The Engagement Centers consist of the GBTC, WDCE, and Westfield training centers.

\*\*Full-time Faculty counts include department chairs. \*\*\*Staff counts include temporary staff with benefits.

#### Budgeted Regular Employees by Residence

MARYLAND COUNTIES	ADMINISTRATORS	FULL-TIME FACULTY	STAFF	TOTAL
ANNE ARUNDEL	1	7	15	23
BALTIMORE	1	24	29	54
CALVERT	0	1	0	1
CARROLL	2	11	22	35
CECIL	1	0	0	1
CHARLES	0	2	3	5
FREDERICK	6	39	95	140
HARFORD	0	0	2	2
HOWARD	3	18	18	39
MONTGOMERY	44	296	751	1,091
PRINCE GEORGE'S	11	61	113	185
QUEEN ANNE'S	0	0	2	2
ST. MARY'S	0	1	0	1
WASHINGTON	2	3	18	23
<b>TOTAL IN MARYLAND</b>	<b>71</b>	<b>463</b>	<b>1,068</b>	<b>1,602</b>
WASHINGTON DC	2	21	30	53
VIRGINIA	3	35	37	75
OTHER	4	13	17	34
<b>TOTAL OUTSIDE OF MARYLAND</b>	<b>9</b>	<b>69</b>	<b>84</b>	<b>162</b>
<b>GRAND TOTAL</b>	<b>80</b>	<b>532</b>	<b>1,152</b>	<b>1,764</b>

<sup>†</sup>The data presented is derived as of November 1, 2023.

# SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE Compensation for All Employees<sup>†</sup>

## Full-time Faculty Compensation Schedule

FULL-TIME FACULTY ACADEMIC YEAR 2023–2024	
MINIMUM	\$62,319.00
MIDPOINT	\$93,020.00
MAXIMUM	\$123,720.00

## Part-time Faculty Compensation Schedule

REGULAR BENEFITS-ELIGIBLE ACADEMIC YEAR 2023–2024	
18 ESH	\$32,738.79
20.5 ESH	\$37,285.85
23 ESH	\$41,832.91
PER ESH RATE	\$1,818.82

*Equivalent Semester Hours (ESH) = credit hours.*

NON BENEFITS-ELIGIBLE ACADEMIC YEAR 2023–2024	
LECTURER	\$1,460.00 PER ESH
ADJUNCT I	\$1,580.00 PER ESH
ADJUNCT II	\$1,690.00 PER ESH
ADJUNCT II+	\$1,705.00 PER ESH

*Equivalent Semester Hours (ESH) = credit hours.*  
*Adjunct II+ A part-time faculty member who has been employed at the Adjunct II level for three (3) academic years and who has completed nine (9) hours of professional development training while at the Adjunct II level.*

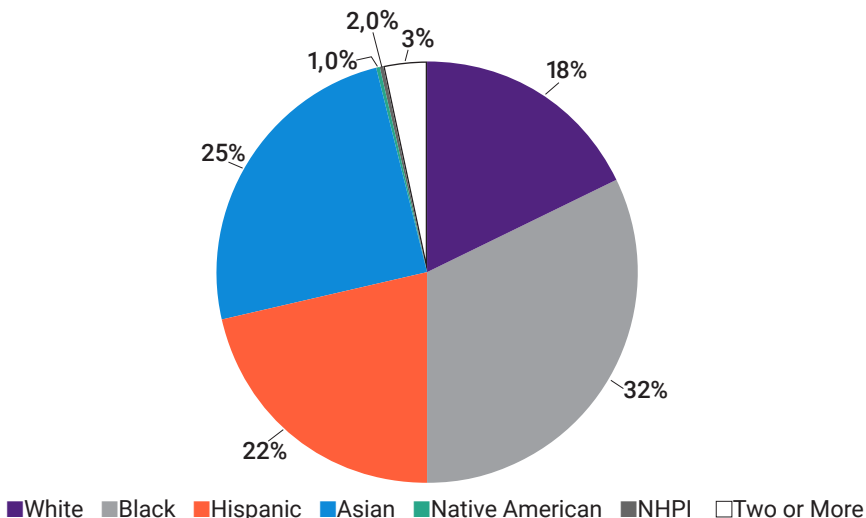
STAFF (BARGAINING AND NON-BARGAINING), DEPARTMENT CHAIR, AND ADMINISTRATOR FISCAL YEAR 2024 SALARY SCHEDULE						
GRADE	SALARY STRUCTURE (ANNUAL)			SALARY STRUCTURE (HOURLY)		
	MINIMUM ANNUAL	MIDPOINT ANNUAL	MAXIMUM ANNUAL	MINIMUM HOURLY	MIDPOINT HOURLY	MAXIMUM HOURLY
S1	\$167,500	\$230,300	\$293,100	\$80.53	\$110.72	\$140.91
41	\$145,612	\$200,230	\$254,848	\$70.01	\$96.26	\$122.52
39	\$126,683	\$174,176	\$221,668	\$60.91	\$83.74	\$106.57
37	\$110,133	\$151,447	\$192,761	\$52.95	\$72.81	\$92.67
35	\$95,791	\$131,713	\$167,634	\$46.05	\$63.32	\$80.59
33	\$83,374	\$114,639	\$145,904	\$40.08	\$55.11	\$70.15
31	\$76,679	\$99,671	\$122,664	\$36.86	\$47.92	\$58.97
29	\$69,668	\$90,580	\$111,492	\$33.49	\$43.55	\$53.60
27	\$63,375	\$82,376	\$101,377	\$30.47	\$39.60	\$48.74
25	\$57,584	\$74,837	\$92,090	\$27.68	\$35.98	\$44.27
23	\$52,373	\$68,074	\$83,774	\$25.18	\$32.73	\$40.28
21	\$47,606	\$61,865	\$76,124	\$22.89	\$29.74	\$36.60
19	\$44,969	\$56,211	\$67,453	\$21.62	\$27.02	\$32.43
17	\$41,687	\$52,109	\$62,530	\$20.04	\$25.05	\$30.06
15	\$38,582	\$48,228	\$57,874	\$18.55	\$23.19	\$27.82
13	\$35,744	\$44,680	\$53,616	\$17.18	\$21.48	\$25.78
11	\$33,083	\$41,354	\$49,625	\$15.91	\$19.88	\$23.86

<sup>†</sup>The data presented is derived as of November 1, 2023.

# SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE

## Student Workers Demographics†

STUDENT WORKERS BY AGE		
	NUMBER OF STUDENT WORKERS	PERCENTAGE
<20	147	35%
20–24	212	51%
25–29	26	6%
30–34	15	4%
35–39	9	2%
40–44	3	1%
45>	4	1%
<b>TOTAL</b>	<b>416</b>	<b>100%</b>



RACE, ETHNICITY, AND GENDER										
	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
<b>STUDENT WORKERS</b>	74	134	90	102	1	2	13	<b>416</b>	173	243

The abbreviation for Native Hawaiian and Pacific Islander is (NHPI).

STUDENT WORKERS BY TYPE		
	NUMBER	PERCENTAGE
FEDERAL WORK STUDY	62	15%
STUDENT AIDE	354	85%
<b>TOTAL</b>	<b>416</b>	<b>100%</b>

- Student Aides may work up to 20 hours per week during the Academic Year (AY).
- Student Aides may work up to 40 hours per week during the summer.

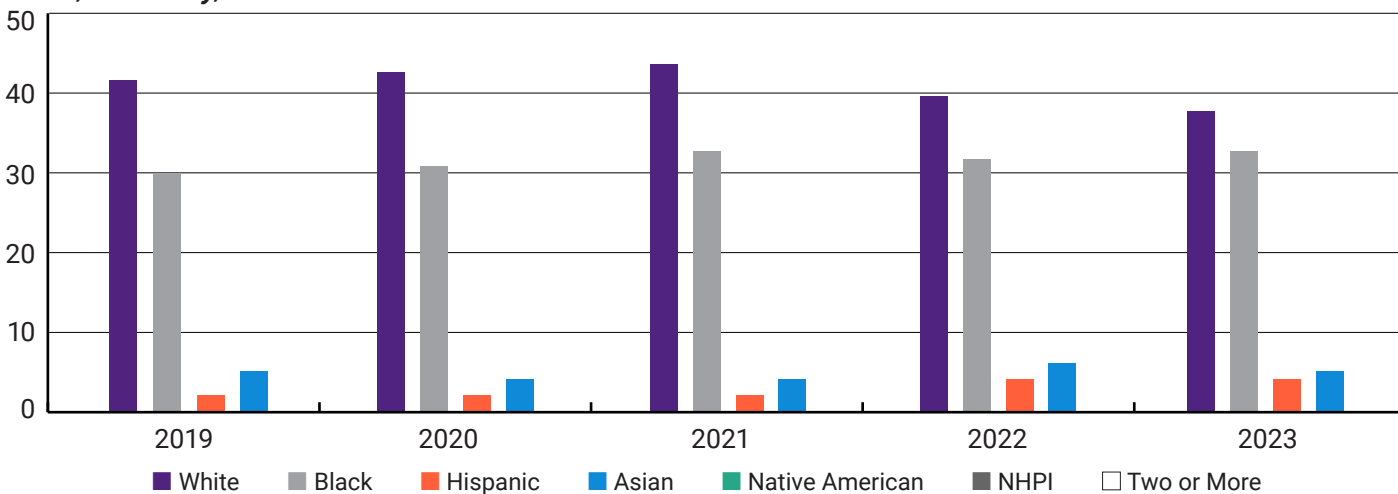
STUDENT WORKERS BY DIVISION/LOCATION						
	ACADEMIC AFFAIRS	ADMINISTRATIVE AND FISCAL SERVICES	ADVANCEMENT AND COMMUNITY ENGAGEMENT	PRESIDENT'S OFFICE	STUDENT SERVICES	TOTAL
<b>STUDENT WORKERS</b>	243	12	11	0	150	<b>416</b>
	GERMANTOWN CAMPUS	ROCKVILLE CAMPUS	TAKOMA PARK/SILVER SPRING CAMPUS	CENTRAL SERVICES	ENGAGEMENT CENTERS	TOTAL
<b>STUDENT WORKERS</b>	87	232	85	12	0	<b>416</b>

†The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Administrator Demographics<sup>†</sup>

#### Race, Ethnicity, and Gender



- Administrator headcount has been consistent from 2019 to 2023 with slight variations due to vacancies at the time of reporting.
- Administrators identifying as White have decreased by 5 percentage points from 53% in 2021 to 48% in 2023.
- Administrators identifying as female have increased by 12 percentage points from 53% in 2019 to 65% in 2023.
- Administrators identifying as male have decreased by 12 percentage points from 47% in 2019 to 35% in 2023.

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
2019	42	30	2	5	0	N/A	N/A	79	37	42
2020	43	31	2	4	0	N/A	N/A	80	36	44
2021	44	33	2	4	0	N/A	N/A	83	36	47
2022	40	32	4	6	0	0	0	82	35	47
2023	38	33	4	5	0	0	0	80	28	52

The race and ethnicity categories in Workday are more inclusive, which now includes the two additional categories not previously in the Banner system. The added categories are Native Hawaiian/Pacific Islander (NHPI) and Two or More.

#### Age and Years of Service

		YEARS OF SERVICE						TOTAL
AGE		<10	10 – 14	15 – 19	20 – 24	25 – 29	30+	TOTAL
AGE IN 2023	<36	0	0	0	0	0	0	0
	36 – 40	3	0	0	0	0	0	3
	41 – 45	2	1	5	1	0	0	9
	46 – 50	4	1	2	1	1	0	9
	51 – 55	8	4	4	3	0	0	19
	56 – 60	5	0	3	3	1	2	14
	61 – 65	4	4	3	1	1	1	14
	66+	2	1	2	2	2	3	12
	<b>TOTAL</b>	<b>28</b>	<b>11</b>	<b>19</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>80</b>

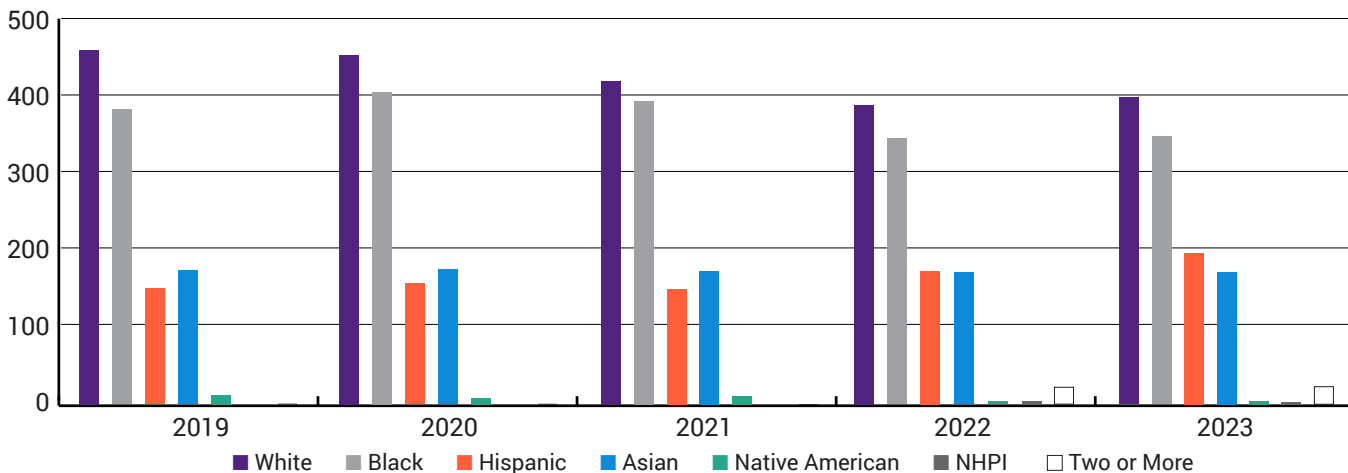
- 15% of administrators are younger than 46 years of age.
- 35% of administrators are between 46 and 55 years of age.
- 33% of administrators are over 60 years of age.
- 49% of administrators have fewer than 15 years of service.
- 28% of administrators have 20 or more years of service.
- 14% of administrators have 25 or more years of service.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Staff Demographics<sup>†</sup>

#### Race, Ethnicity, and Gender



- Staff identifying as Hispanic have increased by 4 percentage points from 13% in 2019 to 17% in 2023.
- Staff identifying as White have decreased by 4 percentage points from 39% in 2019 to 35% in 2023.
- Staff identifying as male have decreased by 2 percentage points from 46% in 2019 to 44% in 2023.
- In 2023, 2% of the staff identify as two or more races/ethnicities.

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
2019	463	385	151	175	12	N/A	N/A	1,186	540	646
2020	457	408	158	176	8	N/A	N/A	1,207	540	667
2021	423	397	151	175	11	N/A	N/A	1,157	516	641
2022	391	347	174	172	3	3	22	1,112	486	626
2023	401	350	198	173	4	3	23	1,152	507	645

The race and ethnicity categories in Workday are more inclusive, which now includes the two additional categories not previously in the Banner system. The added categories are Native Hawaiian/Pacific Islander (NHPI) and Two or More.

#### Age and Years of Service

		YEARS OF SERVICE						
AGE		<10	10 – 14	15 – 19	20 – 24	25 – 29	30+	TOTAL
AGE IN 2023	<36	136	9	0	0	0	0	145
	36 – 40	67	24	8	0	0	0	99
	41 – 45	74	34	21	7	0	0	136
	46 – 50	84	27	29	17	6	1	164
	51 – 55	55	34	29	28	11	5	162
	56 – 60	68	32	39	21	17	13	190
	61 – 65	39	25	31	22	12	22	151
	66+	26	11	19	15	10	24	105
	<b>TOTAL</b>	<b>549</b>	<b>196</b>	<b>176</b>	<b>110</b>	<b>56</b>	<b>65</b>	<b>1,152</b>

- 33% of staff are younger than 46 years of age.
- 28% of staff are between 46 and 55 years of age.
- 22% of staff are over 60 years of age.
- 65% of staff have fewer than 15 years of service.
- 20% of staff have 20 or more years of service.
- 11% of staff have 25 or more years of service.

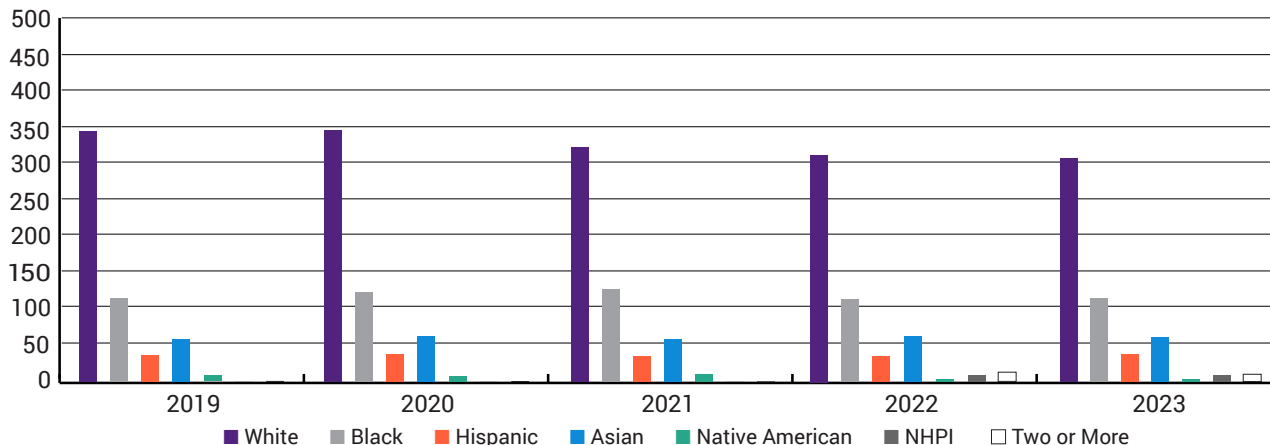
<sup>†</sup>The data presented is derived as of November 1, 2023.



## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Full-time Faculty Demographics<sup>†</sup>

#### Race, Ethnicity, and Gender



- Full-time faculty identifying as White has decreased by 4 percentage points, from 62% in 2019 to 58% in 2023.
- Full-time faculty identifying as Black has increased by 3 percentage points, from 20% in 2019 to 23% in 2023.
- In 2023, 2% of the full-time faculty identify as two or more races/ethnicities.
- Full-time faculty identifying as female has decreased by 1 percentage point, from 62% in 2019 to 61% in 2023.

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
2019	348	116	34	55	7	N/A	N/A	560	215	345
2020	345	122	34	57	6	N/A	N/A	564	211	353
2021	324	126	32	56	9	N/A	N/A	547	209	338
2022	309	119	33	58	4	0	10	533	207	326
2023	307	120	34	58	4	0	9	532	208	324

The race and ethnicity categories in Workday are more inclusive, which now includes the two additional categories not previously in the Banner system. The added categories are Native Hawaiian/Pacific Islander (NHPI) and Two or More.

#### Age and Years of Service

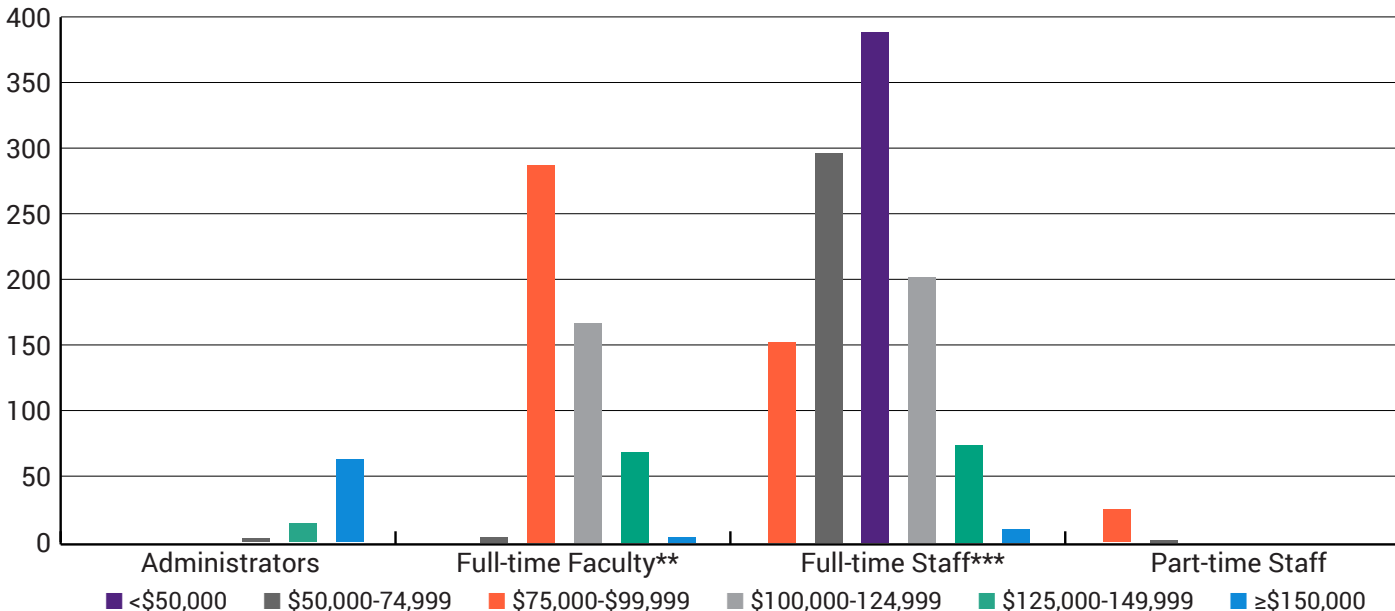
		YEARS OF SERVICE							
		AGE	<10	10 – 14	15 – 19	20 – 24	25 – 29	30+	TOTAL
AGE IN 2023	<36		13	1	0	0	0	0	14
	36 – 40		30	4	1	0	0	0	35
	41 – 45		45	16	7	0	0	0	68
	46 – 50		32	23	24	3	0	0	82
	51 – 55		31	17	35	13	2	0	98
	56 – 60		21	21	25	16	8	3	94
	61 – 65		13	11	10	22	11	11	78
	66+		6	4	10	20	4	19	63
	<b>TOTAL</b>		<b>191</b>	<b>97</b>	<b>112</b>	<b>74</b>	<b>25</b>	<b>33</b>	<b>532</b>

- 22% of full-time faculty are younger than 46 years of age.
- 34% of full-time faculty are between 46 and 55 years of age.
- 27% of full-time faculty are over 60 years of age.
- 54% of full-time faculty have fewer than 15 years of service.
- 25% of full-time faculty have 20 or more years of service.
- 11% of full-time faculty have 25 or more years of service.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES Compensation Distribution<sup>†</sup>

### Annual Salary



EMPLOYEE TYPE	<\$50,000	\$50,000-\$74,999	\$75,000-\$99,999	\$100,000-124,999	\$125,000-149,999	≥\$150,000	TOTAL
ADMINISTRATORS	*	*	*	*	14	63	80
FULL-TIME FACULTY**	*	*	288	167	69	*	532
FULL-TIME STAFF***	153	297	389	202	74	10	1,125
PART-TIME STAFF	25	*	*	*	*	*	27
<b>TOTAL</b>	<b>178</b>	<b>303</b>	<b>677</b>	<b>372</b>	<b>157</b>	<b>77</b>	<b>1,764</b>

\*\*Full-time Faculty counts include department chairs. \*\*\*Staff counts include temporary staff with benefits. This excludes overtime pay (i.e., no overload ESH, teaching ESH for staff, etc.). An asterisk (\*) is used in place of numbers less than 5 to protect confidentiality.

- 10% of employees in budgeted/regular positions are earning less than \$50,000.
- 56% of employees in budgeted/regular positions are earning between \$50,000 to \$99,999.
- 30% of employees in budgeted/regular positions are earning between \$100,000 to \$149,999.
- 4% of employees in budgeted/regular positions are earning \$150,000 or more.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES Compensation Distribution<sup>†</sup>

### Salary by Race, Ethnicity, and Gender

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL
<\$50,000	25	59	67	22	*	*	*	178
\$50,000-74,999	81	110	58	47	*	*	6	303
\$75,000-\$99,999	294	198	69	100	*	*	14	677
\$100,000-124,999	215	77	30	42	*	*	6	372
\$125,000-149,999	92	28	9	21	*	*	*	157
≥\$150,000	39	31	*	*	*	*	*	77
<b>TOTAL</b>	<b>746</b>	<b>503</b>	<b>236</b>	<b>236</b>	<b>8</b>	<b>*</b>	<b>32</b>	<b>1,764</b>

The abbreviation for Native Hawaiian and Pacific Islander is (NHPI). An asterisk (\*) is used in place of numbers less than 5 to protect confidentiality.

- Of the employees earning \$75,000 or above annually, 50% identify as White, 26% identify as Black, 9% identify as Hispanic, and 13% identify as Asian.
- 34% of the employees in budgeted/regular positions earn \$100,000 or more annually.
- 5% of White employees earn \$150,000 or more and 6% of Black employees earn \$150,000 or more.

### Salary by Age

	<36	36-40	41-45	46-50	51-55	56-60	61-65	66+	TOTAL
<\$50,000	48	16	16	26	17	27	12	16	178
\$50,000-74,999	75	30	44	36	31	37	31	19	303
\$75,000-\$99,999	33	72	113	113	132	106	67	41	677
\$100,000-124,999	*	14	28	56	62	80	77	53	372
\$125,000-149,999	*	*	7	16	21	32	40	39	157
≥\$150,000	*	*	5	8	16	16	16	12	77
<b>TOTAL</b>	<b>159</b>	<b>137</b>	<b>213</b>	<b>255</b>	<b>279</b>	<b>298</b>	<b>243</b>	<b>180</b>	<b>1,764</b>

An asterisk (\*) is used in place of numbers less than 5 to protect confidentiality.

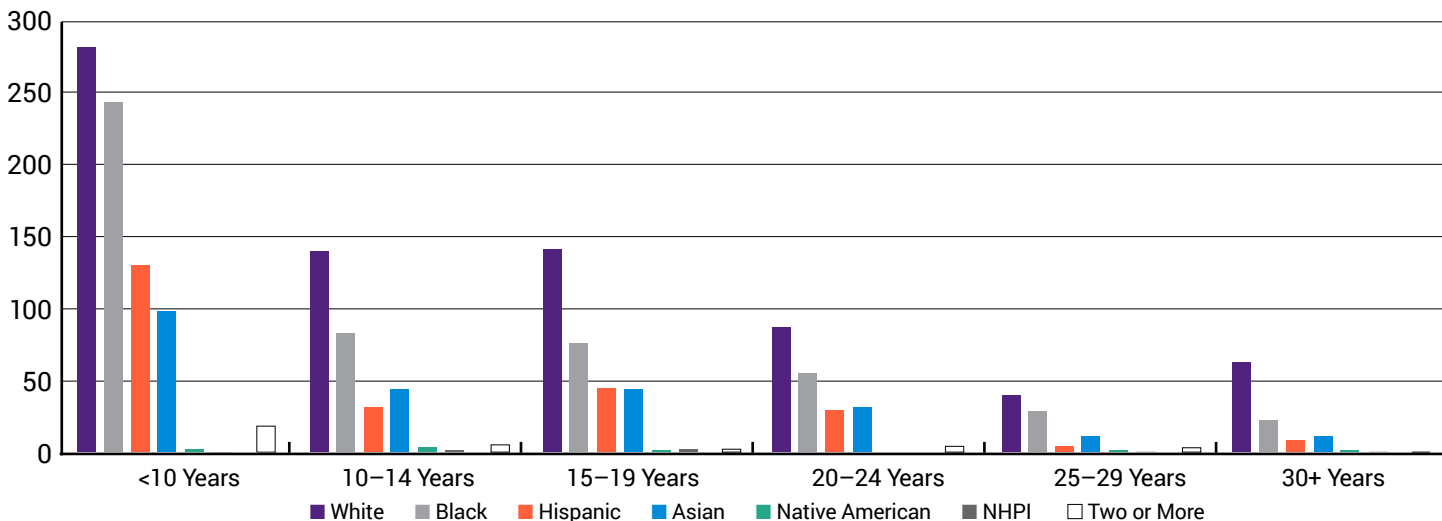
- Of the employees in budgeted/regular positions earning \$75,000 or less:
  - 10% are 40 years or younger.
  - 10% are between 41 and 55 years.
  - 8% are 56 years or older.
- Of the employees in budgeted/regular positions earning \$100,000 or more:
  - 8% are 50 years or younger.
  - 26% are 51 years or older.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Years of Service<sup>†</sup>

Years of Service Race, Ethnicity, and Gender



RACE, ETHNICITY, AND GENDER										
	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
<10 YEARS	280	242	129	97	2	0	18	768	309	459
10-14 YEARS	139	82	31	43	3	1	5	304	125	179
15-19 YEARS	140	75	44	43	1	2	2	307	138	169
20-24 YEARS	86	54	20	31	0	0	4	195	82	113
25-29 YEARS	39	28	4	11	1	0	3	86	36	50
30+ YEARS	62	22	8	11	1	0	0	104	53	51
<b>TOTAL</b>	<b>746</b>	<b>503</b>	<b>236</b>	<b>236</b>	<b>8</b>	<b>3</b>	<b>32</b>	<b>1,764</b>	<b>743</b>	<b>1,021</b>

Years of service includes complete years of creditable service as of December 31, 2023. May include early service in the public school system.  
The abbreviation for Native Hawaiian and Pacific Islander is (NHPI).

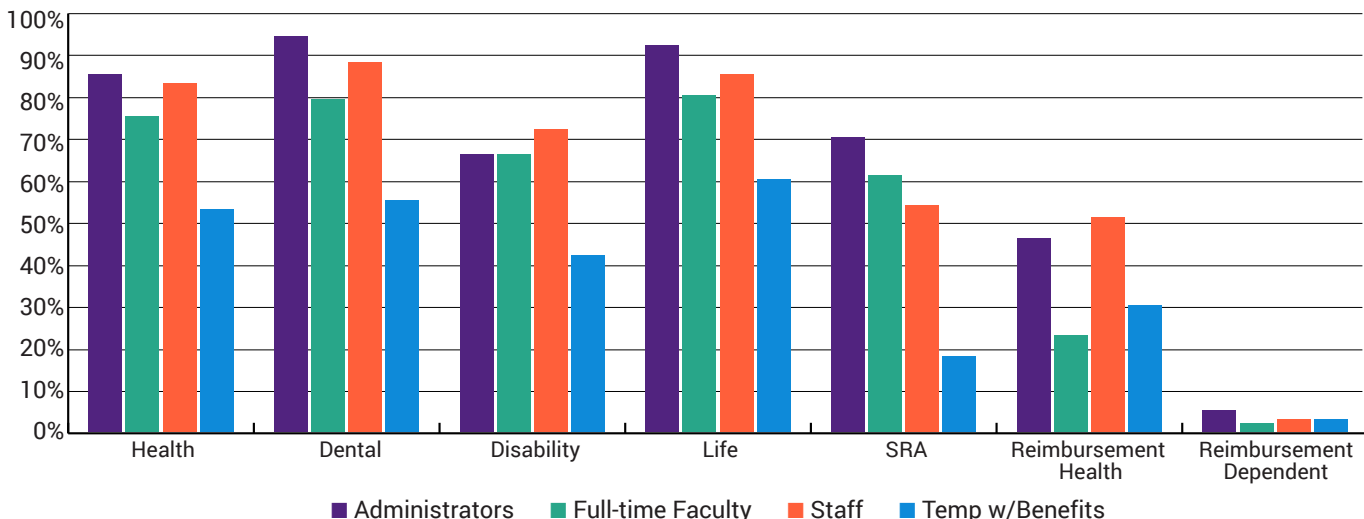
- 44% of employees in budgeted/regular positions have been at the College less than 10 years.
- 46% of employees in budgeted/regular positions have been at the College between 10 and 24 years.
- 11% of employees in budgeted/regular positions have been at the College more than 25 years.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Group Insurance<sup>†</sup>

#### Group Insurance



INSURANCE BY EMPLOYEE TYPE							
EMPLOYEE TYPE	HEALTH	DENTAL	DISABILITY	LIFE	SRA	REIMBURSEMENT HEALTH	REIMBURSEMENT DEPENDENT
ADMINISTRATORS	85%	94%	66%	92%	70%	46%	5%
FULL-TIME FACULTY	75%	79%	66%	80%	61%	23%	2%
STAFF	83%	88%	72%	85%	54%	51%	3%
TEMP W/BENEFITS	53%	55%	42%	60%	18%	30%	3%

*Percentages are based on participation within employee group.*

#### Montgomery College Offers

##### Three Health Plan Options

The College contributes 75% of the total cost.

- High-Deductible Plan with Health Savings Account (HSA).
- Point of Service Plan.
- Centralized Managed Care Plan.

##### Two Dental Plan Options

The College contributes 75% of the total cost.

- Indemnity/Preferred Provider Plan.
- Dental Exclusive Provider Option Plan.

##### Basic Life, Accidental Death & Dismemberment, Long Term Disability Coverage

The College contributes 75% of the total cost.

##### Vision Care and Group Legal Coverage

This is available to employees who pay 100% of the total cost.

##### Four Deferred Compensation Plans - 457(B)

- AXA Equitable, Corebridge Financial, TIAA, and Voya.
- Eligible employees may participate in both 457(B) and 403(B).

##### Four Supplemental Retirement Annuities (SRA) - 403(B)

- AXA Equitable, Corebridge Financial, TIAA, and Voya.
- Part-time faculty and temporary workers became eligible for these plans on January 1, 2008.

##### Reimbursement Accounts

- Health/Dependent Care/Parking/Mass Transportation Reimbursement Accounts.
- Funds withheld on a pretax basis to pay for unreimbursed medical, dependent care, mass transportation, and parking expenses. These funds are exempt from federal, state, and FICA taxes.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES Retirement Eligibility<sup>†</sup>

### Retirement Eligibility



RETIREMENT ELIGIBILITY								
	ELIGIBLE	ELIGIBLE BY PERCENTAGE	EARLY RETIREMENT	EARLY RETIREMENT BY PERCENTAGE	NEXT 5 YEARS	NEXT 5 YEARS BY PERCENTAGE	NOT ELIGIBLE	NOT ELIGIBLE BY PERCENTAGE
<b>ADMINISTRATORS</b>	14	18%	13	16%	4	5%	49	61%
<b>FULL-TIME FACULTY**</b>	106	20%	83	15%	15	3%	328	62%
<b>STAFF***</b>	160	14%	146	13%	53	4%	793	69%

\*\*Full-time Faculty counts include department chairs.  
\*\*\*Staff counts include temporary staff with benefits.

- 34% of administrators are currently eligible for early retirement or service retirement.
- 35% of full-time faculty are currently eligible for early retirement or service retirement.
- 27% of staff are currently eligible for early retirement or service retirement.
- In aggregate, 12% of the College’s budgeted/regular employees who are currently ineligible for retirement will become eligible within the next 5 years.
- Over the next 5 years, 44% of employees will be eligible for retirement.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Retirement Eligibility<sup>†</sup>

Montgomery College employees are enrolled in either the Maryland State Pension plan or the Optional Retirement Plan.

The Optional Retirement Plan is available to faculty members and professional staff employees whose positions require a minimum of a bachelor's degree.

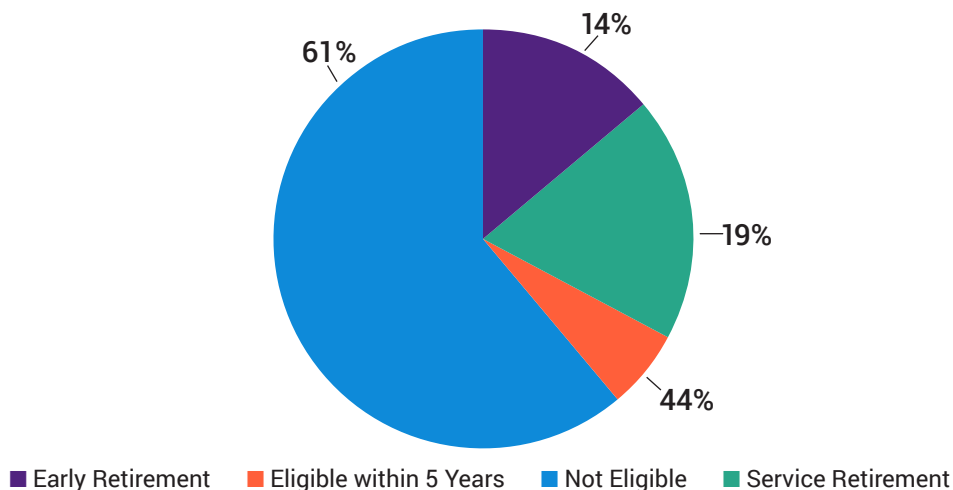
The Maryland State Teachers and Employees Retirement Plan has been closed to new enrollment since January 1, 1980.

Significant changes were made to the State Pension Plan effective July 1, 2011. Contributions were increased from 5 percent to 7 percent for all employees. Vesting and retirement eligibility were increased for employees hired after July 1, 2011.

The information presented below provides retirement eligibility information for each of the plans. In aggregate, 16% of all college employees are currently eligible for service retirement, 14% are eligible for early retirement, and an additional 4% are eligible for either service or early retirement within the next five years.

Additionally, there are six (6) employees who are not eligible for participation in the Maryland State Retirement Program as Montgomery College employees.

#### Optional Retirement Plan



#### Plan Participants: 542 (31%)

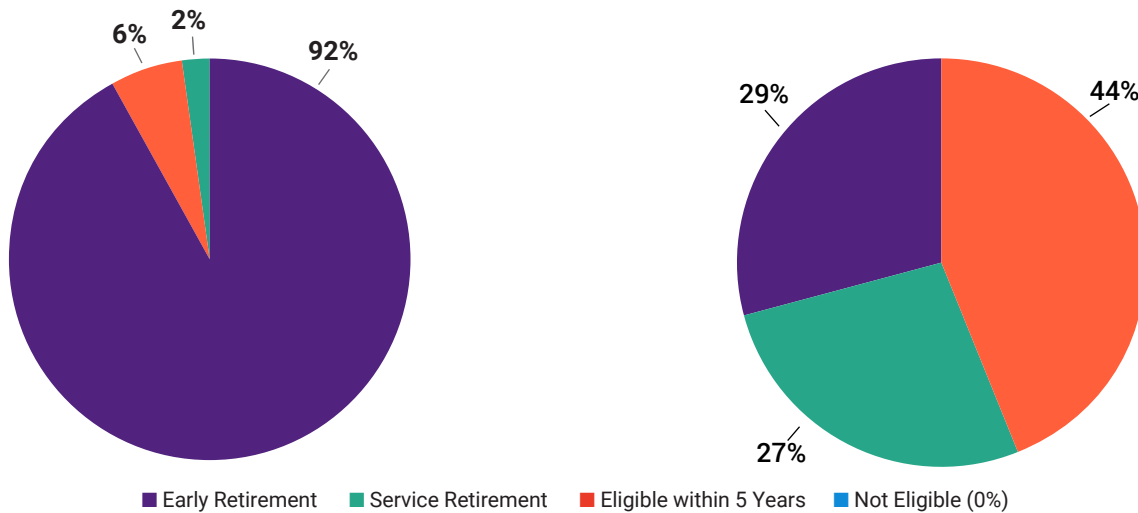
- Defined Benefit Plan.
- Effective July 1, 2011.
- Mandatory 7% contribution.
- Service retirement: "The Rule of 90" combined age and years of service must total 90.
- Active members with 10 years of service become eligible at age 65.
- Early retirement at 60 with 15 years of service.
- COLA included after retirement.
- Includes a death benefit and disability provision.

<sup>†</sup>The data presented is derived as of November 1, 2023.

## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Retirement Eligibility<sup>†</sup>

#### Teachers and Employees Pension Plans (Hired prior to July 1, 2011)



#### Plan Participants: 626 (36%)

- Defined Contribution Plan.
- 7.25% State Contribution.
- Option available to professional faculty, staff, and administrators..

#### Plan Participants: 588 (33%)

- Defined Benefit Plan.
- Effective January 1, 1980.
- Mandatory 7% Contribution.
- Service retirement at age 62 with 5 years of service or with 30 years of service.
- COLA included after retirement.
- Includes a death benefit and disability provision.

#### Teachers and Employees Pension Plans (Hired prior to July 1, 1980, Closed Plan)

#### Plan Participant: 1 (100%)

There is one (1) employee enrolled in the Teachers and Employees Pension Plan (PEN) who was hired prior to January 1, 1980. They are currently in the service retirement phase of the pension plan, which includes a death benefit and disability provision.

<sup>†</sup>The data presented is derived as of November 1, 2023.

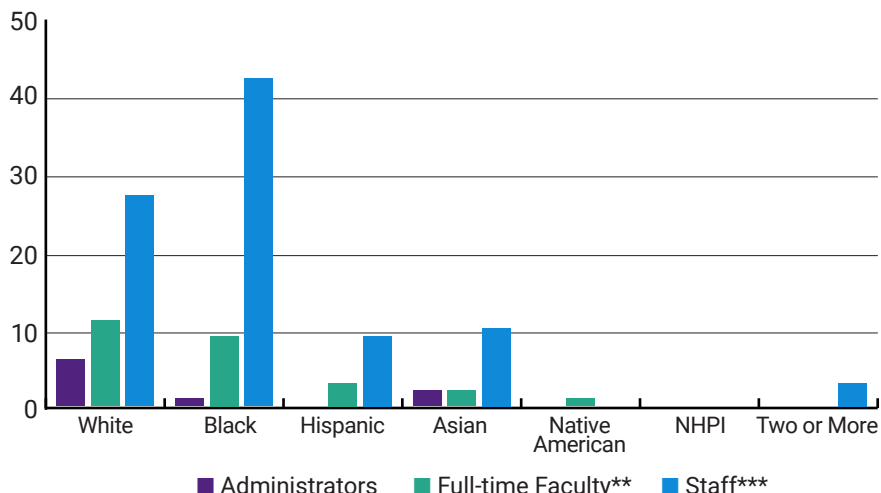


## SECTION II: BUDGETED/REGULAR EMPLOYEES

### Employee Separations<sup>†</sup>

#### Race, Ethnicity, and Gender

- Separations include retirements, resignations, involuntary terminations, and death.
- A total of 126 employees separated from the College, resulting in a 7% turnover rate in 2023. This is a decrease of 4 percentage points when compared to last year.
- Separations in 2023 consist of 72% staff, 21% full-time faculty, and 7% administrators.
- Females represent 52% of the employees that separated from the College in 2023.

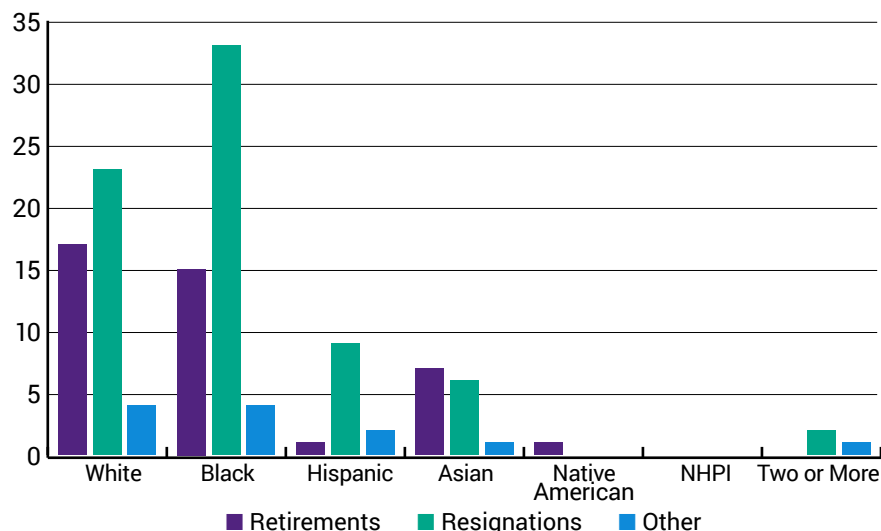


RACE, ETHNICITY, AND GENDER										
EMPLOYEE	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
ADMINISTRATORS	6	1	0	2	0	0	0	9	7	2
FULL-TIME FACULTY**	11	9	3	2	1	0	0	26	8	18
STAFF***	27	42	9	10	0	0	3	91	46	45
<b>TOTAL</b>	<b>44</b>	<b>52</b>	<b>12</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>126</b>	<b>61</b>	<b>65</b>

\*\*Full-time Faculty counts include department chairs. \*\*\*Staff counts include temporary staff with benefits. The abbreviation for Native Hawaiian and Pacific Islander is (NHPI).

#### Types of Separation

- Retirements make up 33% of the separations for 2023.
- 58% of the separations are due to resignations.
- 9% of the separations are for other reasons.



TYPES OF SEPARATIONS										
EMPLOYEE	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
RETIREMENT	17	15	1	7	1	0	0	41	15	26
RESIGNATIONS	23	33	9	6	0	0	2	73	37	36
OTHER	4	4	2	1	0	0	1	12	9	3
<b>TOTAL</b>	<b>44</b>	<b>52</b>	<b>12</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>126</b>	<b>61</b>	<b>65</b>

The abbreviation for Native Hawaiian and Pacific Islander is (NHPI).

<sup>†</sup>The data presented is derived as of November 1, 2023.

