



Montgomery College Workforce Profile

OFFICE OF HUMAN RESOURCES
AND STRATEGIC TALENT MANAGEMENT

March 2025

Workforce 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, 2024 from the College's HR Information System, Workday.



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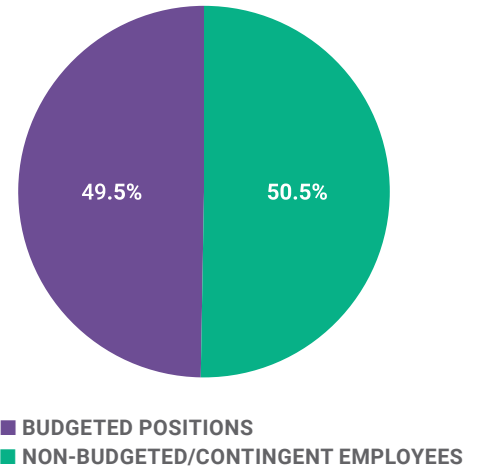
Section I: Complete Montgomery College Workforce

All Employee Demographics

REGULAR AND CONTINGENT EMPLOYEES

Budgeted Positions	1,790
Non-Budgeted/Contingent Employees	1,828
TOTAL	3,618

- Montgomery College employs 1,790 benefits-eligible employees that are in budgeted, "regular" positions. This group consists of administrator, full-time faculty, full and part-time staff positions.
- Our 1,828 non-budgeted employees (generally referred to as "contingent" or "seasonal" 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 EMPLOYEE HEADCOUNTS BY RACE, ETHNICITY, AND GENDER

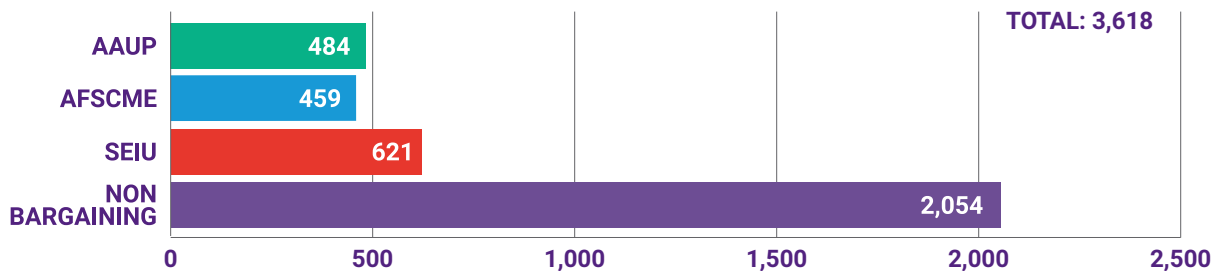
	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
Administrators	45	33	5	5	0	0	1	89	33	56
Casual Temporary*	104	37	25	17	1	0	6	190	69	121
Credit Part-time Faculty	416	194	68	115	0	1	13	807	334	473
Full-Time Faculty**	302	122	36	63	3	1	7	534	207	327
Staff***	400	359	204	173	5	3	23	1,167	506	661
Student Workers	53	156	103	107	1	0	10	430	176	254
Non-credit (WDCE) Part-time Faculty	203	101	52	32	0	0	13	401	182	219
TOTAL	1,523	1,002	493	512	10	5	73	3,618	1,507	2,111

*Casual Temporary employees include administrative/clerical support, art models, ASL interpreters, etc.

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

NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

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 500 (SEIU) represents part-time faculty who have taught at least nine (9) equivalent semester hours (ESH) of credit hours over two (2) academic years.

Section I: Complete Montgomery College Workforce

Employees by Division and Campus

BUDGETED REGULAR EMPLOYEES BY DIVISION/LOCATION

	ACADEMIC AFFAIRS	ADMINISTRATIVE AND FISCAL SERVICES	ADVANCEMENT AND COMMUNITY ENGAGEMENT	PRESIDENT'S OFFICE	STUDENT AFFAIRS	GERMANTOWN CAMPUS	ROCKVILLE CAMPUS	TAKOMA PARK/SILVER SPRING CAMPUS	CENTRAL SERVICES	EAST COUNTY EDUCATION CENTER	ENGAGEMENT CENTERS	TOTAL
Administrators	31	20	9	13	16	12	17	8	50	1	1	89
Full-Time Faculty	478	0	0	0	56	97	276	160	0	0	1	534
Staff	405	500	62	25	175	210	395	230	272	3	57	1,167
TOTAL	914	520	71	38	247	319	688	398	322	4	59	1,790

BUDGETED REGULAR EMPLOYEES BY RESIDENCE LOCATION

MARYLAND COUNTIES	ADMINISTRATORS	FULL-TIME FACULTY	STAFF	TOTAL
Anne Arundel	1	4	17	22
Baltimore	2	7	17	26
Baltimore City	1	5	3	9
Calvert	0	0	0	0
Caroline	0	0	0	0
Carroll	1	2	14	17
Cecil	1	0	0	1
Charles	0	2	4	6
Frederick	2	18	47	67
Harford	0	0	5	5
Howard	5	10	15	30
Montgomery	60	368	892	1,320
Prince George's	5	33	67	105
Queen Anne's	0	0	0	0
St. Mary's	0	3	0	3
Talbot	0	0	0	0
Washington	0	2	8	10
TOTAL IN MARYLAND	78	454	1,089	1,621
Washington DC	2	21	29	52
Virginia	4	35	33	72
Other	5	24	16	45
TOTAL OUTSIDE OF MARYLAND	11	80	78	169
GRAND TOTAL	89	534	1,167	1,790

Section I: Complete Montgomery College Workforce Compensation for All Employees

FULL-TIME FACULTY COMPENSATION SCHEDULE

THE SALARY RANGE FOR THE 2024–2025 ACADEMIC YEAR IS	
Minimum	\$62,319.00
Midpoint	\$94,876.00
Maximum	\$127,432.00

PART-TIME FACULTY COMPENSATION SCHEDULE

REGULAR BENEFITS-ELIGIBLE ACADEMIC YEAR 2024–2025	
18 ESH	\$34,212.06
20.5 ESH	\$38,963.74
23 ESH	\$43,715.41
Per ESH Rate	\$1,900.67

NON BENEFITS-ELIGIBLE ACADEMIC YEAR 2024–2025	
Lecturer	\$1,525.00
Adjunct I	\$1,650.00
Adjunct II	\$1,765.00
Adjunct II+*	\$1,780.00

Equivalent Semester Hours (ESH) = Credit Hours

*Adjunct II+ is 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						
	SALARY STRUCTURE (ANNUAL)			SALARY STRUCTURE (HOURLY)		
GRADE	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

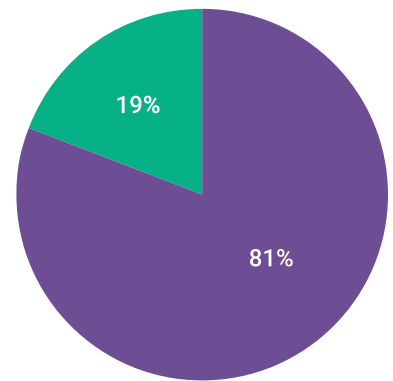
Section I: Complete Montgomery College Workforce

Student Worker Demographics

STUDENT WORKERS BY TYPE

Student Assistant	349
Federal Work Study	81
TOTAL	430

■ STUDENT ASSISTANT
■ FEDERAL WORK STUDY



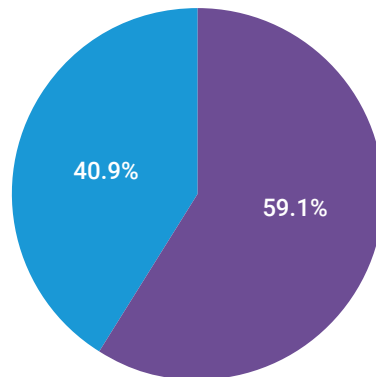
Student Assistants may work up to 20 hours per week during the Academic Year (AY), and up to 40 hours a week during the summer.

STUDENT WORKERS BY AGE

	<20	20–24	25–29	30–34	35–39	40–44	45>	TOTAL
Headcount	141	226	36	13	10	1	3	430
Percentage	33%	53%	8%	3%	2%	0.2%	0.7%	100%

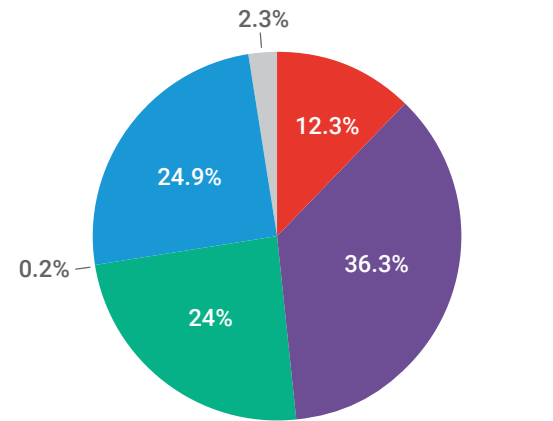
STUDENT WORKERS BY RACE, ETHNICITY, AND GENDER

White	53
Black	156
Hispanic	103
Asian	107
Native American	1
NHPI	0
Two or More	10
TOTAL	430
Male	176
Female	254



Student Workers by Gender

■ MALE ■ FEMALE



Student Workers by Race and Ethnicity

■ WHITE ■ BLACK ■ HISPANIC
■ ASIAN ■ NATIVE AMERICAN ■ TWO OR MORE

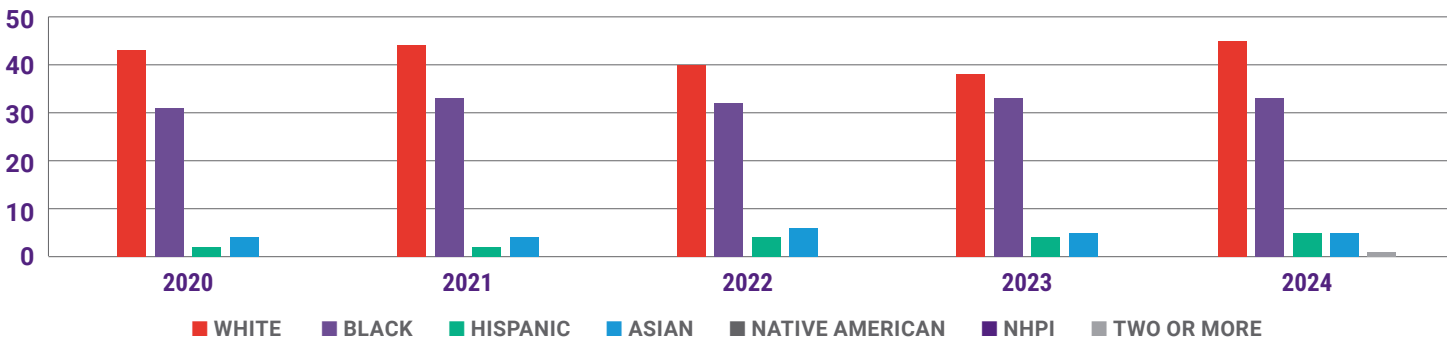
STUDENT WORKERS BY DIVISION/LOCATION

	ACADEMIC AFFAIRS	ADMINISTRATIVE AND FISCAL SERVICES	ADVANCEMENT AND COMMUNITY ENGAGEMENT	PRESIDENT'S OFFICE	STUDENT SERVICES	GERMANTOWN CAMPUS	ROCKVILLE CAMPUS	TAKOMA PARK/SILVER SPRING CAMPUS	CENTRAL SERVICES	EAST COUNTY EDUCATION CENTER	ENGAGEMENT CENTERS	TOTAL
Student Workers	225	13	19	1	172	83	214	96	13	5	19	430

Section II: Budgeted/Regular Employees

Administrator Demographics

ADMINISTRATORS BY RACE, ETHNICITY, AND GENDER OVER TIME



- The number of Administrator positions has consistently ranged from 80-90 positions with slight variations in headcount due to vacancies at the time of reporting. Currently 99% of positions are filled. Administrators identifying as Hispanic have increased by 3 percentage points from 3% in 2020 to 6% in 2024.
- Administrators identifying as female have increased by 8 percentage points from 55% in 2020 to 63% in 2024.

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
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
2024	45	33	5	5	0	0	1	89	33	56

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
		<10	10-14	15-19	20-24	25-29	30+	
AGE IN 2024	<36	1	0	0	0	0	0	1
	36-40	3	1	0	0	0	0	4
	41-45	5	2	4	0	1	0	12
	46-50	6	3	2	0	1	0	12
	51-55	6	5	5	4	0	0	20
	56-60	5	1	2	4	2	2	16
	61-65	4	3	2	3	1	1	14
	66+	1	1	3	0	2	3	10
TOTAL		31	16	18	11	7	6	89

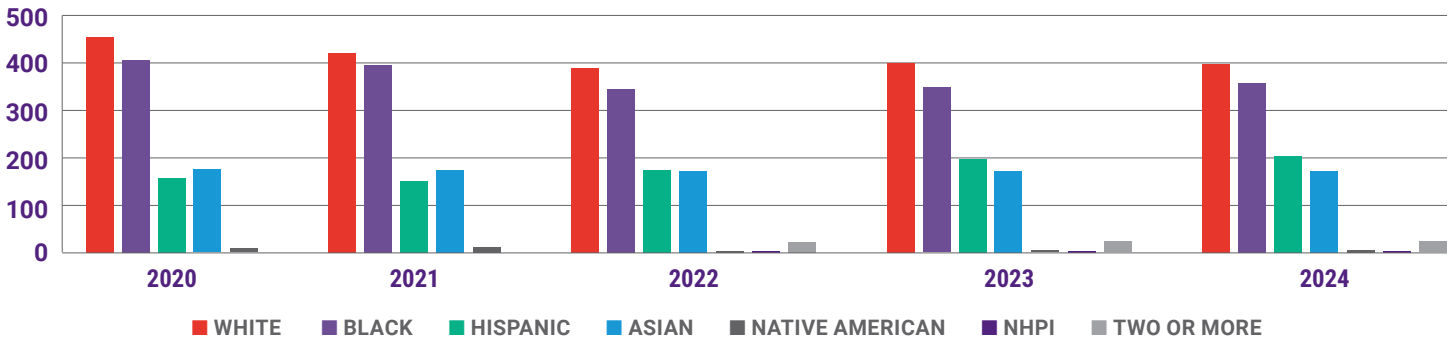
Years of service includes complete years of creditable service as of December 31, 2024. May include early service in the public school system.

- 19% of administrators are younger than 46 years of age
- 54% of administrators are between 46 and 60 years of age
- 27% of administrators are over 60 years of age
- 53% of administrators have fewer than 15 years of service
- 27% of administrators have 20 or more years of service
- 15% of administrators have 25 or more years of service

Section II: Budgeted/Regular Employees

Staff Demographics

STAFF BY RACE, ETHNICITY, AND GENDER OVER TIME



- Staff identifying as White have decreased by 4 percentage points from 38% in 2020 to 34% in 2024.
- Staff identifying as a person of color has increased by 3 percentage points from 62% in 2020 to 65% in 2024.
- Staff identifying as Hispanic have increased by 4 percentage points from 13% in 2020 to 17% in 2024.
- Staff identifying as male have decreased by 2 percentage points from 45% in 2020 to 43% in 2024.

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
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
2024	400	359	204	173	5	3	23	1,167	506	661

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

AGE AND YEARS OF SERVICE

		YEARS OF SERVICE						TOTAL
		<10	10–14	15–19	20–24	25–29	30+	
AGE IN 2024	<36	151	7	0	0	0	0	158
	36–40	79	25	8	0	0	0	112
	41–45	73	32	20	5	0	0	130
	46–50	81	30	27	19	6	0	163
	51–55	52	28	31	24	11	6	152
	56–60	56	28	36	25	20	16	181
	61–65	43	30	33	18	16	18	158
	66+	21	19	21	17	10	25	113
TOTAL		556	199	176	108	63	65	1,167

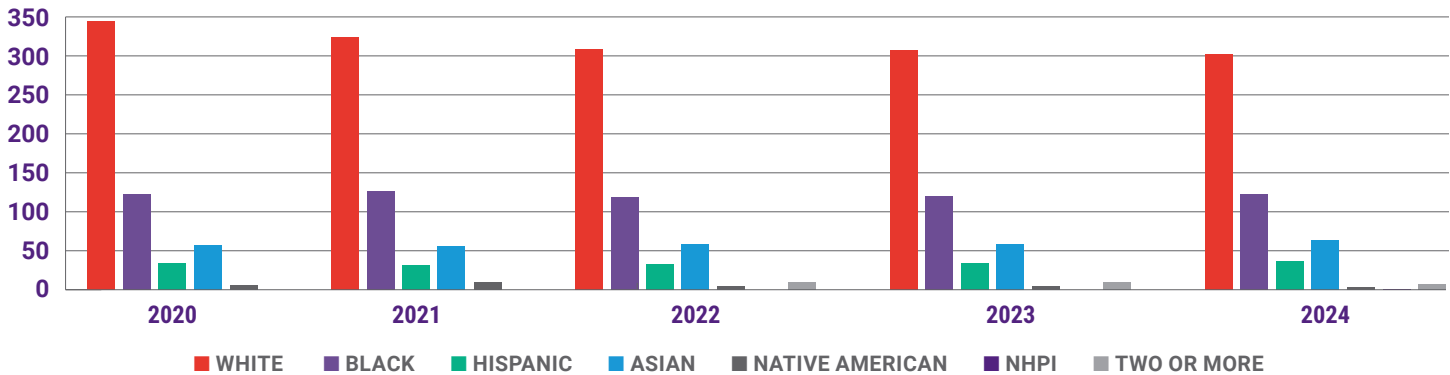
Years of service includes complete years of creditable service as of December 31, 2024. May include early service in the public school system.

- 34% of staff are younger than 46 years of age.
- 43% of staff are between 46 and 60 years of age.
- 23% 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.

Section II: Budgeted/Regular Employees

Full-Time Faculty Demographics

FULL-TIME FACULTY BY RACE, ETHNICITY, AND GENDER OVER TIME



- Full-time faculty identifying as White has decreased by 5 percentage points, from 61% in 2020 to 57% in 2024.
- Full-time faculty identifying as female has decreased by 2 percentage points, from 63% in 2020 to 61% in 2024.

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
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
2024	302	122	36	63	3	1	7	534	207	327

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

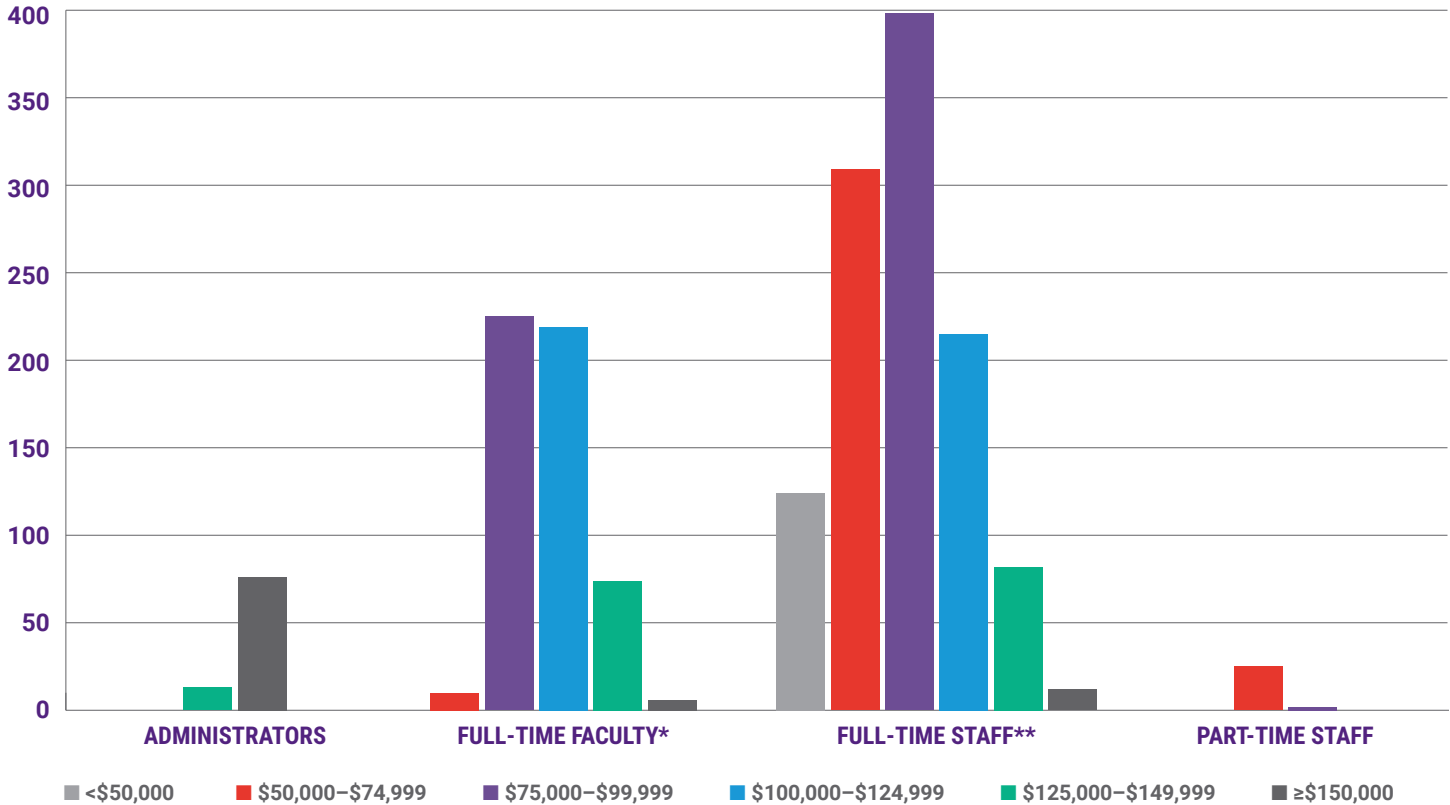
		YEARS OF SERVICE						TOTAL
		<10	10-14	15-19	20-24	25-29	30+	
AGE IN 2024	<36	18	1	0	0	0	0	19
	36-40	26	3	0	0	0	0	29
	41-45	39	18	7	0	0	0	64
	46-50	41	26	18	1	0	0	86
	51-55	29	15	31	17	3	0	95
	56-60	23	20	29	11	8	4	95
	61-65	12	15	11	22	11	10	81
	66+	8	6	5	16	12	18	65
TOTAL		196	104	101	67	34	32	534

- 21% of full-time faculty are younger than 46 years of age.
- 52% of full-time faculty are between 46 and 60 years of age.
- 27% of full-time faculty are over 60 years of age.
- 56% of full-time faculty have fewer than 15 years of service.
- 25% of full-time faculty have 20 or more years of service.
- 12% of full-time faculty have 25 or more years of service.

Section II: Budgeted/Regular Employees

Compensation Distribution

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	-	-	-	-	13	76	89
Full-Time Faculty*	0	10	225	219	74	6	534
Full-Time Staff**	124	309	398	215	82	12	1,140
Part-Time Staff	25	2	-	-	-	-	27
TOTAL	149	321	623	434	169	94	1,790

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

- 8% of employees in budgeted/regular positions are earning less than \$50,000.
- 18% of employees in budgeted/regular positions are earning between \$50,000 up to \$75,000.
- 35% of employees in budgeted/regular positions are earning between \$75,000 to \$99,999.
- 39% of employees in budgeted/regular positions are earning \$100,000 or more.

Section II: Budgeted/Regular Employees

Compensation Distribution Cont.

SALARY BY RACE, ETHNICITY, AND GENDER

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
<\$50,000	20	50	60	15	1	1	2	149	61	88
\$50,000–\$74,999	79	115	63	54	1	1	8	321	139	182
\$75,000–\$99,999	268	186	74	82	0	2	11	623	246	377
\$100,000–\$124,999	233	103	30	59	2	0	7	434	179	255
\$125,000–\$149,999	98	27	14	24	4	0	2	169	83	86
≥\$150,000	49	33	4	7	0	0	1	94	38	56
TOTAL	747	514	245	241	8	4	31	1,790	746	1,044

NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

- Of the employees earning \$75,000 or above annually, 49% identify as White and 51% identify as Black, Hispanic, Asian, Native American, Native Hawaiian/Pacific Islander, or Two or More races/ethnicities.
- 39% of the employees in budgeted/regular positions earn \$100,000 or more annually.
- Female employees in budgeted/regular positions make up 57% earning above \$100,000 annually.
- 7% 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	31	13	17	21	15	22	14	16	149
\$50,000–\$74,999	103	37	35	40	27	30	27	22	321
\$75,000–\$99,999	38	75	98	107	106	92	70	37	623
\$100,000–\$124,999	5	15	33	62	80	95	88	56	434
\$125,000–\$149,999	0	2	12	19	20	31	39	46	169
≥\$150,000	1	3	11	12	19	22	15	11	94
TOTAL	178	145	206	261	267	292	253	188	1,790

Of the employees in budgeted/regular positions earning \$75,000 or less:

- 27% are 40 years or younger
- 43% are between 41 and 55 years
- 30% are 56 years or older

Of the employees in budgeted/regular positions earning \$100,000 or more:

- 25% are 50 years or younger
- 75% are 50 years or older

Section II: Budgeted/Regular Employees

Years of Service

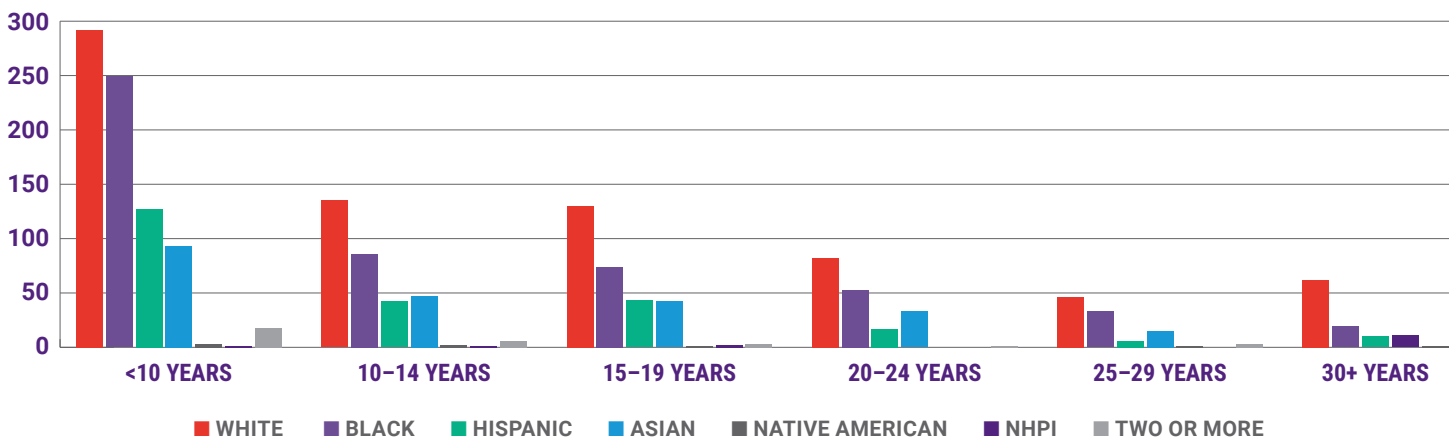
YEARS OF SERVICE BY RACE, ETHNICITY, AND GENDER

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
<10 Years	292	249	127	93	3	1	18	783	308	475
10–14 Years	135	86	42	47	2	1	6	319	126	193
15–19 Years	130	74	43	42	1	2	3	295	132	163
20–24 Years	82	53	17	33	0	0	1	186	87	99
25–29 years	46	33	6	15	1	0	3	104	43	61
30+ Years	62	19	10	11	1	0	0	103	50	53
TOTAL	747	514	245	241	8	4	31	1,790	746	1,044

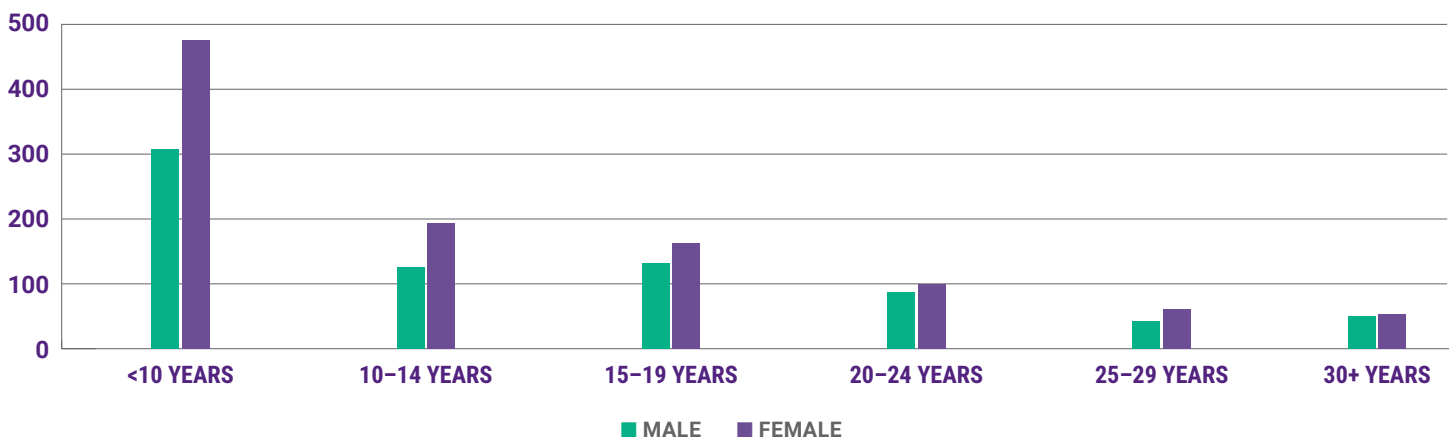
Years of service includes complete years of creditable service as of December 31, 2024. May include early service in the public school system.
NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

- 44% of employees in budgeted/regular positions have been at the College less than 10 years.
- 45% 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.

Years of Service by Race and Ethnicity



Years of Service by Gender



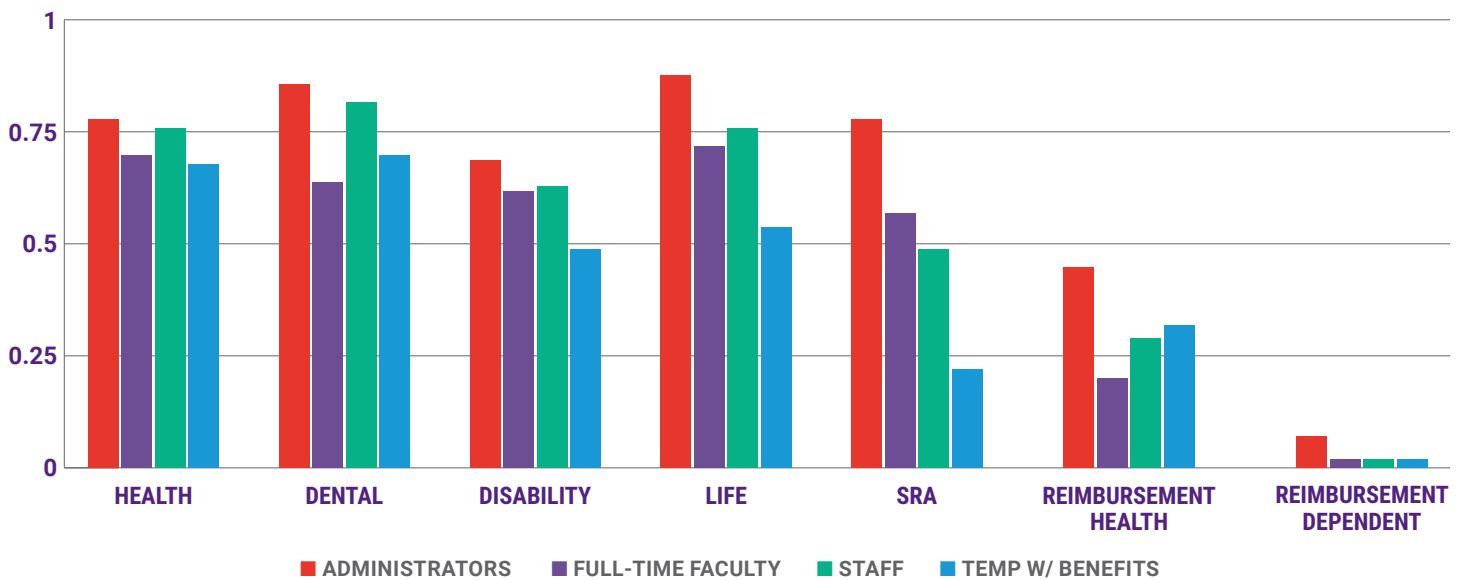
Section II: Budgeted/Regular Employees

Group Insurance

GROUP INSURANCE BY EMPLOYEE TYPE

	HEALTH	DENTAL	DISABILITY	LIFE	SRA	REIMBURSEMENT HEALTH	REIMBURSEMENT DEPENDENT
Administrators	78%	86%	69%	88%	78%	45%	7%
Full-Time Faculty	70%	64%	62%	72%	57%	20%	2%
Staff	76%	82%	63%	76%	49%	29%	2%
Temp w/ Benefits	68%	70%	49%	54%	22%	32%	2%

Percentages are based on participation within employee group.



MONTGOMERY COLLEGE OFFERS

Three Health Plan Options

- High-Deductible Plan with Health Savings Account (HSA)
- Point of Service Plan
- Centralized Managed Care Plan
- The College contributes 75% of the total cost for all three (3) plans.

Two Dental Plan Options

- Indemnity/Preferred Provider Plan
- Dental Exclusive Provider Option Plan
- The College contributes 75% of the total cost for both plans.

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

- The College contributes 75% of the total cost of each.

Vision Care and Group Legal Coverage are available to employees who pay 100% of the total cost.

Four Deferred Compensation Plans - 457(B)

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

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

- AXA Equitable, Corebridge Financial, TIAA, 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.

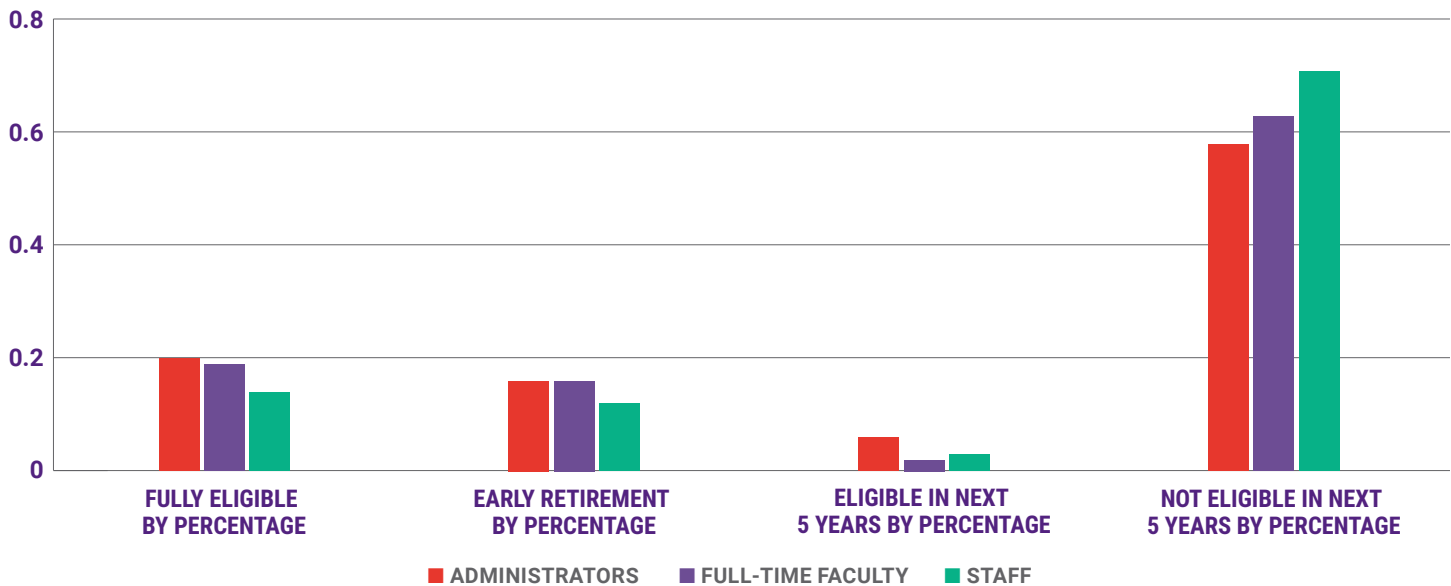
Section II: Budgeted/Regular Employees

Retirement Eligibility

RETIREMENT ELIGIBILITY BY AGE/YEARS OF SERVICE

	FULLY ELIGIBLE NOW	FULLY ELIGIBLE BY PERCENTAGE	EARLY RETIREMENT	EARLY RETIREMENT BY PERCENTAGE	ELIGIBLE IN NEXT 5 YEARS	ELIGIBLE IN NEXT 5 YEARS BY PERCENTAGE	NOT ELIGIBLE IN NEXT 5 YEARS	NOT ELIGIBLE IN NEXT 5 YEARS BY PERCENTAGE
Administrators	17	19%	14	16%	5	6%	53	59%
Full-Time Faculty*	102	19%	85	16%	13	2%	334	63%
Staff**	166	14%	136	12%	47	4%	813	70%

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



- 5 budgeted employees are not enrolled in a retirement plan.
- 36% of administrators are currently fully eligible now for retirement or eligible for early retirement.
- 35% of full-time faculty are currently fully eligible now for retirement or eligible for early retirement.
- 26% of staff are currently fully eligible now for retirement or eligible for early retirement.
- In aggregate, 3% of the College's budgeted/regular employees who are currently ineligible for retirement will become eligible within the next 5 years.

Section II: Budgeted/Regular Employees

Retirement Eligibility Cont.

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 Retirement Plan has been closed to new enrollment since January 1, 1980.

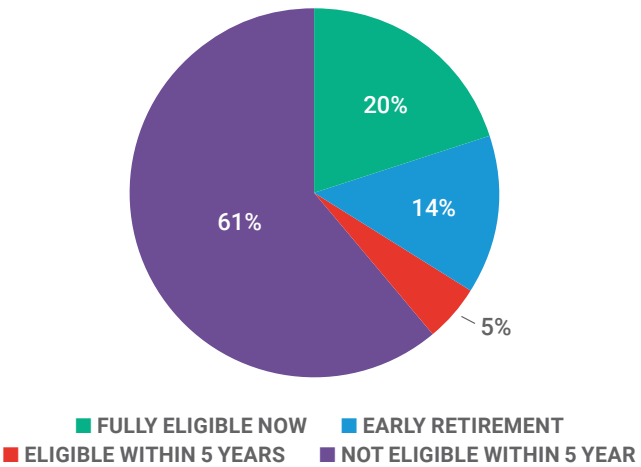
Significant changes were made to the State Pension Plan effective July 1, 2011. Contributions were increased from 5 percent to 7 percent for all employees. Vesting and retirement eligibility were increased for employees hired after July 1, 2011.

Additionally, there are three (3) employees that are not eligible for participation in the Maryland State Retirement program as Montgomery College employees.

OPTIONAL RETIREMENT PLAN PARTICIPANTS

Optional Retirement Plan Participants: 639

- Defined Contribution Plan
- 7.25% State Contribution
- Option available to professional staff/administrators and faculty
- Service retirement at age 62 with 5 years of service or with 30 years of service (Hired prior to July 1, 2011)
- Service retirement at age 65 with 10 years of service
- The "Rule of 90" combined age and years of service must total 90. (Hired on or after July 1, 2011)



OPTIONAL RETIREMENT PLAN (R08)	PLAN PARTICIPANTS
Fully Eligible Now	127
Early Retirement	86
Eligible within 5 Years	31
Not Eligible within 5 Years	387
PLAN TOTAL	631

‡ The data represented is derived as of November 1, 2024.

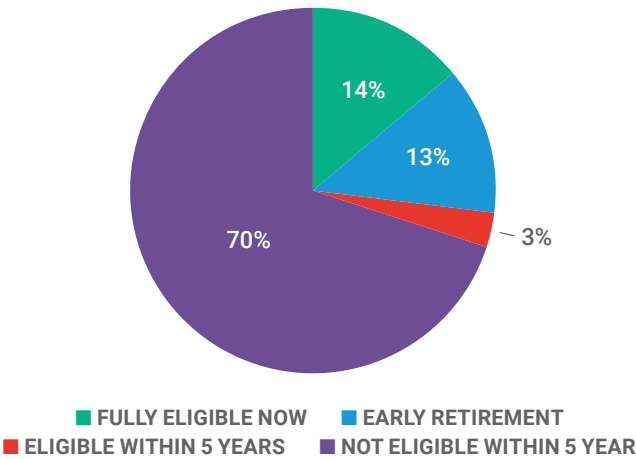
Section II: Budgeted/Regular Employees

Retirement Eligibility Cont.

TEACHERS' AND EMPLOYEES' PENSION PLAN (HIRED PRIOR TO JULY 1, 2011)

Plan Participants: 1,167

- 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 (Hired prior to July 1, 2011)
- Service retirement at age 65 with 10 years of service
- The "Rule of 90" combined age and years of service must total 90 (hired on or after July 1, 2011).
- COLA included after retirement
- Includes a death benefit and disability provision.



TEACHERS' AND EMPLOYEES' PENSION PLAN (R06 & R07) <i>Hired prior to 7/1/2011</i>	PLAN PARTICIPANTS
Fully Eligible Now	158
Early Retirement	149
Eligible within 5 Years	34
Not Eligible within 5 Years	813
PLAN TOTAL	1,154

TEACHERS' AND EMPLOYEES' RETIREMENT PLAN (HIRED PRIOR TO JULY 1, 1980, CLOSED PLAN)

There is one (1) employee enrolled in the Teachers' and Employees' Retirement Plan 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.

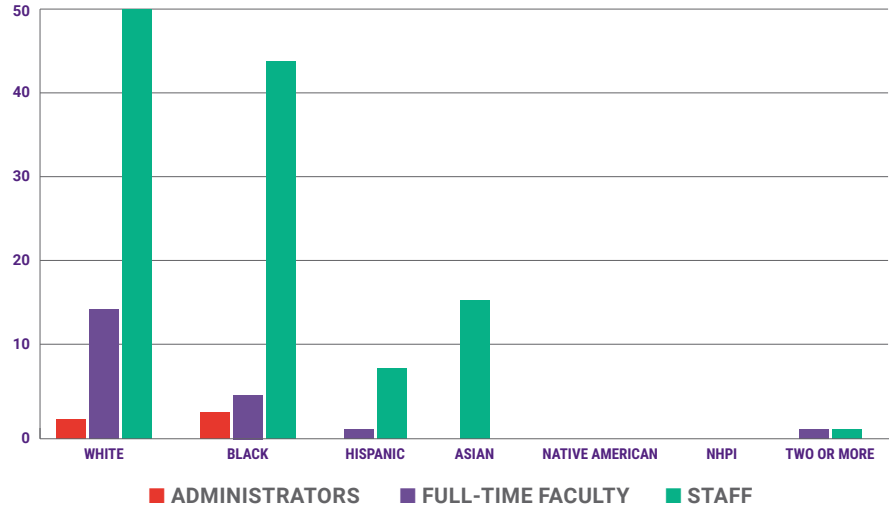
‡ The data represented is derived as of November 1, 2024.

Section II: Budgeted/Regular Employees

Employee Separations

RACE, ETHNICITY, AND GENDER

- Separations include retirements, resignations, involuntary terminations, and death.
- A total of 146 employees separated from the College, resulting in a 8% turnover rate in 2024. This is an increase of 1 percentage point when compared to last year.
- Separations in 2024 consist of 82% staff, 15% full-time faculty, and 3% administrators.
- Females represent 53% of the employees that separated from the College in 2024.

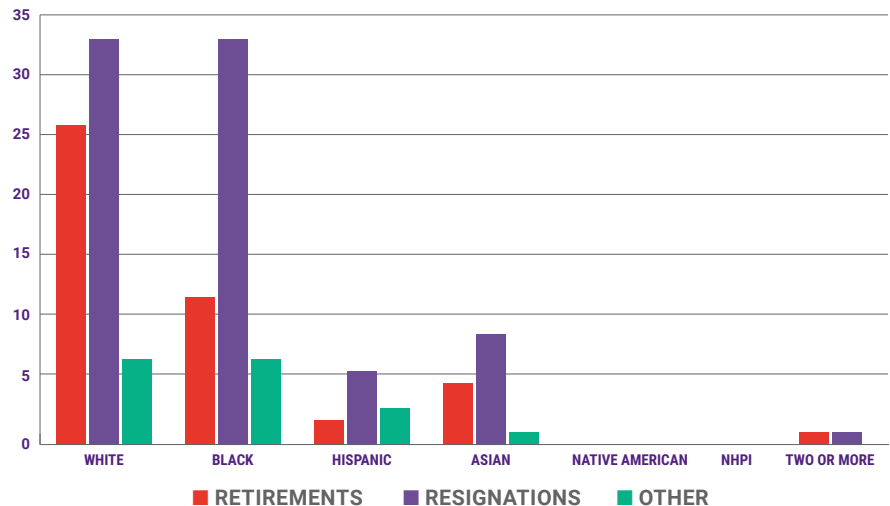


	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
Administrators	2	3	0	0	0	0	0	5	2	3
Full-Time Faculty*	15	5	1	0	0	0	1	22	8	14
Staff**	50	44	8	16	0	0	1	119	58	61
TOTAL	67	52	9	16	0	0	2	146	68	78

*Full-Time Faculty counts include department chairs. **Staff counts include temporary staff with benefits.
 NPHI is the abbreviation for Native Hawaiian and Pacific Islander.

TYPES OF SEPARATIONS BY RACE, ETHNICITY, AND GENDER

- Retirements make up 31% of the separations for 2024
- 56% of the separations are due to resignations
- 12% of the separations are for other reasons



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	NHPI	TWO OR MORE	TOTAL	MALE	FEMALE
Retirements	26	12	2	5	0	0	1	46	22	24
Resignations	33	33	6	9	0	0	1	82	38	44
Other	7	7	3	1	0	0	0	18	8	10
TOTAL	66	52	11	15	0	0	2	146	68	78

NPHI is the abbreviation for Native Hawaiian and Pacific Islander.

