

WORKFORCE PROFILE





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 primarily derived as of November 1, 2025, from the College’s HR Information System, Workday.



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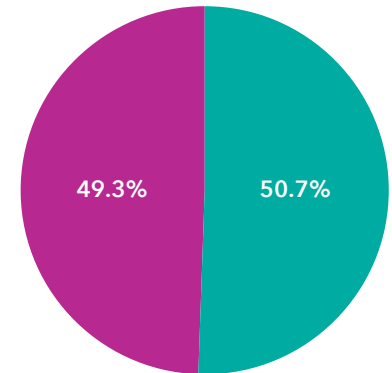
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SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE

All Employee Demographics

REGULAR AND CONTINGENT EMPLOYEES

Budgeted Positions	1,816
Non-Budgeted/Contingent Employees	1,870
TOTAL	3,686



- Montgomery College employs 1,816 benefits-eligible employees that are in budgeted, “regular” positions. This group consists of administrator, full-time faculty, full and part-time staff positions.
- Our 1,870 non-budgeted employees (generally referred to as “contingent” or “seasonal” employees) primarily consist of part-time/adjunct faculty, casual temporary staff (e.g., administrative/clerical, short-term grant, ASL interpreters, art models), and student workers.

■ BUDGETED POSITIONS
■ NON-BUDGETED/CONTINGENT EMPLOYEES

ALL EMPLOYEE HEADCOUNTS BY RACE, ETHNICITY, AND GENDER

	White	Black	Hispanic	Asian	Native American	NHPI*	Two or More	TOTAL	Male	Female
Administrators	46	29	4	6	0	0	0	85	29	56
Casual Temporary Staff**	108	37	36	17	1	0	7	206	65	141
Credit Part-time Faculty	418	206	78	117	0	0	15	834	344	490
Full-time Faculty***	297	125	38	61	3	1	8	533	204	329
Staff****	409	359	218	178	6	3	25	1,198	525	673
Student Workers	53	157	121	99	0	0	16	446	177	269
Non-credit (WDCE) Part-time Faculty	194	97	49	32	0	2	10	384	185	199
TOTAL	1,525	1,010	544	510	10	6	81	3,686	1,529	2,157

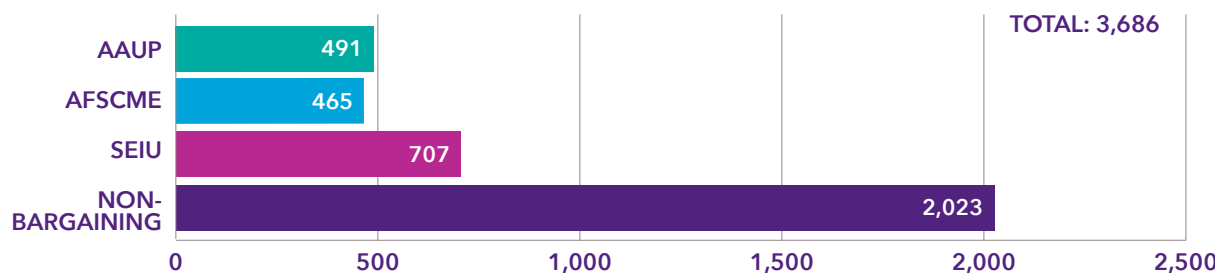
*NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

**Casual Temporary Staff includes administrative/clerical support, art models, ASL interpreters, etc.

***Full-time Faculty counts include department chairs.

****Staff counts include temporary staff with benefits.

EMPLOYEES BY BARGAINING UNIT



- 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.

‡ The data represented is primarily derived as of November 1, 2025.

SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE

Employees by Division and Location

BUDGETED REGULAR EMPLOYEES BY DIVISION AND LOCATION

	Academic Affairs	Administrative and Fiscal Services	Advancement and Community Engagement	Offices of the President	Student Affairs	TOTAL	Germantown Campus	Rockville Campus	Takoma Park/Silver Spring Campus	Central Services	East County Education Center	Engagement Centers
Administrators	28	22	8	13	14	85	9	16	5	52	2	1
Full-time Faculty	478	0	0	0	55	533	99	270	163	0	0	1
Staff	410	523	66	27	172	1,198	213	395	236	284	12	58
TOTAL	916	545	74	40	241	1,816	321	681	404	336	14	60

BUDGETED REGULAR EMPLOYEES BY RESIDENCE LOCATION

Maryland Counties	Administrators	Full-time Faculty	Staff	TOTAL
Anne Arundel	1	4	18	23
Baltimore	1	8	15	24
Baltimore City	2	4	6	12
Calvert	0	0	0	0
Caroline	0	0	0	0
Carroll	0	2	14	16
Cecil	1	0	0	1
Charles	0	2	2	4
Frederick	3	20	46	69
Harford	0	0	5	5
Howard	6	12	16	34
Montgomery	57	367	909	1,334
Prince George's	4	38	72	114
Queen Anne's	1	0	0	1
St. Mary's	0	3	0	3
Talbot	0	0	0	0
Washington	1	3	9	12
TOTAL IN MARYLAND	77	463	1,112	1,652
Washington, D.C.	2	23	32	57
Virginia	2	37	37	76
Other	4	10	17	31
TOTAL OUTSIDE OF MARYLAND	8	70	86	164
GRAND TOTAL	85	533	1,198	1,816

SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE

Compensation for All Employees

FULL-TIME FACULTY COMPENSATION SCHEDULE

10-Month Annual Salary Range Academic Year 2025-2026	
Minimum	\$63,254.00
Midpoint	\$96,299.00
Maximum	\$129,343.00

PART-TIME FACULTY COMPENSATION SCHEDULE

Regular Benefits-Eligible Annual Salary Academic Year 2025-2026	
18 ESH	\$35,512.02
20.5 ESH	\$40,444.25
23 ESH	\$45,376.47
Per ESH Rate	\$1,972.89

Non-Benefits-Eligible Salary per ESH Academic Year 2025-2026	
Lecturer	\$1,583.00
Adjunct I	\$1,713.00
Adjunct II	\$1,832.00
Adjunct II+*	\$1,850.00

Equivalent Semester Hours (ESH) = Credit Hours

*Adjunct II+ is 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.

FULL-TIME STAFF (BARGAINING AND NON-BARGAINING), DEPARTMENT CHAIR, AND ADMINISTRATOR COMPENSATION SCHEDULE

12-Month Annual Salary Range Fiscal Year 2026						
GRADE	SALARY STRUCTURE (ANNUAL)			SALARY STRUCTURE (HOURLY)		
	MINIMUM ANNUAL	MIDPOINT ANNUAL	MAXIMUM ANNUAL	MINIMUM HOURLY	MIDPOINT HOURLY	MAXIMUM HOURLY
S1	\$174,200	\$239,500	\$304,900	\$83.75	\$115.14	\$146.59
41	\$151,436	\$208,239	\$265,042	\$72.81	\$100.11	\$127.42
39	\$131,751	\$181,143	\$230,535	\$63.34	\$87.09	\$110.83
37	\$114,539	\$157,505	\$200,472	\$55.07	\$75.72	\$96.38
35	\$99,623	\$136,981	\$174,340	\$47.90	\$65.86	\$83.82
33	\$86,709	\$119,224	\$151,740	\$41.69	\$57.32	\$72.95
31	\$79,746	\$103,658	\$127,571	\$38.34	\$49.84	\$61.33
29	\$72,455	\$94,203	\$115,951	\$34.83	\$45.29	\$55.75
27	\$65,910	\$85,671	\$105,432	\$31.69	\$41.19	\$50.69
25	\$59,887	\$77,830	\$95,773	\$28.79	\$37.42	\$46.04
23	\$54,468	\$70,797	\$87,125	\$26.19	\$34.04	\$41.89
21	\$49,510	\$64,340	\$79,169	\$23.80	\$30.93	\$38.06
19	\$46,767	\$58,459	\$70,151	\$22.48	\$28.11	\$33.73
17	\$43,354	\$54,193	\$65,031	\$20.84	\$26.05	\$31.27
15	\$40,126	\$50,157	\$60,189	\$19.29	\$24.11	\$28.94
13	\$37,174	\$46,467	\$55,761	\$17.87	\$22.34	\$26.81
11	\$34,407	\$43,008	\$51,610	\$16.54	\$20.68	\$24.81

‡ The data represented is primarily derived as of November 1, 2025.

SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE

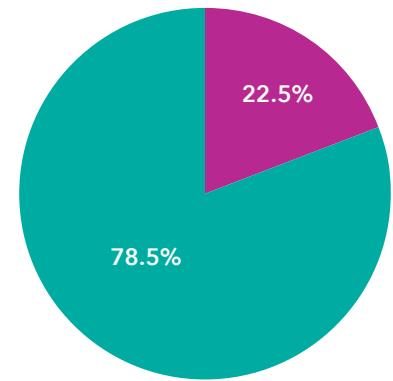
Student Worker Demographics

STUDENT WORKERS BY TYPE

Student Assistant*	350
Federal Work Study**	96
TOTAL	446

*Student Assistants may work up to 20 hours per week during the Academic Year (AY), and up to 40 hours per week during the summer.
 **Federal Work Study students may work up to 15 hours per week (depending on the Federal Work Study award amount).

■ STUDENT ASSISTANT
 ■ FEDERAL WORK STUDY

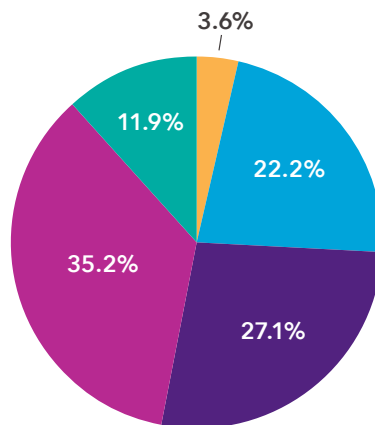


STUDENT WORKERS BY AGE

	<20	20-24	25-29	30-34	35-39	40-44	45>	TOTAL
Headcount	132	231	40	20	14	6	3	446
Percentage	30%	52%	9%	4%	3%	1.3%	0.7%	100%

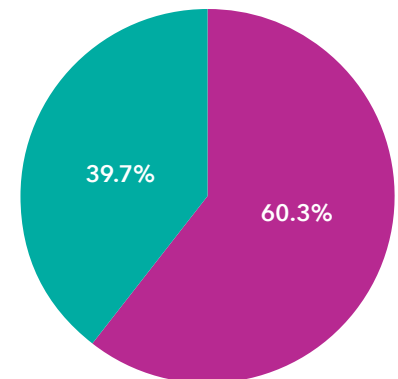
STUDENT WORKERS BY RACE, ETHNICITY, AND GENDER

White	53
Black	157
Hispanic	121
Asian	99
Native American	0
NHPI	0
Two or More	16
TOTAL	446
Male	177
Female	269



STUDENT WORKERS BY RACE AND ETHNICITY

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



STUDENT WORKERS BY GENDER

■ MALE ■ FEMALE

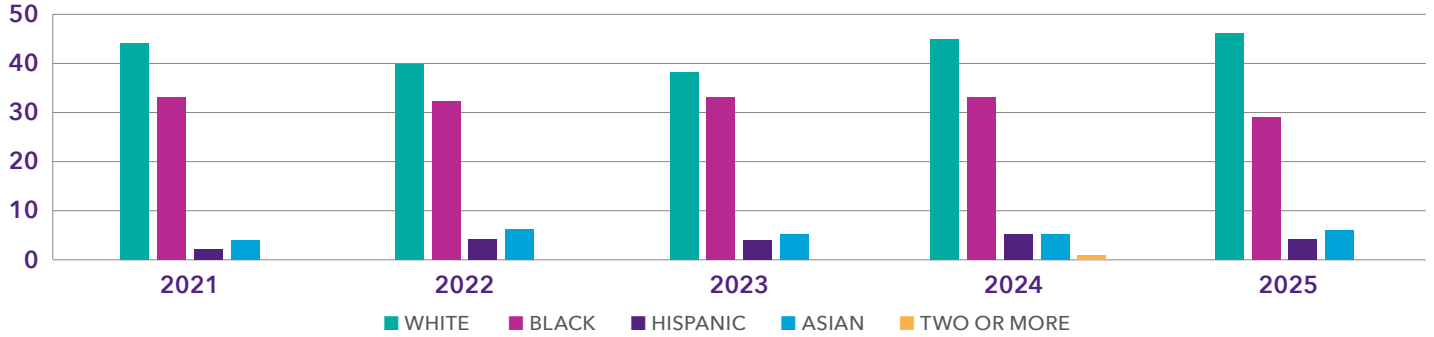
STUDENT WORKERS BY DIVISION AND LOCATION

	Academic Affairs	Administrative and Fiscal Services	Advancement and Community Engagement	Offices of the President	Student Affairs	TOTAL	Germantown Campus	Rockville Campus	Takoma Park/Silver Spring Campus	Central Services	East County Education Center	Engagement Centers
Student Workers	229	20	21	0	176	446	82	247	94	15	5	3

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Administrator Demographics

ADMINISTRATORS BY RACE, ETHNICITY, AND GENDER OVER TIME



- Administrator headcount has been consistent from 2021 to 2025 with slight variations due to vacancies at the time of reporting.
- Administrators identifying as Hispanic have increased by 3 percentage points from 2% in 2021 to 5% in 2025.
- Administrators identifying as female have increased by 9 percentage points from 57% in 2021 to 66% in 2025.

	White	Black	Hispanic	Asian	Native American	NHPI	Two or More	TOTAL	Male	Female
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
2025	46	29	4	6	0	0	0	85	29	56

The race and ethnicity categories in Workday are more inclusive, which now includes the two additional categories not previously in the College's former HRIS system (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 2025	<36	0	0	0	0	0	0	0
	36-40	4	0	0	0	0	0	4
	41-45	8	0	1	1	0	0	10
	46-50	5	5	3	0	1	0	14
	51-55	10	5	4	2	2	0	23
	56-60	2	5	0	1	2	1	11
	61-65	4	2	1	5	0	2	14
	66+	1	3	1	1	0	3	9
TOTAL		34	20	10	10	5	6	85

Years of service includes complete years of creditable service as of November 1, 2025. May include early service in the public school system.

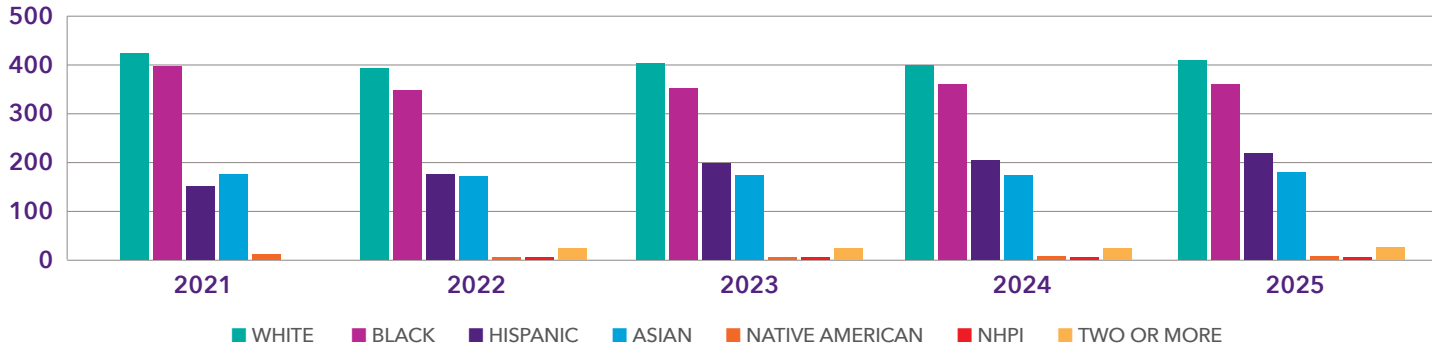
- 16% of administrators are younger than 46 years of age.
- 56% of administrators are between 46 and 60 years of age.
- 27% of administrators are over 60 years of age.
- 64% of administrators have fewer than 15 years of service.
- 25% of administrators have 20 or more years of service.
- 13% of administrators have 25 or more years of service.

‡ The data represented is primarily derived as of November 1, 2025.

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Staff Demographics

STAFF BY RACE, ETHNICITY, AND GENDER OVER TIME



- Staff identifying as White have decreased by 3 percentage points from 37% in 2021 to 34% in 2025.
- Staff identifying as Black have decreased by 4 percentage points from 34% in 2021 to 30% in 2025.
- Staff identifying as Hispanic have increased by 5 percentage points from 13% in 2021 to 18% in 2025.
- Staff identifying as female have increased by 1 percentage points from 55% in 2021 to 56% in 2025.

	White	Black	Hispanic	Asian	Native American	NHPI	Two or More	TOTAL	Male	Female
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
2025	409	359	218	178	6	3	25	1,198	525	673

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

AGE AND YEARS OF SERVICE

		Years of Service						
		<10	10-14	15-19	20-24	25-29	30+	TOTAL
Age in 2025	<36	167	10	0	0	0	0	177
	36-40	77	30	6	0	0	0	113
	41-45	59	33	25	2	1	0	120
	46-50	77	36	22	17	8	0	160
	51-55	61	37	24	26	8	7	163
	56-60	56	27	27	21	27	16	174
	61-65	49	29	29	25	17	14	163
	66+	27	23	24	12	16	26	128
TOTAL		573	225	157	103	77	63	1,198

Years of service includes complete years of creditable service as of November 1, 2025. May include early service in the public school system.

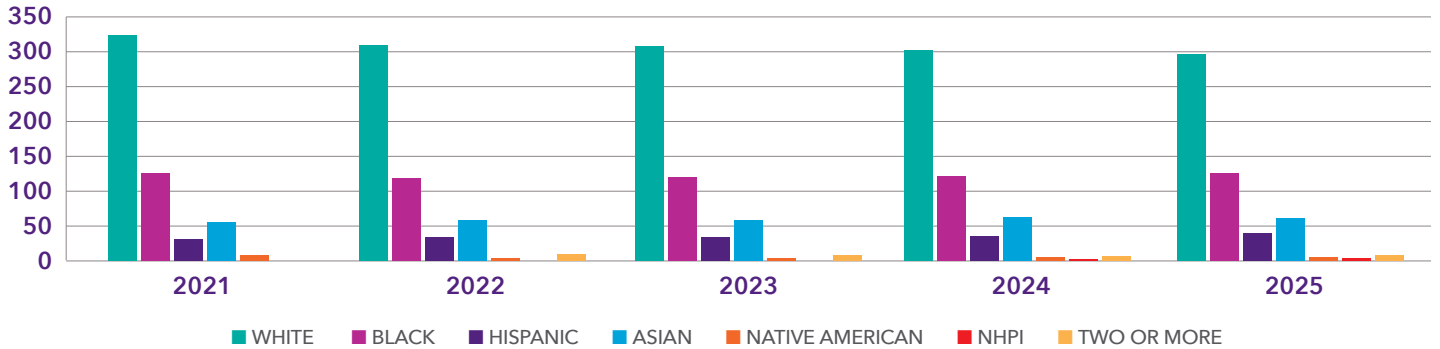
- 34% of staff are younger than 46 years of age.
- 41% of staff are between 46 and 60 years of age.
- 24% of staff are over 60 years of age.
- 67% of staff have fewer than 15 years of service.
- 20% of staff have 20 or more years of service.
- 12% of staff have 25 or more years of service.

‡ The data represented is primarily derived as of November 1, 2025.

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 3 percentage points, from 59% in 2021 to 56% in 2025.
- Full-time faculty identifying as Asian has increased by 1 percentage point, from 10% in 2021 to 11% in 2025.

	White	Black	Hispanic	Asian	Native American	NHPI	Two or More	TOTAL	Male	Female
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
2025	297	125	38	61	3	1	8	533	204	329

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

AGE AND YEARS OF SERVICE

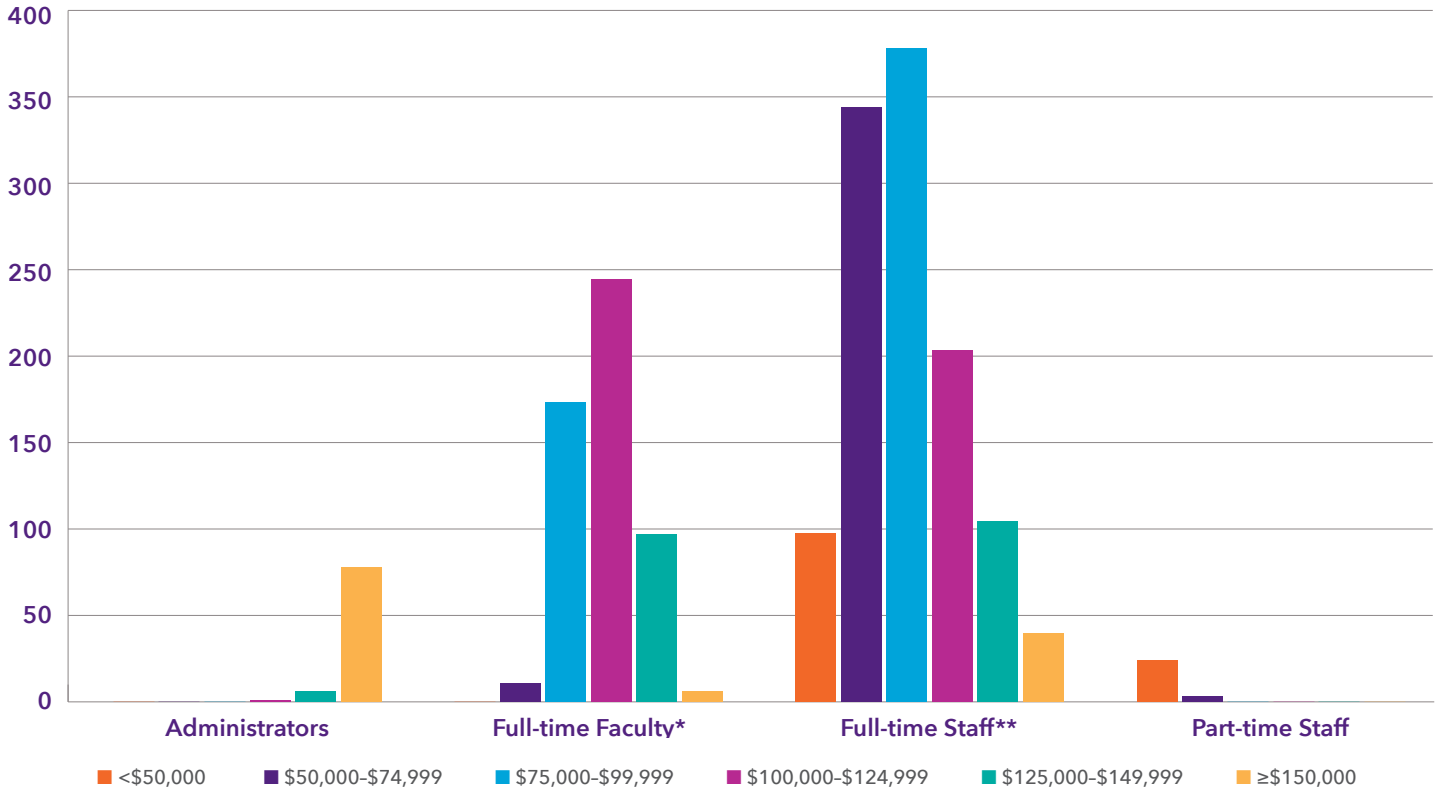
		Years of Service						
		<10	10-14	15-19	20-24	25-29	30+	TOTAL
Age in 2025	<36	15	0	0	0	0	0	15
	36-40	29	4	0	0	0	0	33
	41-45	38	16	5	0	0	0	59
	46-50	34	24	22	1	0	0	81
	51-55	27	22	18	19	4	0	90
	56-60	23	24	25	16	9	3	100
	61-65	10	17	15	17	12	8	79
	66+	8	9	7	13	20	19	76
	TOTAL	184	116	92	66	45	30	533

- 20% of full-time faculty are younger than 46 years of age.
- 51% of full-time faculty are between 46 and 60 years of age.
- 29% of full-time faculty are over 60 years of age.
- 56% of full-time faculty have fewer than 15 years of service.
- 26% of full-time faculty have 20 or more years of service.
- 14% of full-time faculty have 25 or more years of service.

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Compensation Distribution

ANNUAL SALARY BY EMPLOYEE TYPE



- 7% of employees in budgeted/regular positions are earning less than \$50,000.
- 20% of employees in budgeted/regular positions are earning between \$50,000 up to \$75,000.
- 30% of employees in budgeted/regular positions are earning between \$75,000 to \$99,999.
- 43% of employees in budgeted/regular positions are earning \$100,000 or more.

Employee Type	<\$50,000	\$50,000-\$74,999	\$75,000-\$99,999	\$100,000-\$124,999	\$125,000-\$149,999	≥\$150,000	TOTAL
Administrators	0	0	0	1	6	78	85
Full-time Faculty*	0	11	174	245	97	6	533
Full-time Staff**	98	345	379	204	105	40	1,171
Part-time Staff	24	3	0	0	0	0	27
TOTAL	122	359	553	450	208	124	1,816

*Full-time Faculty counts include department chairs.

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

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Compensation Distribution

SALARY BY RACE, ETHNICITY, AND GENDER

	White	Black	Hispanic	Asian	Native American	NHPI*	Two or More	TOTAL	Male	Female
<\$50,000	18	30	59	10	2	1	2	122	43	79
\$50,000-\$74,999	94	126	77	52	1	1	8	359	166	193
\$75,000-\$99,999	219	174	65	84	0	2	9	553	219	334
\$100,000-\$124,999	236	114	38	51	2	0	9	450	185	265
\$125,000-\$149,999	118	37	13	34	2	0	4	208	96	112
≥\$150,000	67	32	8	14	2	0	1	124	49	75
TOTAL	752	513	260	245	9	4	33	1,816	758	1,058

*NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

- Of the employees earning \$75,000 or above annually, 48% identify as White and 52% identify as Black, Hispanic, Asian, Native American, Native Hawaiian/Pacific Islander, or Two or More races/ethnicities.
- 43% of the employees in budgeted/regular positions earn \$100,000 or more annually.
- Female employees in budgeted/regular positions make up 58% earning above \$100,000 annually.
- 9% 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	32	5	14	17	16	16	10	12	122
\$50,000-\$74,999	112	44	32	40	39	30	33	29	359
\$75,000-\$99,999	41	70	86	92	81	83	62	38	553
\$100,000-\$124,999	7	23	33	67	86	103	75	56	450
\$125,000-\$149,999	0	2	13	19	31	36	47	60	208
≥\$150,000	0	6	11	20	23	17	29	18	124
TOTAL	192	150	189	255	276	285	256	213	1,816

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

- 40% are 40 years or younger.
- 33% are between 41 and 55 years.
- 27% are 56 years or older.

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

- 26% are 50 years or younger.
- 74% are 50 years or older.

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Years of Service

YEARS OF SERVICE BY RACE, ETHNICITY, AND GENDER

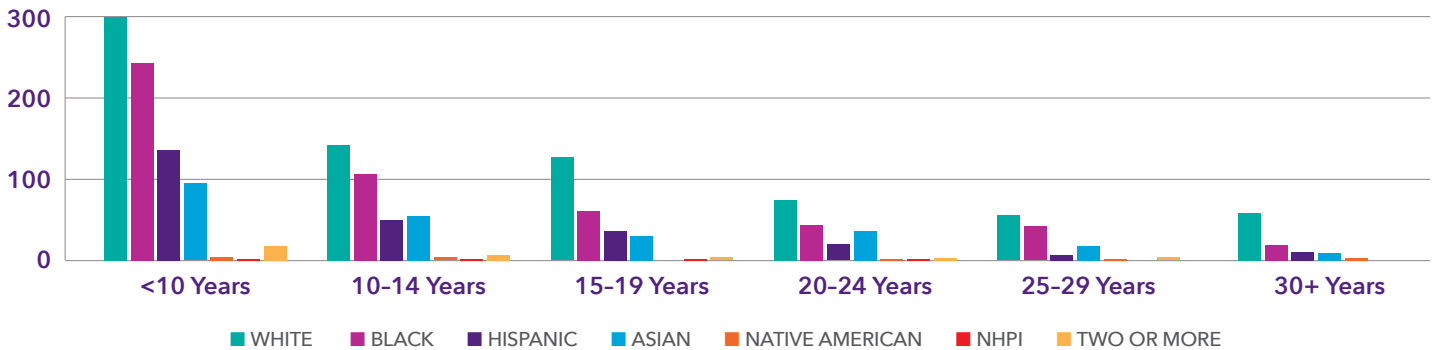
	White	Black	Hispanic	Asian	Native American	NHPI*	Two or More	TOTAL	Male	Female
<10 Years	298	241	135	94	4	1	18	791	308	483
10-14 Years	141	106	49	55	2	1	7	361	146	215
15-19 Years	126	61	37	31	0	1	3	259	119	140
20-24 Years	74	44	20	37	1	1	2	179	94	85
25-29 years	55	42	8	18	1	0	3	127	44	83
30+ Years	58	19	11	10	1	0	0	99	47	52
TOTAL	752	513	260	245	9	4	33	1,816	758	1,058

*NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

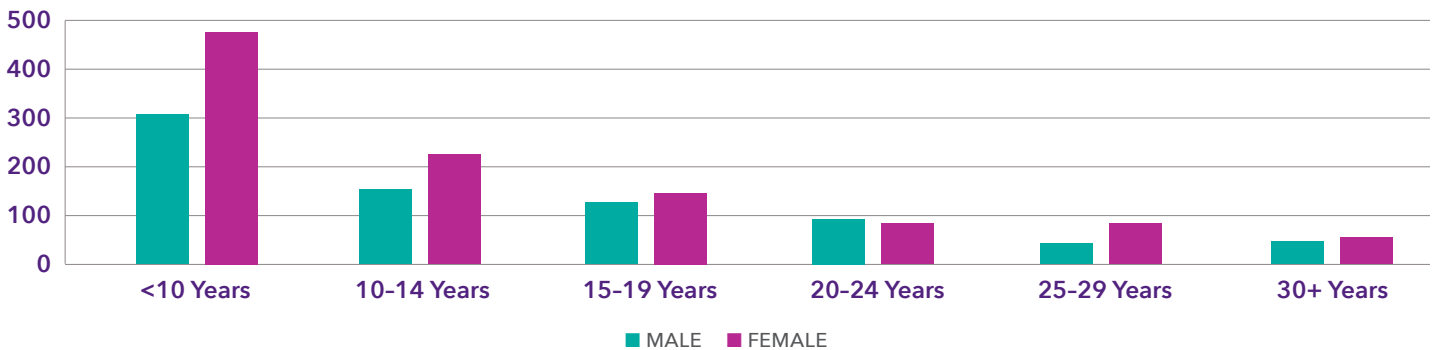
Years of service includes complete years of creditable service as of November 1, 2025. May include early service in the public school system.

- 44% of employees in budgeted/regular positions have been at the College less than 10 years.
- 44% of employees in budgeted/regular positions have been at the College between 10 and 24 years.
- 12% of employees in budgeted/regular positions have been at the College more than 25 years.

YEARS OF SERVICE BY RACE AND ETHNICITY



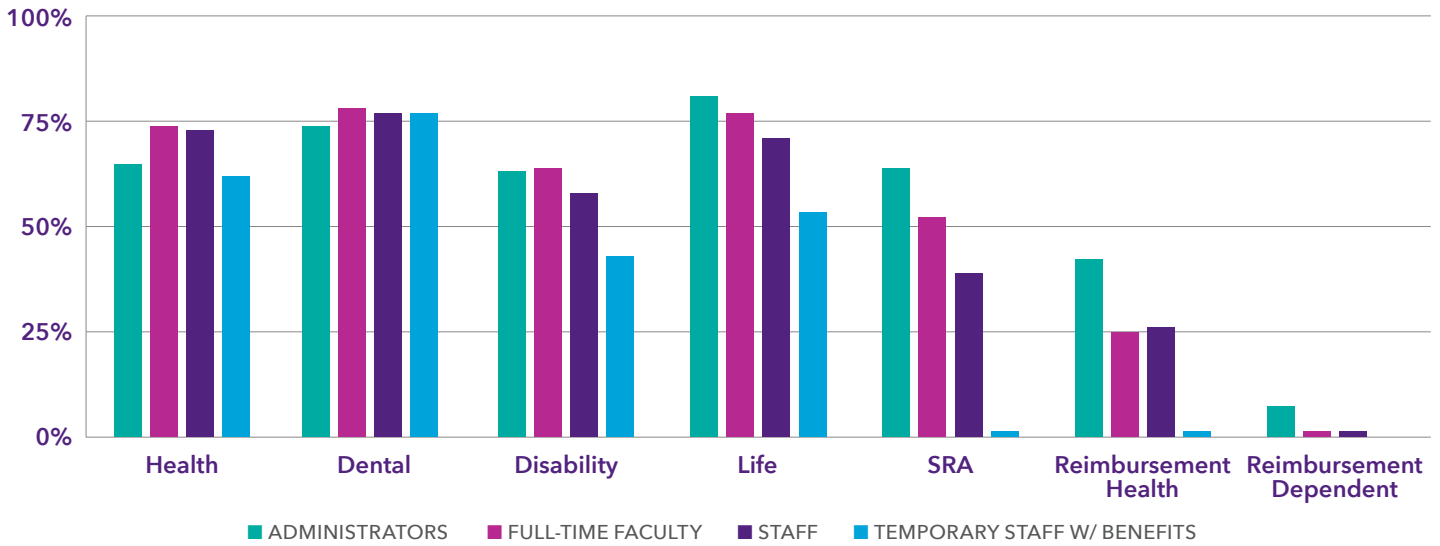
YEARS OF SERVICE BY GENDER



SECTION II: BUDGETED/ REGULAR EMPLOYEES

Group Insurance

GROUP INSURANCE BY EMPLOYEE TYPE



	Health	Dental	Disability	Life	SRA*	Reimbursement Health	Reimbursement Dependent
Administrators	65%	74%	63%	81%	64%	42%	7%
Full-time Faculty	74%	78%	64%	77%	52%	25%	2%
Staff	73%	77%	58%	71%	39%	26%	2%
Temporary Staff w/ Benefits	62%	77%	43%	53%	1%	1%	0%

Percentages are based on participation within applicable employee group.
*SRA is the abbreviation for Supplemental Retirement Account

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.

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

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

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

Reimbursement Accounts

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

403(b) Defined Contribution Plan Supplemental Retirement Accounts

- Four (4) vendors available: Corebridge Financial, Equitable, TIAA, Voya.
- Part-time faculty and temporary staff workers became eligible on January 1, 2008.

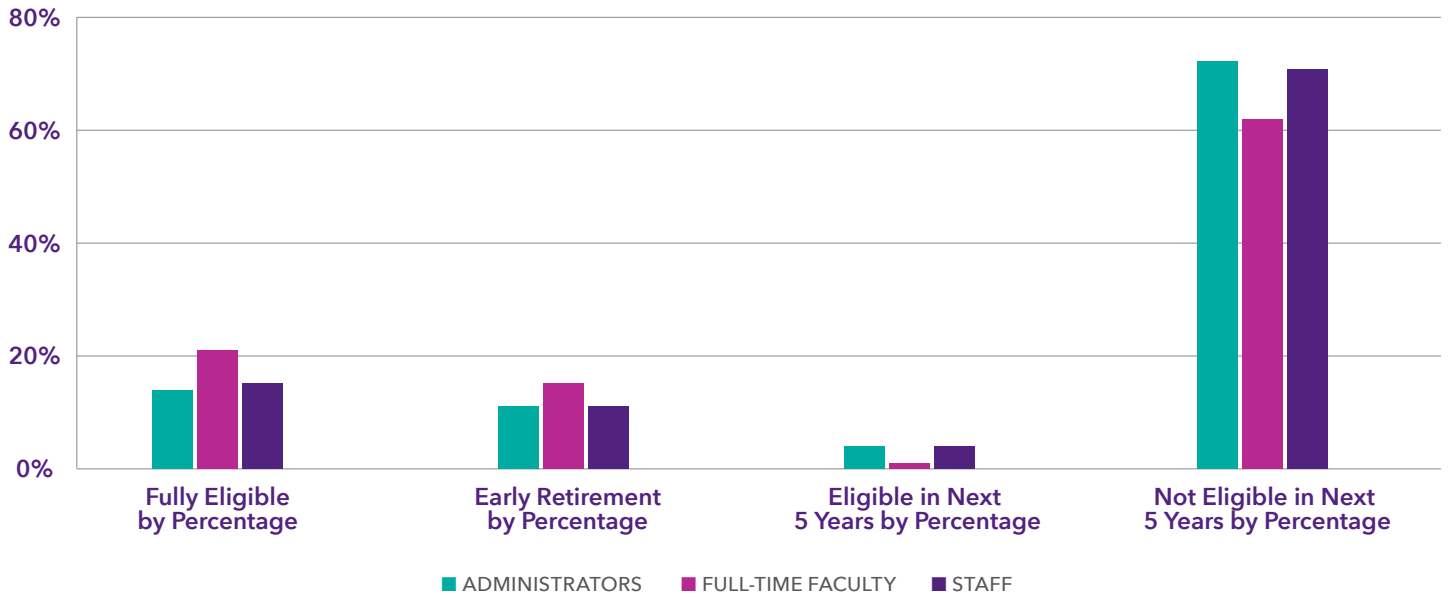
457(b) Deferred Compensation Plan Supplemental Retirement Accounts

- Four (4) vendors available: Corebridge Financial, Equitable, TIAA, Voya.
- Eligible employees may participate in both 457(b) and 403(b).

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Retirement Eligibility

RETIREMENT ELIGIBILITY BY AGE AND YEARS OF SERVICE



- Four (4) employees in budgeted positions are not eligible for enrollment in the College’s retirement plans due to their status as a retiree or vested allowance recipient from the Maryland State Retirement and Pension System.
- 24% of administrators are currently fully eligible now for retirement or eligible for early retirement.
- 36% 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, approximately 3% of the College’s budgeted/regular employees who are currently ineligible for retirement will become eligible within the next 5 years.

	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	12	14%	9	11%	3	4%	61	72%
Full-time Faculty*	111	21%	81	15%	8	1%	333	62%
Staff**	173	15%	129	11%	49	4%	843	71%

*Full-time Faculty counts include department chairs.

**Staff counts include temporary staff with benefits.

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Retirement Eligibility

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.

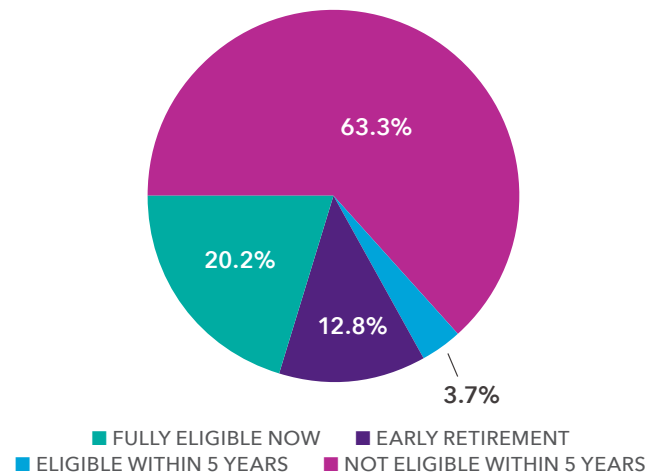
Significant changes were made to the State Pension Plan effective July 1, 2011. Contributions were increased from 5 percent to 7 percent for all employees. Vesting and retirement eligibility were increased for employees hired after July 1, 2011.

Additionally, there are five (5) employees that are not eligible for participation in the Maryland State Retirement program as Montgomery College employees because they are already retired from the State system.

OPTIONAL RETIREMENT PLAN PARTICIPANTS

Optional Retirement Plan Participants: 623

- 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	126
Early Retirement	80
Eligible within 5 Years	23
Not Eligible within 5 Years	394
PLAN TOTAL	623

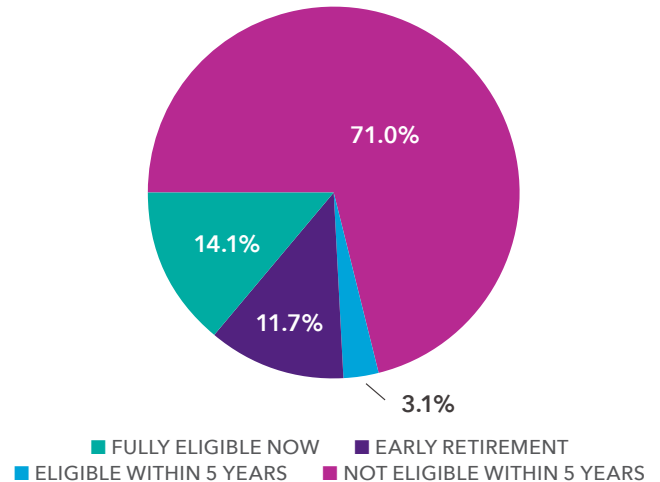
SECTION II: BUDGETED/ REGULAR EMPLOYEES

Retirement Eligibility

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

Plan Participants: 1,187

- 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	167
Early Retirement	139
Eligible within 5 Years	37
Not Eligible within 5 Years	844
PLAN TOTAL	1,187

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

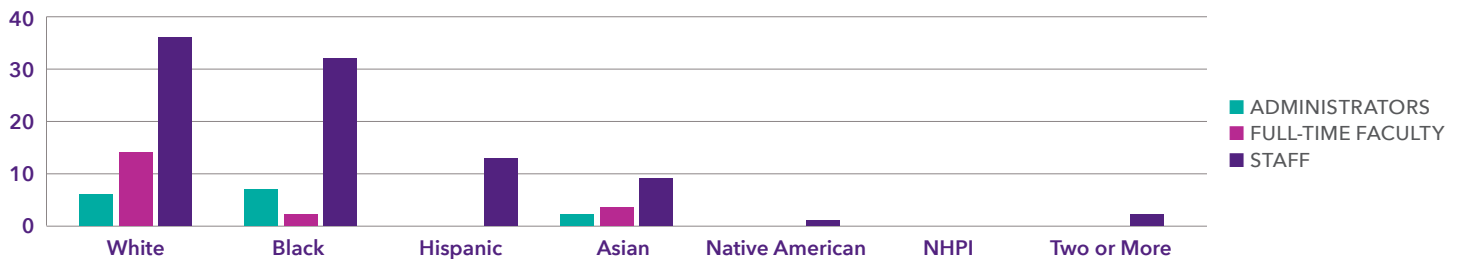
There is one (1) employee enrolled in the Teachers' and Employees' Retirement Plan who was hired prior to January 1, 1980. They are currently in the service retirement phase of the pension plan, which includes a death benefit and disability provision.

SECTION II: BUDGETED/ REGULAR EMPLOYEES

Employee Separations

TYPES OF EMPLOYEES BY RACE, ETHNICITY, AND GENDER

- Separations include retirements, resignations, involuntary terminations, and death.
- A total of 127 employees separated from the College, resulting in a 7% turnover rate in 2025. This is a decrease of 1 percentage point when compared to last year.
- Separations in 2025 consist of 77% staff, 15% full-time faculty, and 8% administrators.
- Females represent 59% of the employees that separated from the College in 2025.



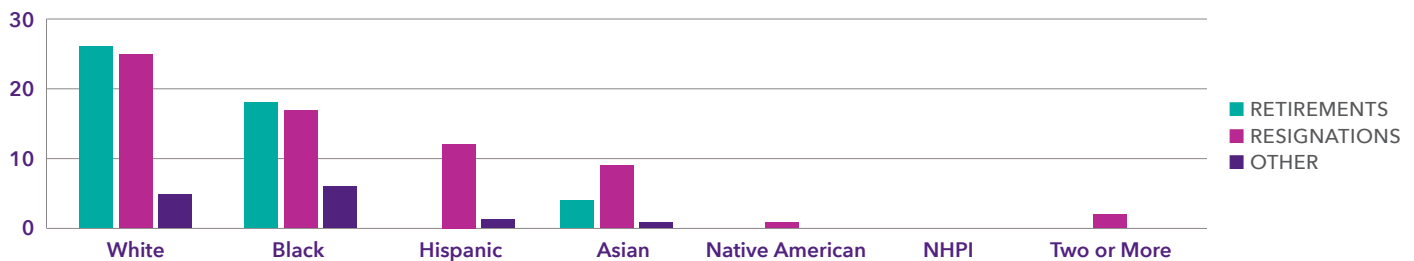
	White	Black	Hispanic	Asian	Native American	NHPI*	Two or More	TOTAL	Male	Female
Administrators	6	7	0	2	0	0	0	15	5	10
Full-time Faculty**	14	2	0	3	0	0	0	19	10	9
Staff***	36	32	13	9	1	0	2	93	37	56
TOTAL	56	41	13	14	1	0	2	127	52	75

*NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

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

TYPES OF SEPARATIONS BY RACE, ETHNICITY, AND GENDER

- Retirements make up 38% of the separations for 2025.
- 52% of the separations are due to resignations.
- 10% of the separations are for other reasons.



	White	Black	Hispanic	Asian	Native American	NHPI*	Two or More	TOTAL	Male	Female
Retirements	26	18	0	4	0	0	0	48	21	27
Resignations	25	17	12	9	1	0	2	66	24	42
Other	5	6	1	1	0	0	0	13	7	6
TOTAL	56	41	13	14	1	0	2	127	52	75

*NHPI is the abbreviation for Native Hawaiian and Pacific Islander.

