



Montgomery College Personnel Profile

**OFFICE OF HUMAN RESOURCES
AND STRATEGIC TALENT MANAGEMENT**

April 2022

Montgomery College Personnel Profile Introduction

This publication serves to provide a useful overview of Montgomery College's workforce data. It includes data on faculty, staff, and administrators such as gender, race, ethnicity, age, 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 this profile is derived from the College's Banner System and Data Warehouse and is as of November 1, 2021. Due to different data acquisition dates, the number of employees and employees in retirement plans may vary. It is important to note that this data reflects the College's workforce following a freeze in hiring from April 2020 through July 2021 due to the COVID-19 pandemic. As of November 1, approximately 40 new employees have been hired.

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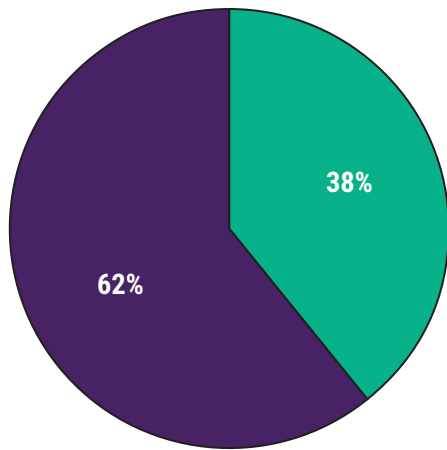
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SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE ALL EMPLOYEE DEMOGRAPHICS

Regular and Contingent Employees



- BUDGETED/REGULAR EMPLOYEES**
- NON-BUDGETED/CONTINGENT EMPLOYEES**

- Montgomery College employs 1,787 benefits eligible employees that are in budgeted, “regular” positions. This group consists of administrator, full-time faculty, full and part-time staff positions.
- Our 1,087 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.

Note: The data presented is based on the College’s total workforce of 2,874 employees on November 1, 2021.

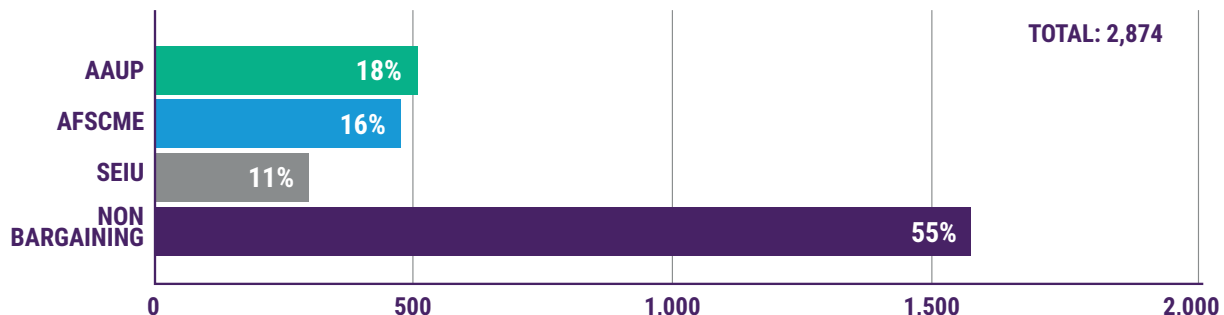
All Employee Headcounts by Race, Ethnicity, and Gender

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
ADMINISTRATORS	44	33	2	4	0	83	36	47
CASUAL TEMPORARY/SUBSTITUTES	57	24	5	5	0	91	25	66
CREDIT PART-TIME FACULTY	329	157	34	88	10	618	270	348
FULL-TIME FACULTY*	324	126	32	56	9	547	209	338
STAFF**	423	397	151	175	11	1,157	516	641
STUDENT WORKERS	30	65	36	48	6	185	59	126
WDCE PART-TIME FACULTY	92	65	16	15	5	193	75	118
TOTAL	1,299	867	276	391	41	2,874	1,190	1,684

*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 courses over two (2) academic years.

SECTION I: COMPLETE MONTGOMERY COLLEGE WORKFORCE COMPENSATION FOR ALL EMPLOYEES

Full-Time Faculty Salary Range

The salary range for the 2021–2022 Academic Year is **\$62,319–\$116,847**.

Part-time Faculty Compensation Schedule

Regular Benefits Eligible

	ACADEMIC YEAR 2021–2022
18 ESH	\$29,555.65
20.5 ESH	\$33,660.60
23 ESH	\$37,765.56
PER ESH RATE	\$1,641.98

Note: Equivalent Semester Hours (ESH) = credit hours

Non-Benefits Eligible

	ACADEMIC YEAR 2021–2022
LECTURER	\$1,260 per ESH
ADJUNCT I	\$1,365 per ESH
ADJUNCT II	\$1,460 per ESH
ADJUNCT II*	\$1,475 per ESH

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

Staff (Bargaining and Nonbargaining), Department Chair, and Administrator Fiscal Year 2022 Salary Schedule

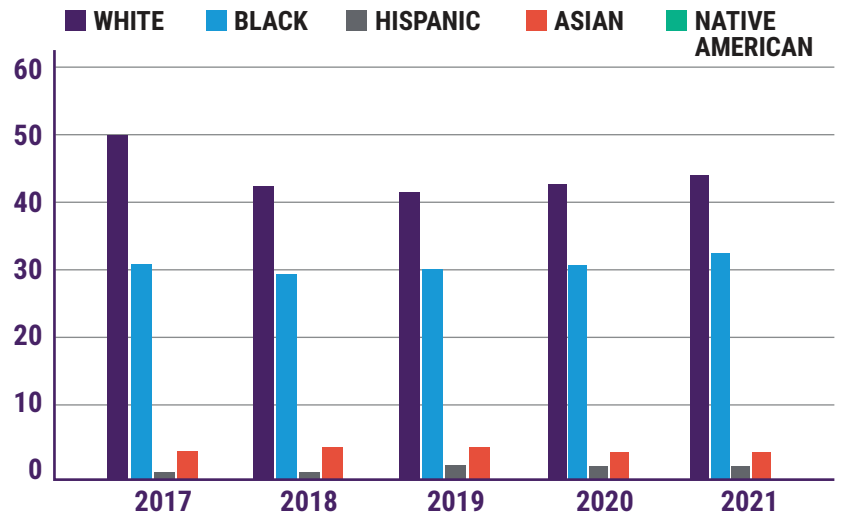
GRADE	SALARY STRUCTURE (ANNUAL)			SALARY STRUCTURE (HOURLY)		
	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
41	\$136,590	\$187,824	\$239,058	\$65.67	\$90.30	\$114.93
39	\$118,834	\$163,384	\$207,934	\$57.13	\$78.55	\$99.97
37	\$103,310	\$142,064	\$180,818	\$49.67	\$68.30	\$86.93
35	\$89,856	\$123,552	\$157,248	\$49.20	\$59.40	\$75.60
33	\$78,208	\$107,536	\$136,864	\$37.60	\$51.70	\$65.80
31	\$71,928	\$93,496	\$115,064	\$34.58	\$44.95	\$55.32
29	\$65,352	\$84,968	\$104,584	\$31.42	\$40.85	\$50.28
27	\$59,448	\$77,272	\$95,096	\$28.58	\$37.15	\$45.72
25	\$54,016	\$70,200	\$86,384	\$25.97	\$33.75	\$41.53
23	\$49,128	\$63,856	\$78,584	\$23.62	\$30.70	\$37.78
21	\$44,656	\$58,032	\$71,408	\$21.47	\$27.90	\$34.33
19	\$42,182	\$52,728	\$63,274	\$20.28	\$25.35	\$30.42
17	\$39,104	\$48,880	\$58,656	\$18.80	\$23.50	\$28.20
15	\$36,192	\$45,240	\$54,288	\$17.40	\$21.75	\$26.10
13	\$33,530	\$41,912	\$50,294	\$16.12	\$20.15	\$24.18
11	\$31,034	\$38,792	\$46,550	\$14.92	\$18.65	\$22.38
9	\$28,766	\$35,984	\$43,202	\$13.83	\$17.30	\$20.77
7	\$26,624	\$33,280	\$39,936	\$12.80	\$16.00	\$19.20
5	\$24,710	\$30,888	\$37,066	\$11.88	\$14.85	\$17.82

Effective July 1, 2021

SECTION II: BUDGETED/REGULAR EMPLOYEES ADMINISTRATOR DEMOGRAPHICS

Race, Ethnicity, and Gender

- Cumulatively, Black, Hispanic, and Asian, administrators increased eight (8) percentage points from 2017 to 2021.
- Female representation has been consistent from 2017 to 2021 with an average of 54%.
- Black administrators increased from 36% in 2017 to 40% in 2021.
- Administrator headcount has been consistent from 2017 to 2021 with slight variations due to vacancies at the time of reporting.



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
2017	50	31	1	4	0	86	39	47
2018	43	29	1	5	0	78	37	41
2019	42	30	2	5	0	79	37	42
2020	43	31	2	4	0	80	36	44
2021	44	33	2	4	0	83	36	47

Age and Years of Service

		YEARS OF SERVICE						TOTAL
		<10	10-14	15-19	20-24	25-29	≥30	
AGE IN 2021	<36	1	0	0	0	0	0	1
	36-40	2	1	0	0	0	0	3
	41-45	1	1	2	1	0	0	5
	46-50	4	2	4	1	0	0	11
	51-55	6	2	4	3	0	1	16
	56-60	8	2	4	3	0	1	18
	61-65	8	1	1	3	0	2	15
	≥66	2	2	2	4	1	3	14
TOTAL	32	11	17	15	1	7	83	

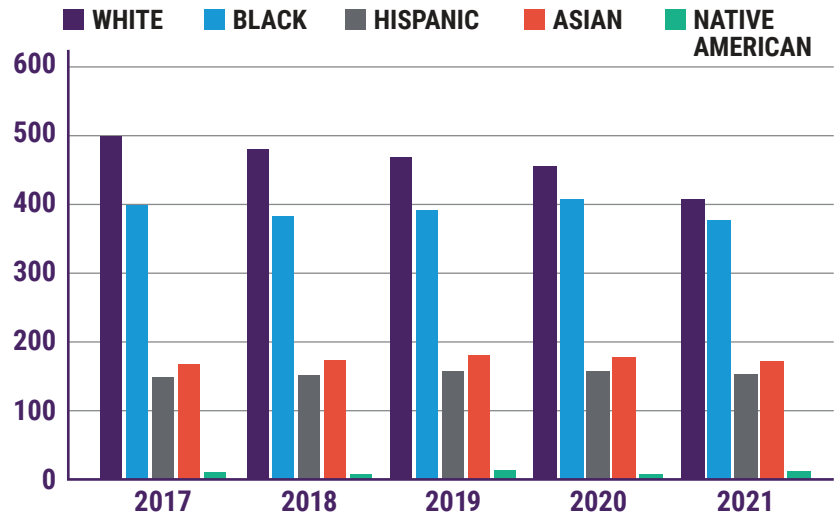
Note: Years of service includes complete years of creditable service as of December 31, 2021. May include early service in the public school system.

- 35% (29) of administrators are over 60 years of age.
- 33% (27) of administrators are between 46 and 55 years of age.
- 24% (20) of administrators are younger than 51 years of age.
- 52% (43) of administrators have fewer than 15 years of service.
- 20% (17) of administrators are over 55 and have 20 or more years of service.
- 10% (8) of administrators have 25 or more years of service.

SECTION II: BUDGETED/REGULAR EMPLOYEES STAFF DEMOGRAPHICS

Race, Ethnicity, and Gender

- Staff who identify as Native American increased slightly from .6% in 2020 to 1% in 2021.
- Collectively, Black, Hispanic, Asian, and Native American staff representation increased from 59% in 2017 to 63% in 2021.
- White staff representation decreased from 41% in 2017 to 37% in 2021.



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
2017	499	399	149	168	11	1,226	550	676
2018	476	380	150	171	10	1,187	547	640
2019	463	385	151	175	12	1,186	540	646
2020	457	408	158	176	8	1,207	540	667
2021	423	397	151	175	11	1,157	516	641

Age and Years of Service

		YEARS OF SERVICE						
		<10	10-14	15-19	20-24	25-29	≥30	TOTAL
AGE IN 2021	<36	114	9	0	0	0	0	123
	36-40	84	18	8	2	0	0	112
	41-45	79	31	15	9	0	0	134
	46-50	81	31	27	16	5	0	160
	51-55	64	28	24	27	13	5	161
	56-60	72	36	34	31	11	22	206
	61-65	39	29	26	29	9	24	156
	≥66	32	14	18	15	8	18	105
	TOTAL	565	196	152	129	46	69	1,157

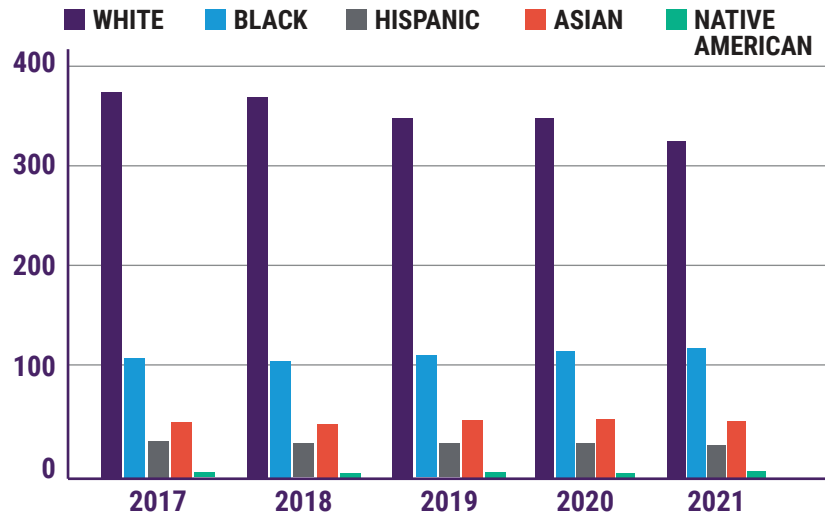
Note: Years of service includes complete years of creditable service as of December 31, 2021. May include early service in the public school system.

- 32% (369) of staff are less than 46 years of age.
- 28% (321) of staff are between 46 and 55 years of age.
- 66% (761) of staff have less than 15 years of service.
- 14% (167) of staff are over 55 and have 20 or more years of service.
- 10% (115) of staff have 25 or more years of service.

SECTION II: BUDGETED/REGULAR EMPLOYEES FULL-TIME FACULTY DEMOGRAPHICS

Race, Ethnicity, and Gender

- Black, Hispanic, Asian, and Native American full-time faculty representation increased from 36% in 2017 to 41% in 2021.
- Of the full-time faculty, 62% are females.
- Black full-time faculty representation increased by three (3) percentage points from 2017 to 2021.
- Native American representation increased to 2% of the full-time faculty population in 2021.



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
2017	369	114	35	53	6	577	222	355
2018	367	111	34	52	6	570	216	354
2019	348	116	34	55	7	560	215	345
2020	345	122	34	57	6	564	211	353
2021	324	126	32	56	9	547	209	338

Age and Years of Service

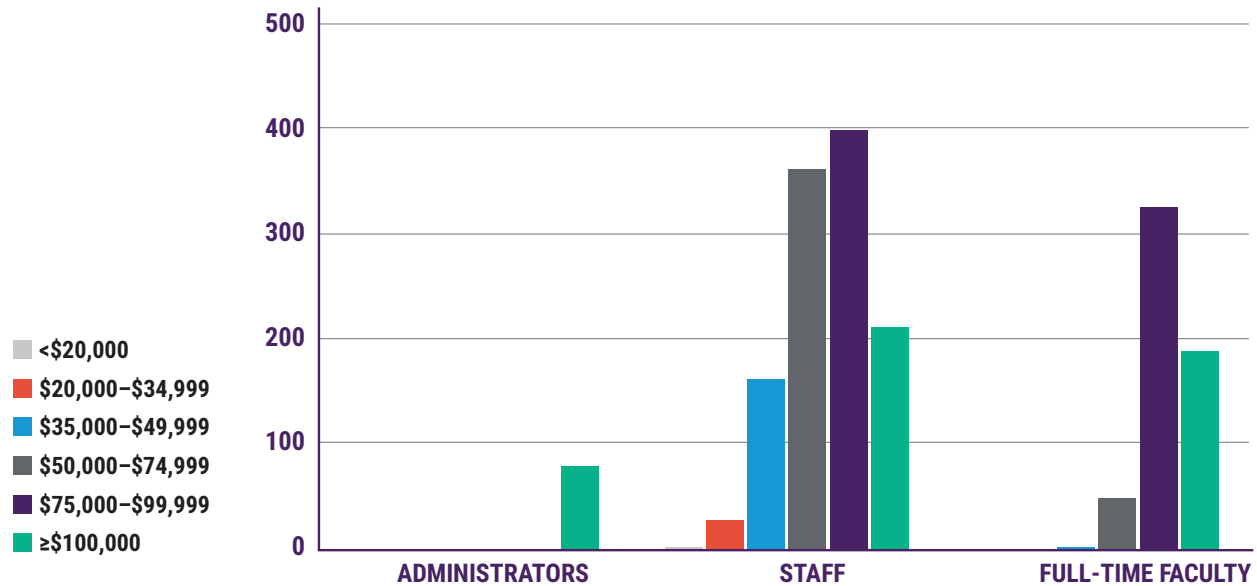
		YEARS OF SERVICE						TOTAL
		<10	10-14	15-19	20-24	25-29	≥30	
AGE IN 2021	<36	21	1	0	0	0	0	22
	36-40	29	7	0	0	0	0	36
	41-45	41	22	1	0	0	0	64
	46-50	34	23	21	5	0	0	83
	51-55	35	25	27	13	2	0	102
	56-60	16	20	22	14	7	3	82
	61-65	14	12	12	25	10	6	79
	≥66	8	12	14	18	15	12	79
	TOTAL	198	122	97	75	34	21	547

Note: Years of service includes complete years of creditable service as of December 31, 2021. May include early service in the public school system.

- 34% (185) of full-time faculty are between 46 and 55 years of age.
- 29% (158) of full-time faculty are over 60 years of age.
- 22% (122) of full-time faculty are younger than 46 years of age.
- 10% (55) of full-time faculty have 25 or more years of service.
- 59% (320) of full-time faculty have fewer than 15 years of service.
- 20% (110) of full-time faculty are over 55 and have 20 or more years of service.

SECTION II: BUDGETED/REGULAR EMPLOYEES COMPENSATION DISTRIBUTION

Employee Type



	<\$20,000	\$20,000-\$34,999	\$35,000-\$49,999	\$50,000-\$74,999	\$75,000-\$99,999	≥\$100,000
ADMINISTRATORS	0	0	0	0	0	83
STAFF*	1	26	160	360	399	211
FULL-TIME FACULTY**	0	0	1	41	324	181

*Staff count includes temporary staff with benefits.

**Full-time faculty count includes department chairs.

- Staff members making less than \$35,000 are primarily part-time staff.
- Full-time faculty earning less than \$50,000 are on a reduced workload schedule.
- 11% of the employee population is earning less than \$50,000.
- 27% of the employee population is earning \$100,000 or more.

SECTION II: BUDGETED/REGULAR EMPLOYEES COMPENSATION DISTRIBUTION

Race, Ethnicity, and Gender

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
<\$20,000	0	0	1	0	0	1	1	0
\$20,000-\$34,999	8	9	6	3	0	26	11	15
\$35,000-\$49,999	23	69	47	21	1	161	79	82
\$50,000-\$74,999	120	163	55	58	5	401	178	223
\$75,000-\$99,999	363	207	53	93	7	723	281	442
≥\$100,000	277	108	23	60	7	475	211	264
TOTAL	791	556	185	235	20	1,787	761	1,026

- Black, Hispanic, Asian, and Native American employees in budgeted positions make up 84% of the population earning below \$50,000.
- Of this population, female employees make up 52%.
- The facilities department represents 66% of the employees in budgeted/regular positions who earn below \$50,000.
- 22% of employees in budgeted/regular positions earn between \$50,000-\$75,000.
- 67% of the employees in budgeted/regular positions earn \$75,000 or more.

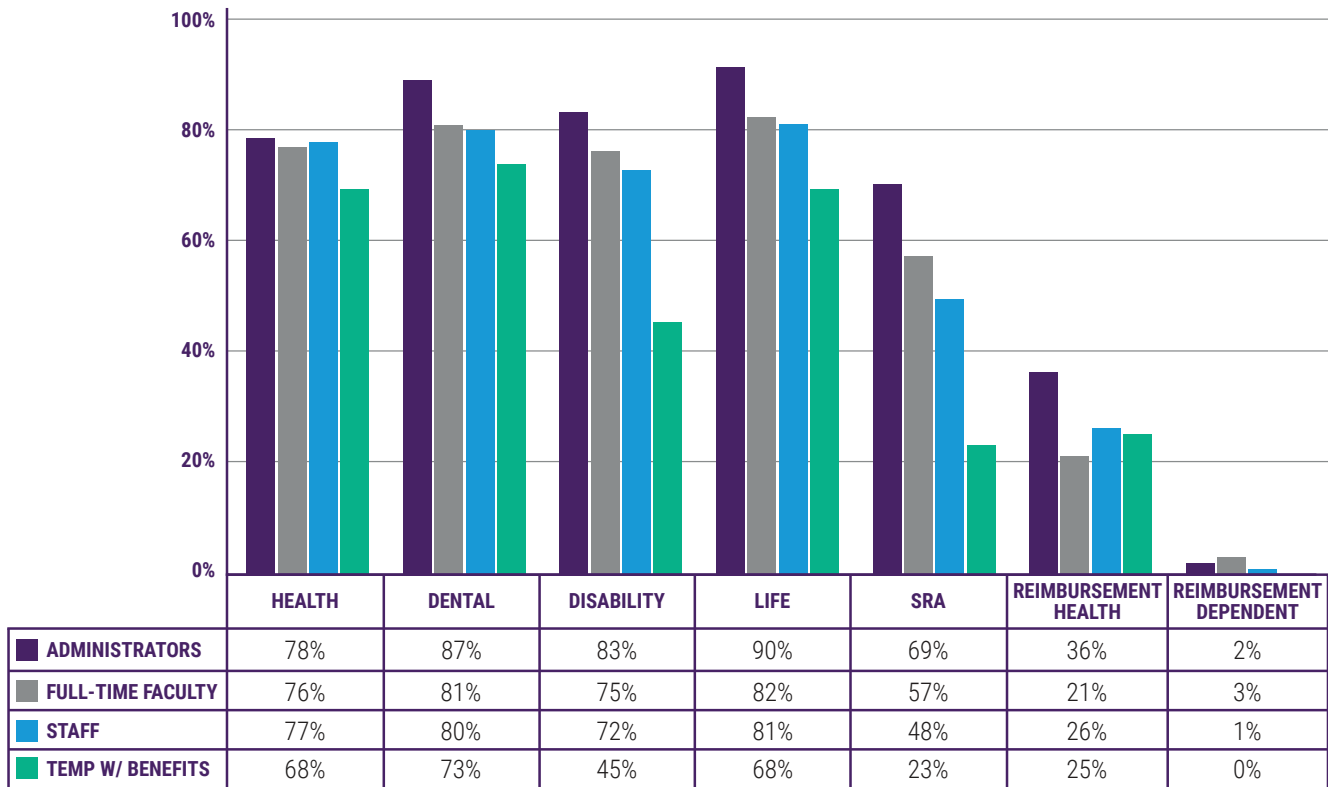
Salary by Age

	<36	36-40	41-45	46-50	51-55	56-60	61-65	>66	TOTAL
<\$20,000	1	0	0	0	0	0	0	0	1
\$20,000-\$34,999	4	3	1	5	3	3	2	5	26
\$35,000-\$49,999	35	22	15	20	11	27	15	16	161
\$50,000-\$74,999	82	52	51	49	44	61	38	24	401
\$75,000-\$99,999	20	63	110	128	142	113	77	70	723
≥\$100,000	4	11	26	52	79	102	118	83	475
TOTAL	146	151	203	254	279	306	250	198	1,787

- 22% of employees in budgeted/regular positions under the age of 41 earn \$50,000 or less.
- 33% of employees in budgeted/regular positions under the age of 41 are earning \$75,000 or more.
- 74% employees in budgeted/regular positions over the age of 40 are earning \$75,000 or more.
- Employees in budgeted/regular positions between the ages of 51 to 55 make up the highest population of those earning \$75,000 or more.

SECTION II: BUDGETED/REGULAR EMPLOYEES GROUP INSURANCE

Employee Type



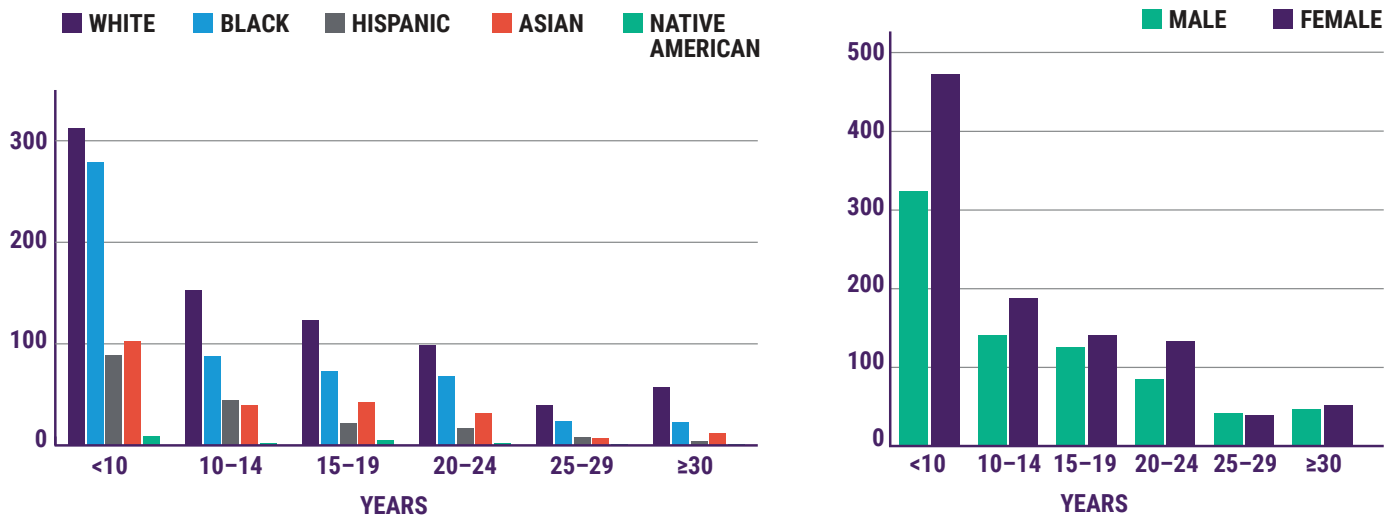
Note: Percentages are based on participation within employee group.

Montgomery College Offers

- **Three Health Plan Options**
 - High-Deductible Plan with Health Savings Account (HSA)
 - HMO/Point of Service Plan
 - The College contributes 75% of the total cost.
- **Two Dental Plan Options**
 - Indemnity/Preferred Provider Plan, Dental Maintenance Plan
 - The College contributes 75% of the total cost.
- **Life, Accidental Death & Dismemberment, Long Term Disability Coverage**
 - The College contributes 75% of the total cost of each of the above.
- **Four Supplemental Retirement Annuities (SRA) - 403(B)**
 - TIAA/CREF, Voya, AXA Equitable, Valic
 - Effective 1/1/2008, these plans became available to part-time faculty and short-term temporaries.
- **Four Deferred Compensation Plans - 457(B)**
 - TIAA/CREF, Voya, AXA Equitable, Valic
 - Eligible Employees may participate in both 457(B) and 403(B).
- **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.
- **Vision Care and Group Legal coverage are available to employees who pay 100% of the total cost.**

SECTION II: BUDGETED/REGULAR EMPLOYEES YEARS OF SERVICE

Race, Ethnicity, and Gender



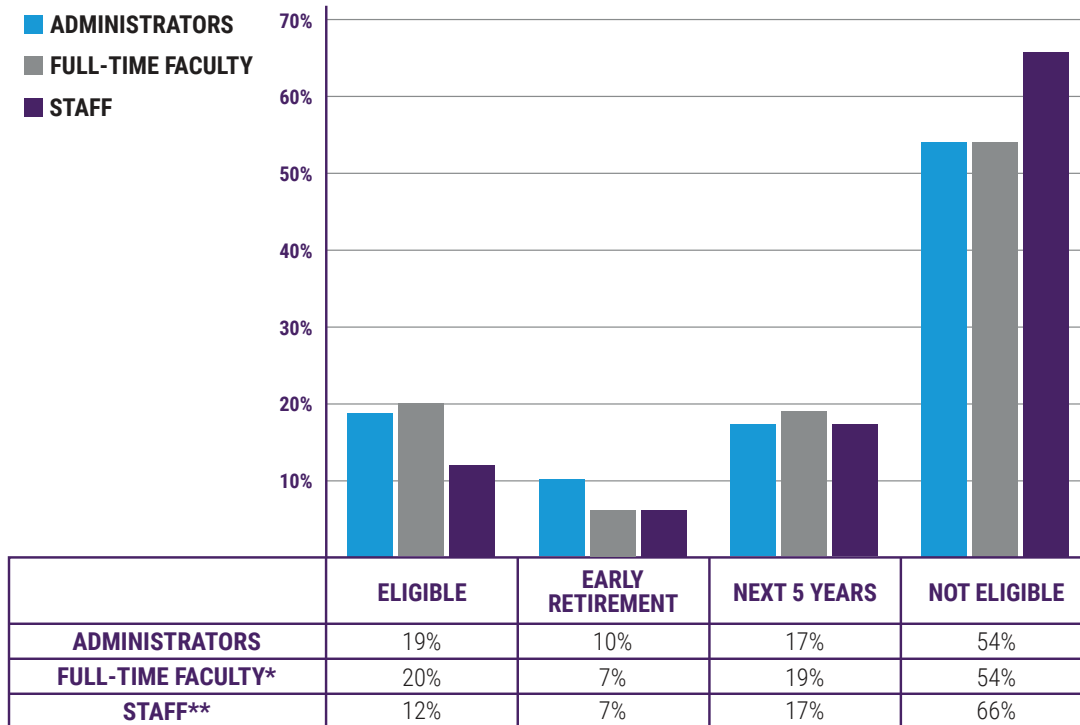
	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
<10 YEARS	317	279	89	101	9	795	322	473
10-14 YEARS	154	88	45	40	2	329	141	188
15-19 YEARS	123	73	22	43	5	266	125	141
20-24 YEARS	99	69	17	32	2	219	85	134
25-29 YEARS	41	24	8	7	1	81	42	39
≥30 YEARS	57	23	4	12	1	97	46	51
TOTAL	791	556	185	235	20	1,787	761	1,026

Note: Years of service includes complete years of creditable service as of December 31, 2021. May include early service in the public school system.

- 10% of employees in budgeted/regular positions have been at the College 25 years or more.
- 56% of employees in budgeted/regular positions have been at the College 10 years or more.
- Of this population, 52% are Black, Hispanic, Asian, and Native American.

SECTION II: BUDGETED/REGULAR EMPLOYEES RETIREMENT ELIGIBILITY

Employee Type



*Full-time faculty count includes department chairs.

**Staff count includes temporary staff with benefits.

- 29% of administrators are currently eligible for early retirement or service retirement.
- In aggregate, 17% of the College’s employees will become eligible for retirement in the next five years.

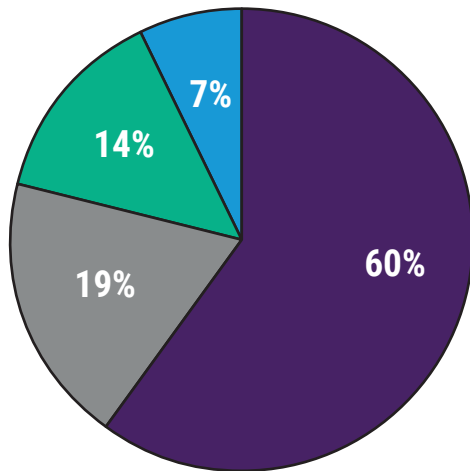
SECTION II: BUDGETED/REGULAR EMPLOYEES RETIREMENT ELIGIBILITY BY PLAN

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.

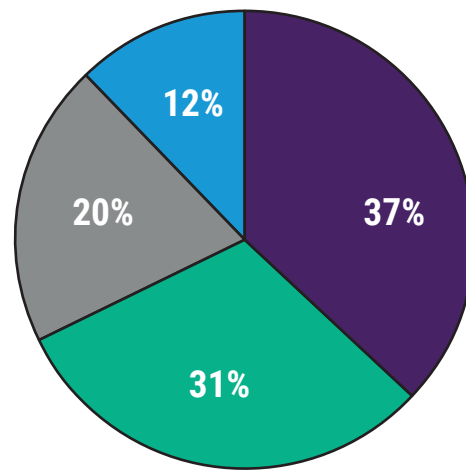
Significant changes were made to the State Pension Plan effective July 1, 2011. Contributions were increased from 5 percent to 7 percent for all employees. Vesting and retirement eligibility were increased for employees hired after July 1, 2011.

The information presented below provides retirement eligibility information for each of the plans. In aggregate, 15 percent of all College employees are currently eligible for service retirement, 7 percent are eligible for early retirement and an additional 17 percent are eligible, for either service or early retirement, within the next five years.

Optional Retirement Plan



**Teachers and Employees Pension Plan
(Hired prior to July 1, 2011)**



■ EARLY RETIREMENT

■ SERVICE RETIREMENT

■ ELIGIBLE WITHIN 5 YEARS

■ NOT ELIGIBLE

Plan Participants: 653 (37%)

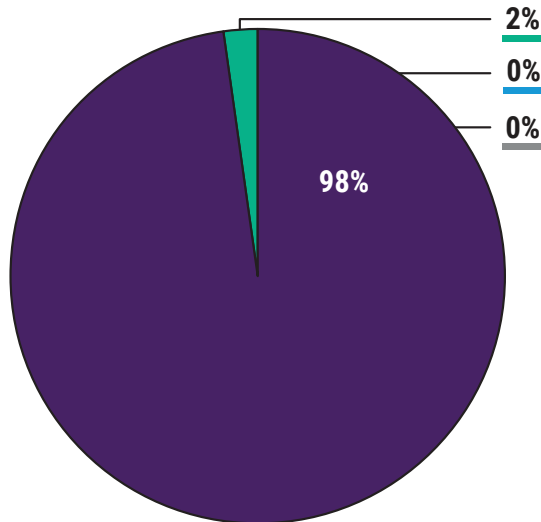
- Defined contribution plan
- 7.25% state contribution.
- Option available to professional staff/administrators and faculty.
- Self-directed investment options.
- No provisions for disability.

Plan Participants: 632 (35%)

- 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.
- Early retirement at 55 with 15 years of service.
- COLA included after retirement.
- Includes a death benefit and disability provision.

**SECTION II: BUDGETED/REGULAR EMPLOYEES
RETIREMENT ELIGIBILITY BY PLAN**

Teachers and Employees Pension Plan
(Hired after July 1, 2011)

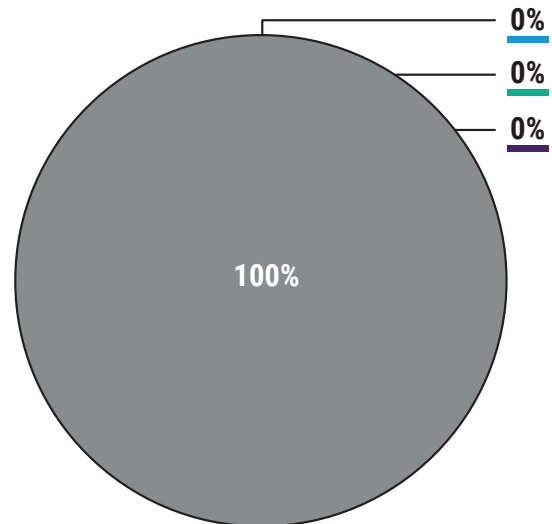


■ SERVICE RETIREMENT ■ EARLY RETIREMENT

Plan Participants: 473 (27%)

- 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.

Teachers and Employees Retirement Plan
(Hired prior to January 1, 1980, Closed Plan)



■ ELIGIBLE WITHIN 5 YEARS ■ NOT ELIGIBLE

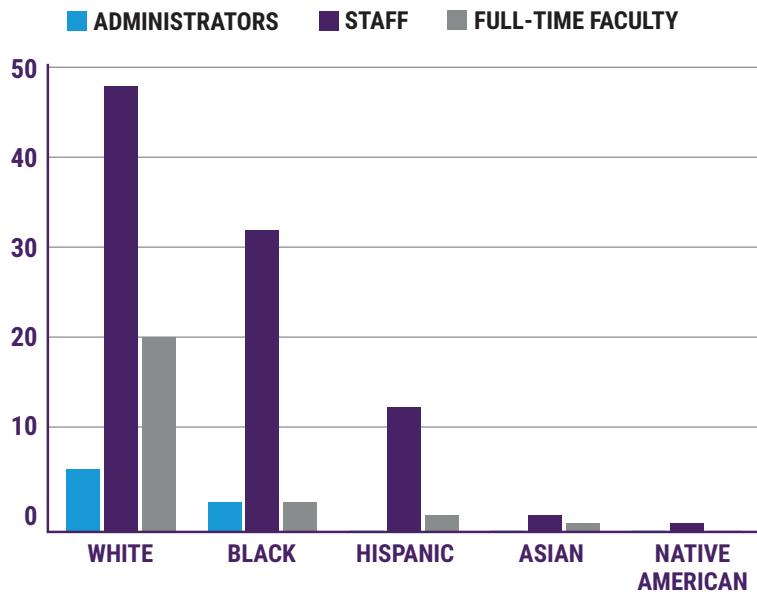
Plan Participants: 2 (<1%)

- Defined Benefit Plan
- Enrollment limited to employment before January 1, 1980.
- Mandatory 5% or 7% contribution.
- Service retirement at age 60 or 30 years of service.
- Early retirement at 25 years of service.
- COLA included after retirement.
- Includes death benefit and disability provision.

SECTION II: BUDGETED/REGULAR EMPLOYEES EMPLOYEE SEPARATIONS

Race, Ethnicity, and Gender

- Total separations for 2021 was 130.
- Separations include retirements, resignations, and involuntary terminations.
- The 2021 employee turnover rate was 7%, an increase of two percentage points when compared to last year. This difference is attributed to employee separations and reduced headcount resulting from the COVID-19 pandemic.
- 2021 separations consist of 73% staff, 20% full-time faculty, and 7% administrators.
- Females represent 58% of the employees that separated in 2021.

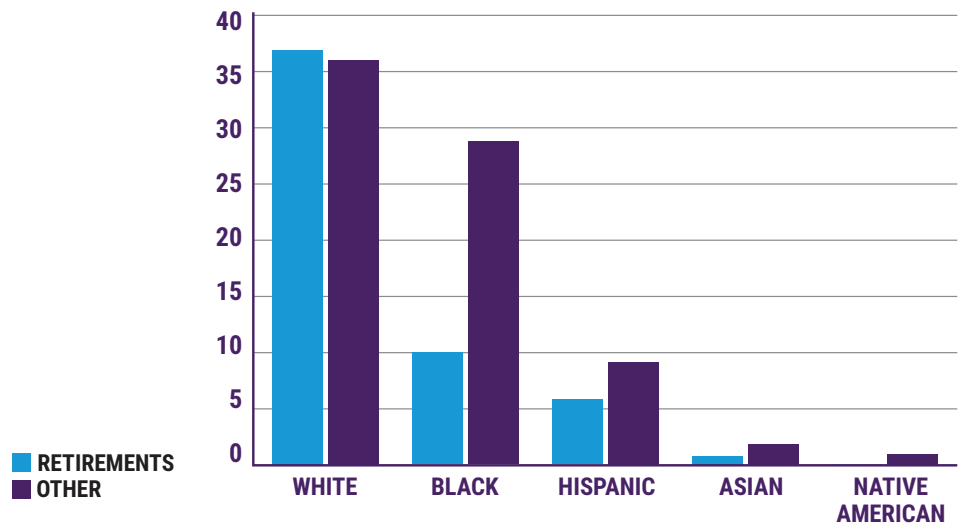


	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
ADMINISTRATORS	6	3	0	0	0	9	3	6
STAFF	47	32	13	2	1	95	44	51
FULL-TIME FACULTY*	20	3	2	1	0	26	7	19
TOTAL	73	38	15	3	1	130	54	76

*Full-time faculty count includes department chairs

Types of Separations

- Retirements make up 42% of separations for 2021.
- 58% of the separations are due to resignations and involuntary terminations.



	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN	TOTAL	MALE	FEMALE
RETIREMENTS	37	10	6	1	0	54	19	35
OTHER	36	28	9	2	1	76	35	41
TOTAL	73	38	15	3	1	130	54	76