

Maryland

Department of Budget and Management



Annual Statewide Equal Employment Opportunity Report - Fiscal Year 2021



Larry Hogan, Governor • Boyd K. Rutherford, Lt. Governor • David R. Brinkley, Secretary

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SECTION ONE

EXECUTIVE

SUMMARY

Executive Summary

Commitment to Equal Employment Opportunity

The State of Maryland is an equal opportunity employer. We are committed to the principles of equal employment opportunities and non-discrimination for all employees and applicants for State employment. All employment decisions, including, hiring, promotion, termination, layoffs, training, etc., are based on merit without regard to an individual's age, ancestry, color, creed, gender identity and expression, genetic information, marital status, mental or physical disability, national origin, race, religious affiliation, belief, or opinion, sex, sexual orientation, or any other non-merit factor. The State of Maryland will not tolerate discrimination, harassment or retaliation based on any of these characteristics. The State of Maryland promotes a culture of diversity, equity, and inclusion of all protected class groups.

This report was prepared by the Office of the Statewide EEO Coordinator (OSEEOC), which is under the authority of the Secretary of the Department of Budget and Management (DBM). The OSEEOC is charged with administering and enforcing the State's EEO Program in accordance with the State Personnel and Pensions Article, Title 5, Subtitle 2. We are committed to:

- Administering and enforcing State and federal equal employment opportunity laws and policies;
- Promoting a work environment free of any unlawful discrimination, harassment, and retaliation; and
- Assisting in the building of a well-diversified workforce for Maryland State government employees and applicants for State employment.

This report encompasses an analysis of statistical and demographical data for Fiscal Year 2021 (July 1, 2020 – June 30, 2021). This report also reflects the achievements and measures the progress towards equal opportunity in Maryland State government.

2021 EEO Highlights

Although the COVID 19 pandemic impeded some operations within our government for some of FY 2021, the OSEEOC upheld its EEO commitment to our State government. During FY 2021, the OSEEOC engaged State agencies and the State's EEO professionals in several EEO program activities and helped agencies advance its efforts to become model employers. The Office continues to focus on compliance, training, outreach, and diversity awareness.

In order to ensure compliance with State and federal EEO laws, policies and practices, the OSEEOC has continued to conduct ongoing compliance audits to review and monitor the EEO program in each State agency. The office conducted 10 agency compliance audits in 2021. Further, the OSEEOC provides ongoing guidance on EEO matters to agency EEO personnel and conducts reviews of agency decisions.

Through enhanced training and outreach activities, the office strove to increase the skills and knowledge of the State's EEO professionals. Specific activities included:

- Collaboration with MCCR to ensure representatives from State departments receive the necessary sexual harassment training to facilitate and implement the training that all state employees are required to complete;
- Refresher training on EEO laws, diversity, and investigative techniques for State EEO and Fair Practices Officers;
- Ongoing guidance and training to Americans with Disabilities Act Coordinators;
- Update of the DBM/EEO website to include EEO best practices, laws, forms, and resources; and
- Continuation of the EEO Connection Newsletter – a quarterly EEO newsletter that includes EEO law updates, noteworthy court rulings, a diversity corner, community awareness information and frequently asked questions with answers.

During 2021, the office continued to train the EEO professionals across the State, conduct compliance audits of agency EEO efforts to ensure consistency with State and federal reporting requirements, produce and distribute educational material to ensure that all employees fully understand their rights and protections, and investigate agency appeal and whistleblower complaints.

Data Analysis

Detailed EEO statistical and demographic workforce data for FY 2021 and trends since FY 2016 are presented in Sections 3-10. Notable findings and trends are discussed briefly below.

Workforce Diversity

Maryland State government employs individuals from a wide range of racial and ethnic groups. Minorities make up half of the State’s workforce (Exhibit 1) and African Americans represent a larger share of the State government’s workforce compared to Maryland’s Civilian Labor Force (CLF), (Exhibit 2). Minorities represent a slightly larger share of State government’s workforce than in 2016, while the percentage of females is the same at 55% (Exhibit 3).

During FY 2021, new hires continued to add to the diversity of the workforce with women accounting for 55% of new hires, minorities accounting for more than half and African Americans accounting for 45% (Exhibits 4 and 5). In each of the last five years, women, and minorities each have represented more than half of all new hires.

Favorable trends in minority hiring are reflected in the demographics of the State workforce by age. Approximately 34% of State workers under the age of 50 are African American. African Americans make up 47% of workers between 50-59, and 39% of workers age 60-69 (Exhibit 6)¹.

¹ The data includes SPMS, Historic St. Mary’s, MD Food Center Authority, MD Stadium Authority and MD African American Museum Corp.

Advancement Opportunities

In FY 2021, women and minorities generally received promotions or upward reclassifications at rates consistent with their share of the workforce. Women – who represent 55% of the workforce - accounted for 51% of all promotions and 59% of reclassifications. African Americans – who represent 45% of the workforce – accounted for 41% of the promotions and 44% of the reclassifications (Exhibit 7).

Disciplinary Personnel Transactions

African Americans were over-represented with respect to terminations (54%) in FY 2021. The percentage of suspensions for African Americans has increased from 51% in 2020 to 57% in 2021. The percentage of African American disciplinary demotions decreased from 50% in FY 2020 to 32% in 2021. (Exhibit 8).

Disparities Remain

Although women and minorities are well represented in State government, disparities remain between the genders and races with respect to employment responsibilities and pay. Whites, for example, hold 66% of positions classified as Officials and Administrators and 50% of positions classified as Professionals. African Americans in contrast hold 77% of the Service/Maintenance positions. With respect to special appointments, 65% are White and 28% are African American.

Women are also under-represented in certain job categories. They are less likely than men to serve as Protective Service Workers (11% of sworn officers and 39% of non-sworn officers) but are far more likely than men to serve in Administrative Support positions (87%).

The disparities in job categories contribute to differences in the salaries paid to men and women and whites and minorities. Male employees were paid an average of \$7,427 more than female employees in FY 2021, while Whites were paid an average of \$11,525 more than African Americans and \$3,137 more than other minorities (Exhibit 9).

The salary gap between men and women of the same race however increased from 2016 to 2021 for African Americans and decreased for whites. Salaries of white men exceeded those of white women by \$7,725 in 2021, an increase over the \$4,665 gap in 2016. The gap between African American males and females rose from \$1,702 in 2016 to \$2,493 in 2021.

The greatest impediment to closing the salary gap for African Americans is their disproportionate share of low paying jobs. African Americans hold more than half of positions classified as Grade 9 or below. The grade with the largest number of African American workers is Grade 13, which pays a maximum of \$57,808.

To address the disparity issues, the State has continued its current relationships with Historically Black Colleges and Universities, diverse professional organizations and its participation in the Department of Labor One Stop Centers events and job fairs that may be sources for African American, Latino, veterans, and other diversity recruitment. The State features diverse candidates in all of its materials and web content. Job Announcement postings that feature entry level degreed positions are shared with Historically Black Colleges and University connections (friends, followers, and partners). Department of Budget and Management (DBM), Recruitment and Examination

Division (RED) hosted several virtual diversity recruiting events advertised with HBCU's. Annually, the DBM partners with the University of Baltimore (UB) to host International Interns through its internship program. Candidates have come from China, Denmark, Spain, and other countries.

The Automated Statewide Personnel System enhances the ability of applicants to search for employment opportunities in the State. The State continues to use the Internet, Facebook, and Twitter to share job announcements. In addition, partnerships and alliances have been expanded with minority and disability professional organizations to engage their membership, increase networking opportunities, and inform them about employment opportunities in State government. The State has a diversity statement on the State job application to affirm its commitment to equal employment opportunity and encourage diverse group members to apply for State positions.

One of the ongoing outreach events that RED conducted this year was for the Jewish Council for the Aging (JCA). The events were a series of virtual events where several employers conducted presentations and were available for questions afterwards if participants wished to communicate with individual speakers. These events were also targeted to the 50+ population and even though it was organized by the JCA, being a member was not required to participate; events were advertised as a service to the community. There was a total of 8 events we did throughout the year.

To build on its continuing commitment to becoming a Model Employer of People with Disabilities, State government has taken a leading role in facilitating and advancing opportunities for Marylanders with disabilities to be employed by: appointing a Statewide Coordinator for Employment of People with Disabilities; expanding the Quest Internship Program for individuals with disabilities to include placing the names of individuals who complete the program on DBM's Special Options Eligible List to be considered for permanent positions within State government; collaborating and partnering with other States to identify best practices for employment of people with disabilities and awarding job applicants with disabilities (as defined by the Americans with Disabilities Act) a five-point preference credit on selection test.

As part of our proactive efforts, the State continues to update and expand its online learning management system, The HUB, which provides State employees the ability to browse and register for training on various professional development courses. Courses available on The Hub include training presentations on EEO, harassment and disability awareness in the workplace. In addition, the State continues to publish policies covering sexual harassment prevention, reasonable accommodations, and non-discrimination in various formats, including print and web based. Moreover, effective October 1, 2019, a new law went into effect making it mandatory that all State employees receive sexual harassment training within two years (State Personnel and Pensions Article § 2-203.1). The State continues to train managers and supervisors to recognize and avoid unequal treatment of protected group members and to enhance their skills in maintaining equal employment consideration in decisions regarding hiring, promotions, work assignments, employee development, training, evaluations, counseling, and discipline. The State's desire is to maintain a work environment that attracts, engages, and retains a proficient and diverse workforce that can excel and meet the dynamic challenges of State government service.

Other Data

Other data included in the report focus on the State's success in meeting requests for reasonable accommodations for workers with disabilities, trends in discrimination complaints, and employment at public higher education institutions. Notable findings include:

- 715 reasonable accommodation requests were received from State employees and applicants for State employment in FY 2021 -- 73% of the requests were granted;
- Complaints of discrimination decreased from 399 in fiscal 2020 to 382 in 2021;
- The majority of employees at the University System of Maryland (54%) and St. Mary's College of Maryland (76%) were white, with approximately 50% of faculty and research positions in the System were filled by whites. Females comprised 55% of the workforce, while males comprised 45% of the workforce; and
- African Americans composed the majority of employees at Morgan State University (76%) and Baltimore City Community College (76%), with women holding 51% of the positions at Morgan State University and 59% of the positions at Baltimore City Community College.

Exhibit 1

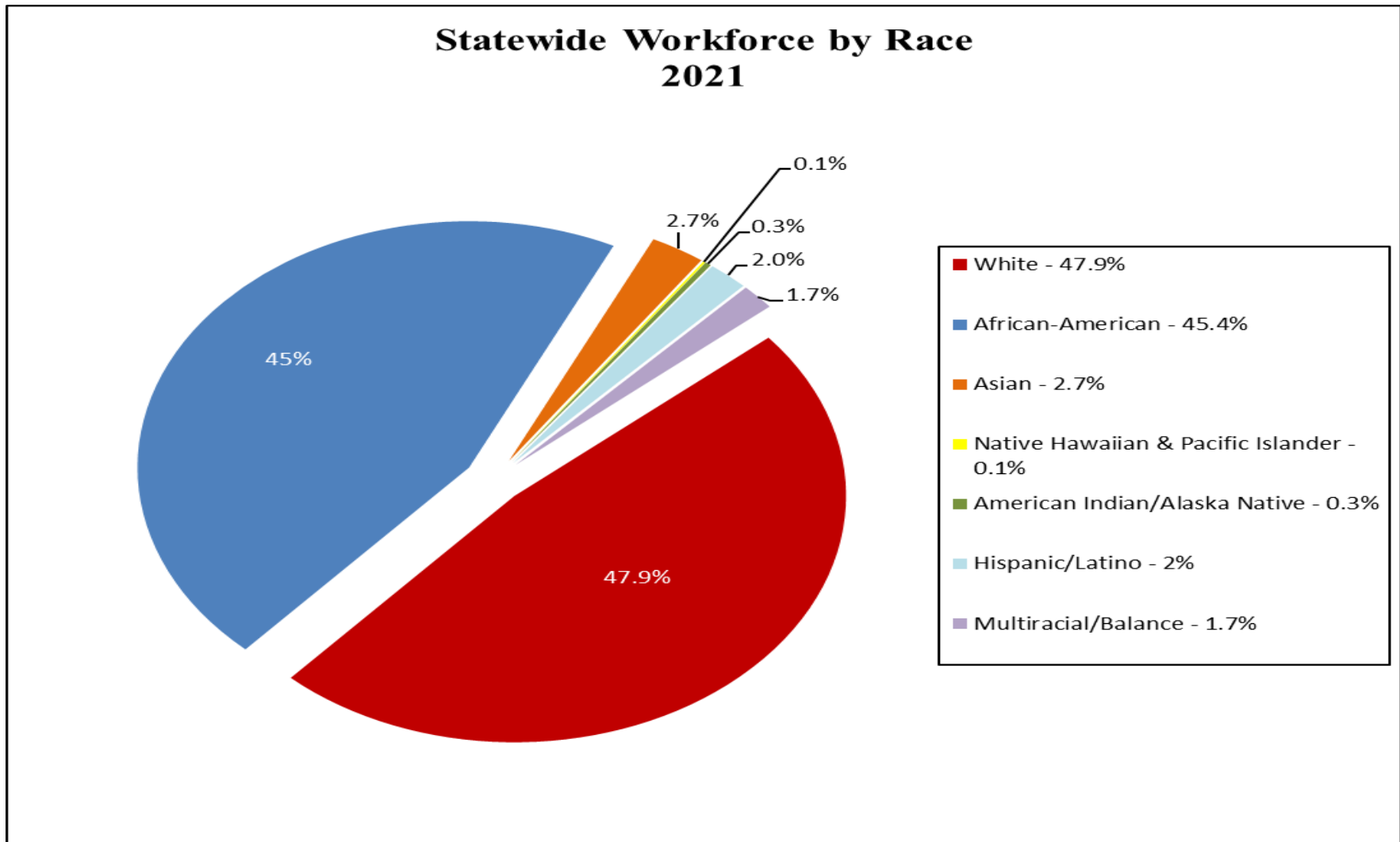


Exhibit 2

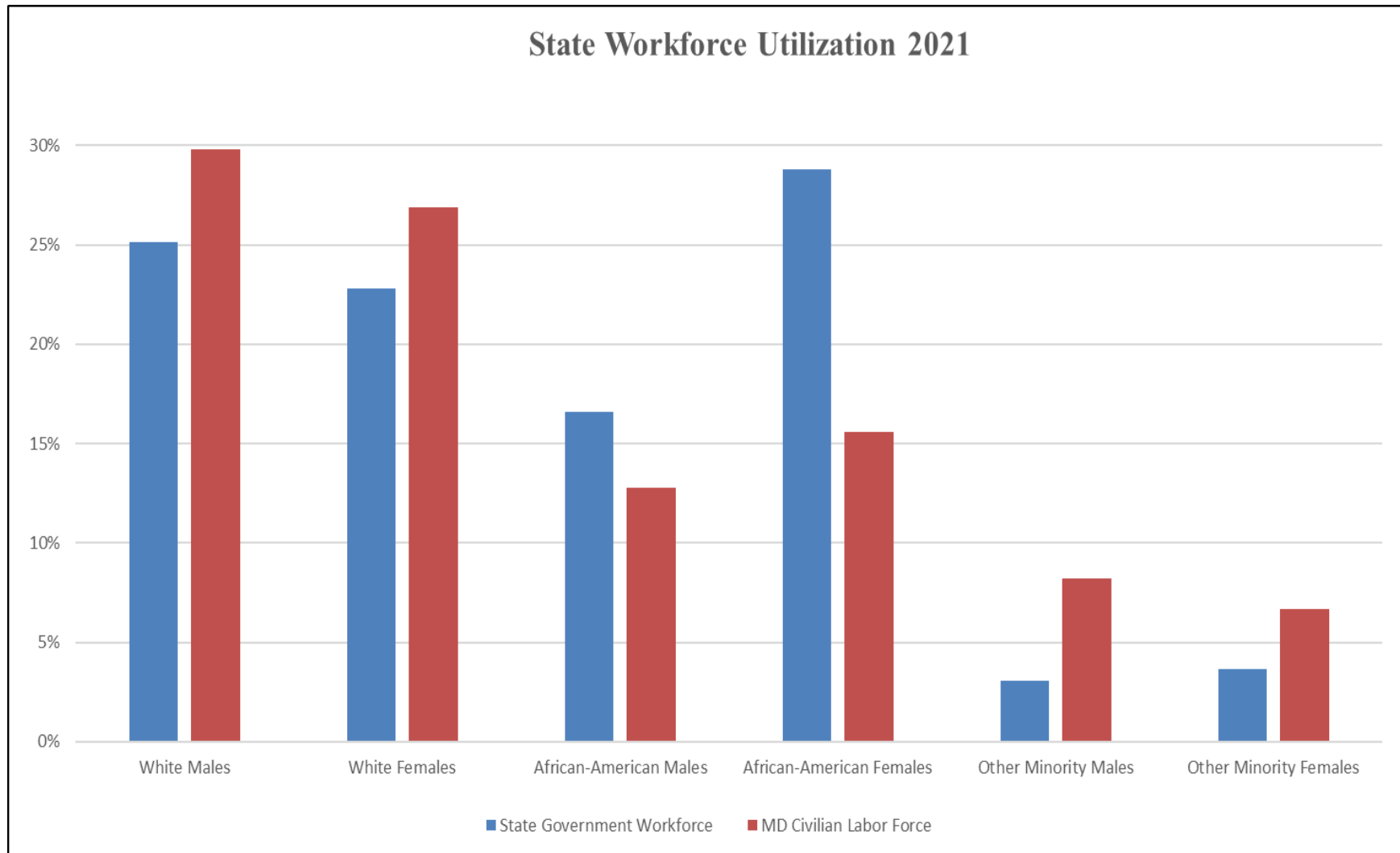


Exhibit 3

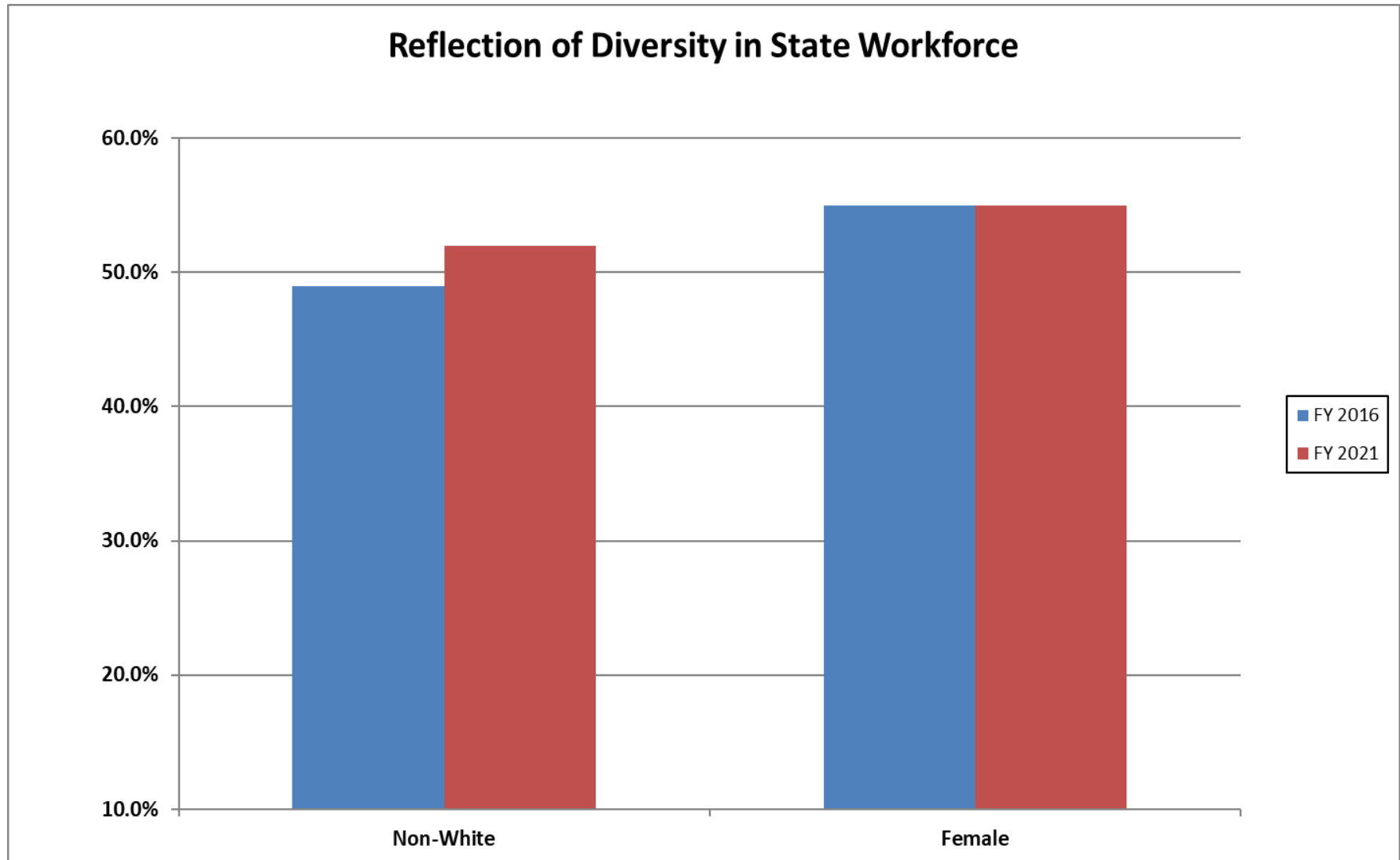


Exhibit 4

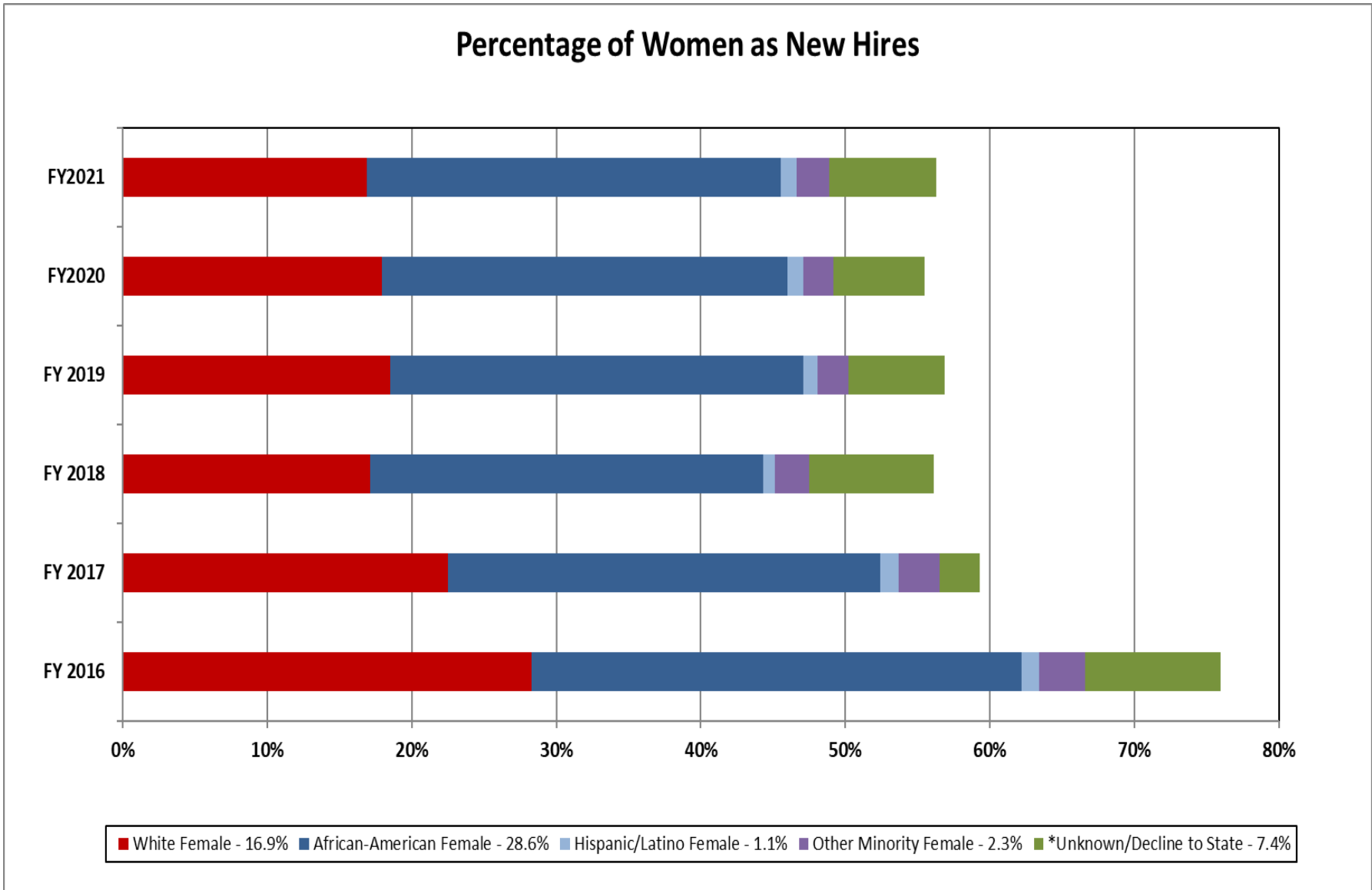


Exhibit 5

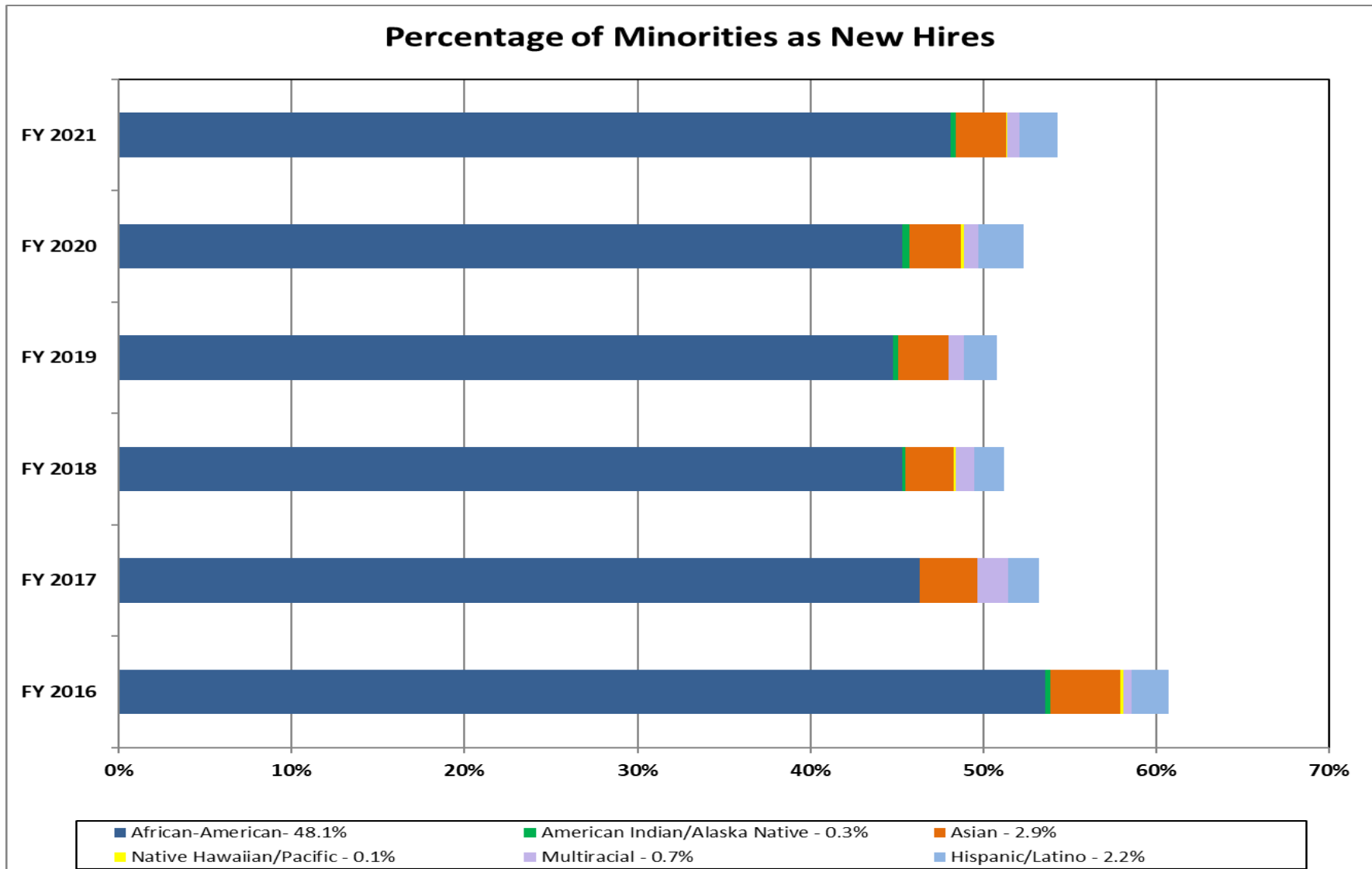


Exhibit 6

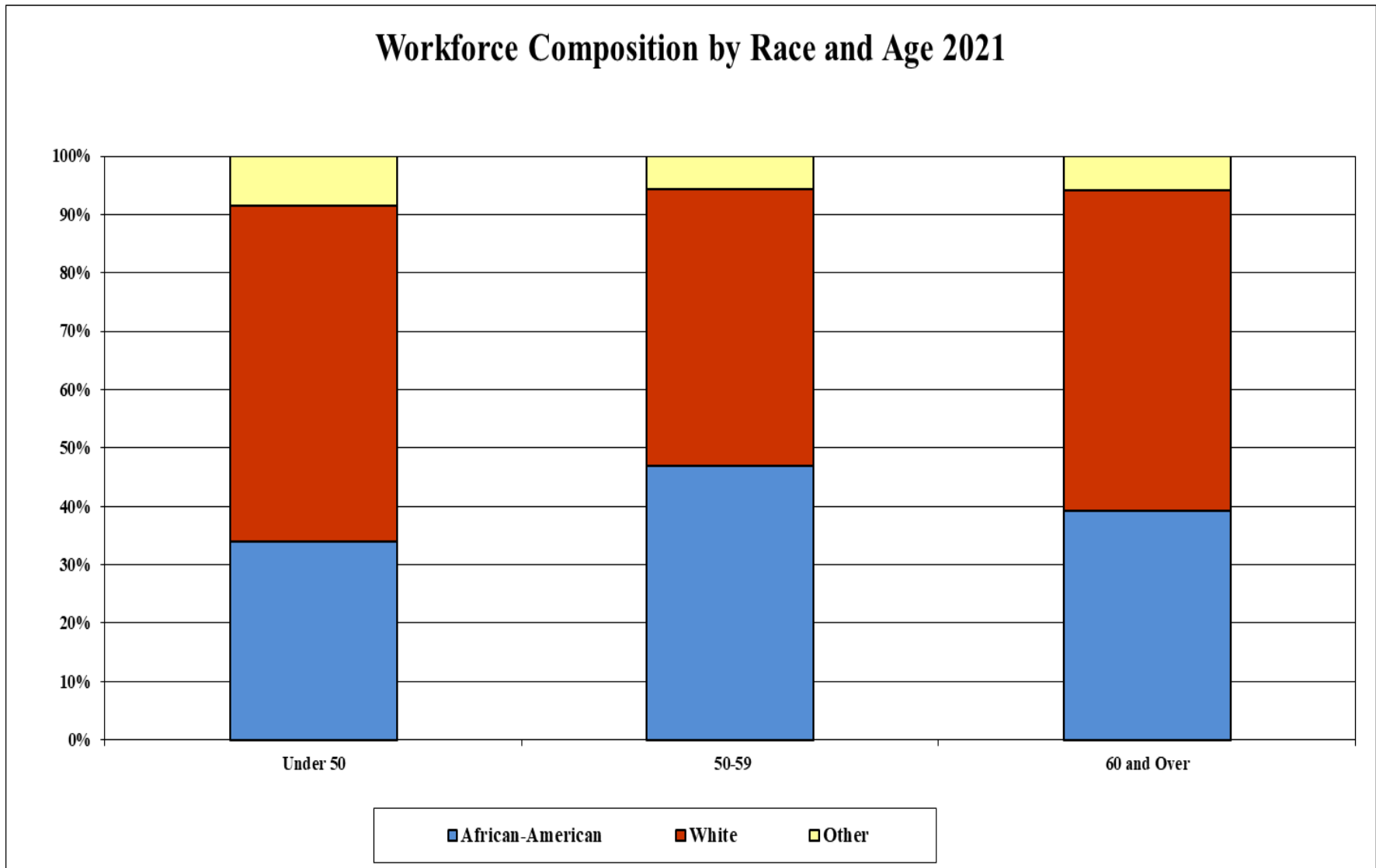


Exhibit 7

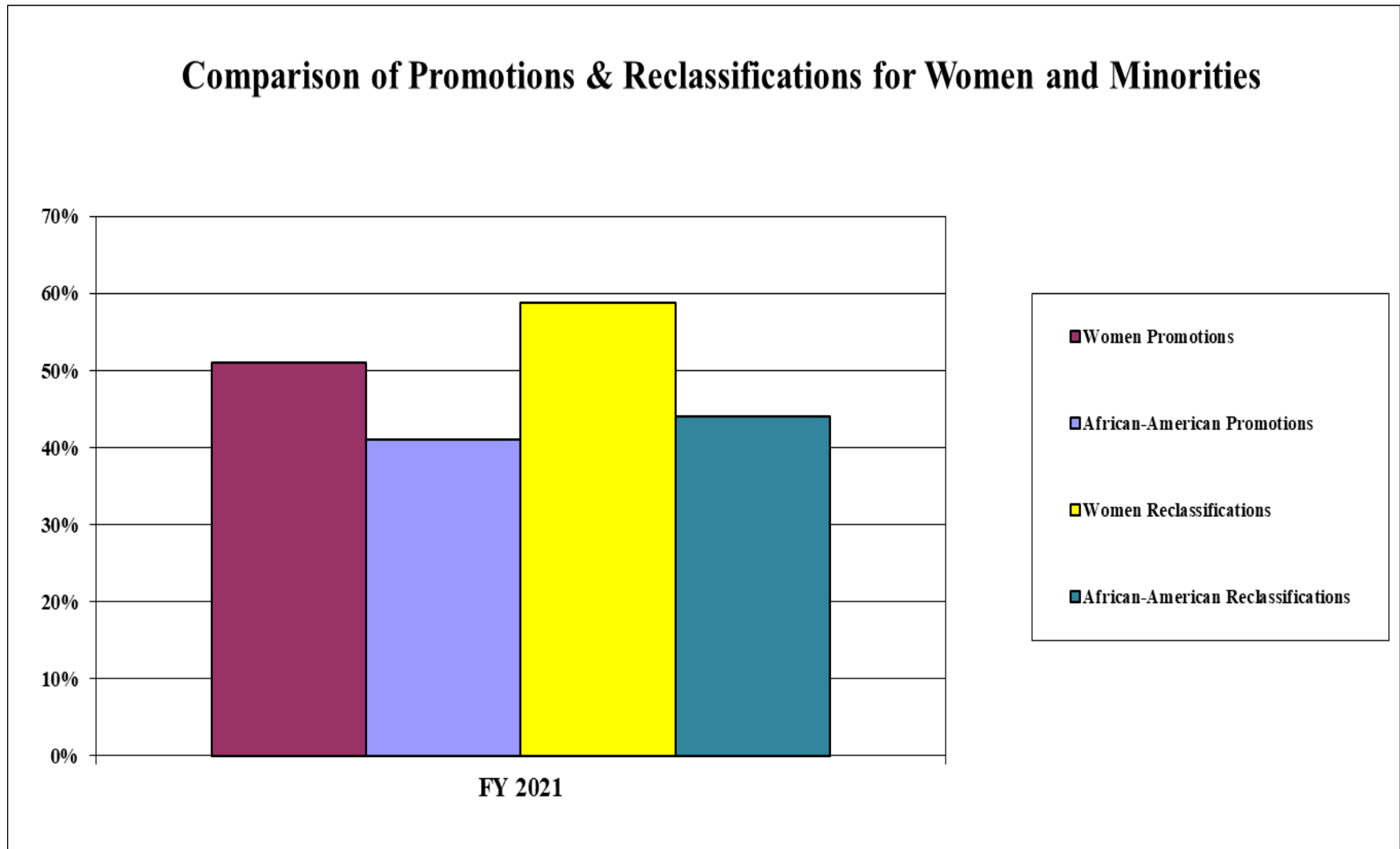


Exhibit 8

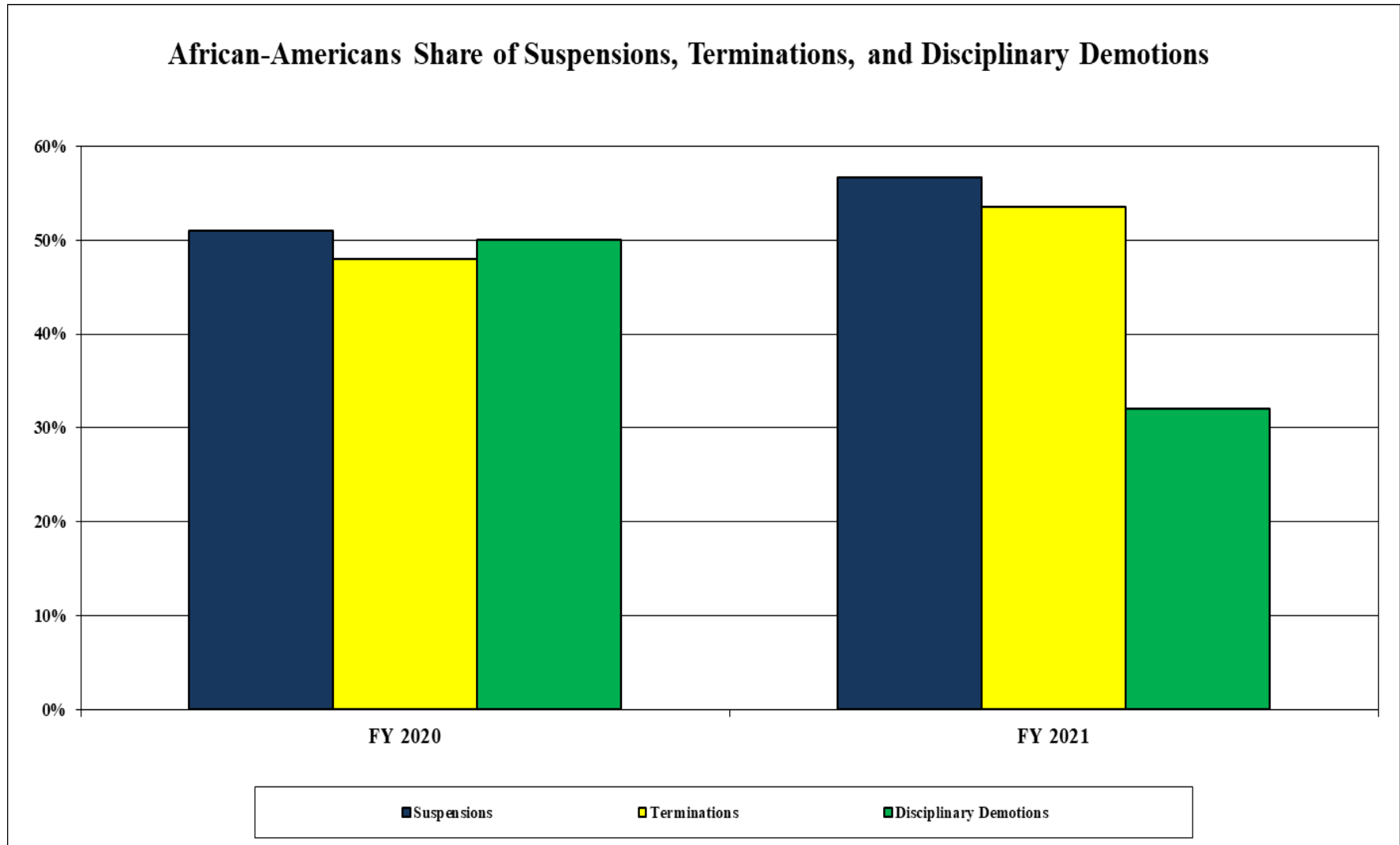
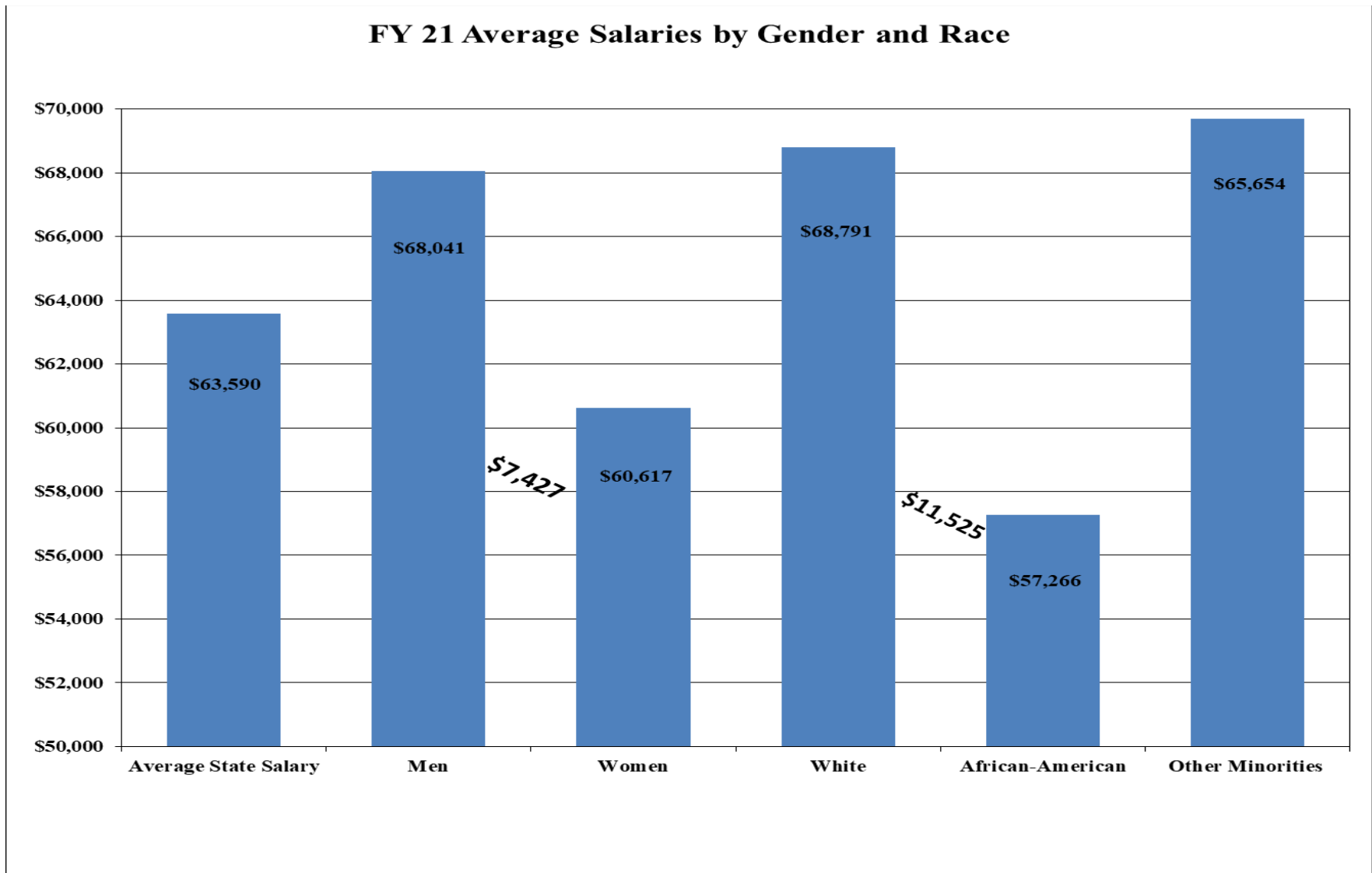
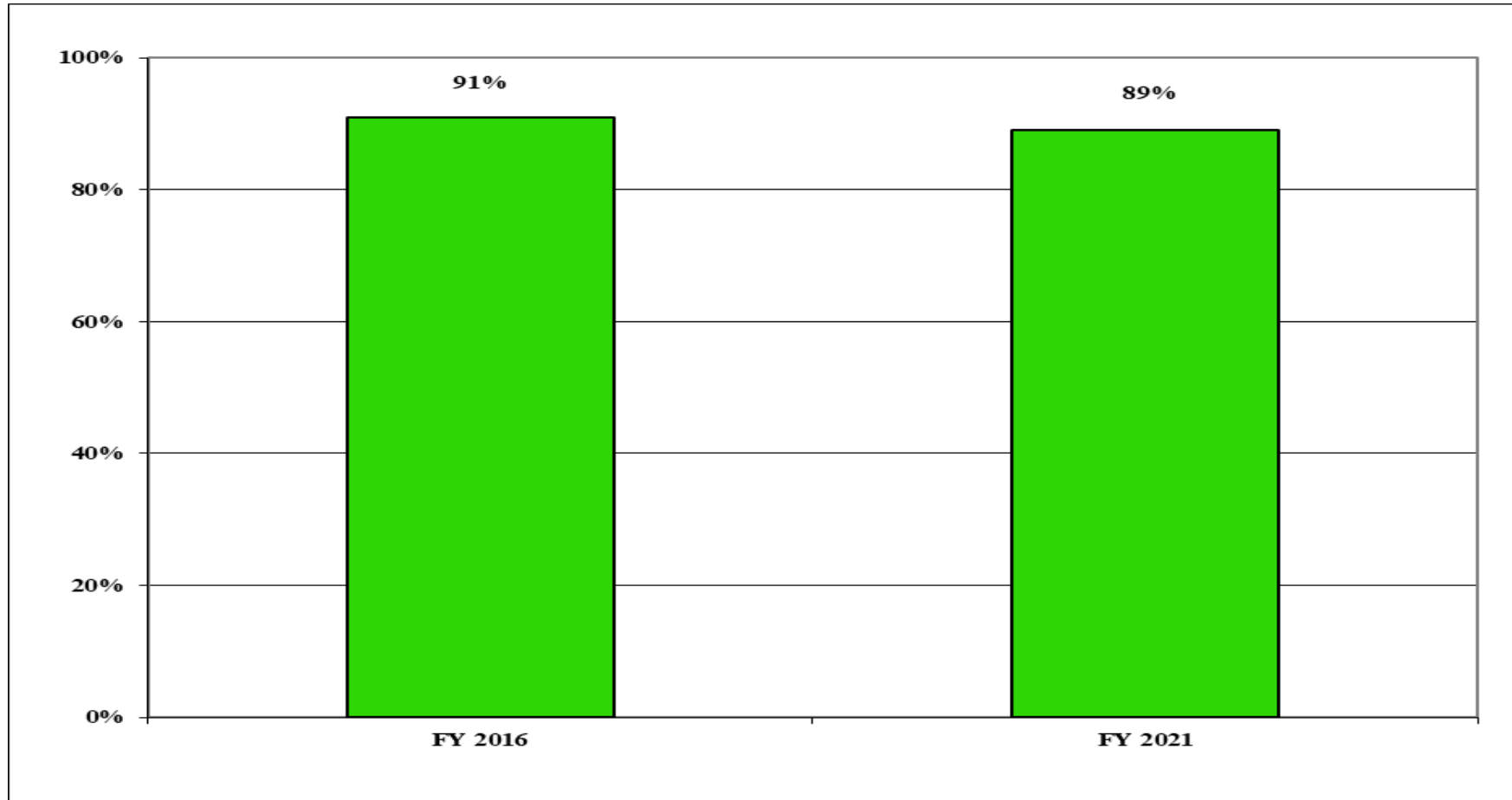


Exhibit 9



Average Salary for Women Trails Average Salary for Men



SECTION TWO

INTRODUCTION

INTRODUCTION

POLICY STATEMENT

It is the policy of the State of Maryland to prohibit discrimination in any personnel action concerning any employee or applicant for employment on the basis of age, ancestry, color, creed, genetic information, gender identity and expression, marital status, mental or physical disability, national origin, race, religious affiliation, belief or opinion, sex, or sexual orientation. The State of Maryland is committed to providing a work environment free from discrimination and protecting all State employees from discrimination. The Equal Employment Opportunity Program ensures that State government maintains a qualified diverse workforce and investigates and resolves allegations of discrimination and unlawful hiring practices in the workplace.

Recognizing that the State's workforce should reflect the diversity of the population it serves, the State's Executive Branch and independent agencies consistently strive to attract and select highly qualified individuals from the most diverse group possible. The State recognizes and honors the value and dignity of every employee and is committed to providing a work environment that complies with applicable federal and State laws and guidelines, and is free of discrimination, harassment, and retaliation.

The State of Maryland's Equal Employment Opportunity Policy is administered in accordance with the following principles:

- Discrimination by State managers, supervisors and employees **will not be tolerated**. The recruitment, selection, appointment, compensation, assignment, promotion, transfer, discipline, and discharge of State employees shall be made without regard to age, ancestry, color, creed, genetic information, gender identity and expression, marital status, mental or physical disability, national origin, race, religious affiliation, belief or opinion, sex, or sexual orientation.
- Harassment of employees for any reason prohibited by law, including sexual harassment, is employment discrimination, and **will not be tolerated**.
- Cabinet officials, department heads, and heads of independent agencies in State government are expected to take appropriate measures to ensure that their agencies adhere to the State's policy regarding unfair employment practices.
- Agency directors shall ensure that their designated Fair Practices Officers are known to all employees in their respective agencies, and that these officers have the support and responsibilities consistent with relevant provisions of State law and the Executive Order – Code of Fair Employment Practices.

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- Employees are encouraged to resolve complaints of discrimination at the lowest possible level by contacting their Equal Employment Opportunity or Americans with Disabilities Act Officers. Investigations of complaints of discrimination or harassment will be conducted promptly and thoroughly, and appropriate disciplinary action will be taken against any employee violating State EEO policies.
- Employees will not be subjected to any form of retaliation for filing a complaint of discrimination or harassment, participating in an investigation of a complaint of discrimination or harassment, or for objecting to a discriminatory or other illegal or inappropriate action or practice.
- The Secretary of the Department of Budget and Management is responsible for the oversight of the State of Maryland's EEO Policy. The Statewide EEO Coordinator is responsible for ensuring statewide compliance with the State's EEO policies and practices and administering the State's EEO Program.

THE OFFICE OF THE STATEWIDE EQUAL EMPLOYMENT OPPORTUNITY COORDINATOR

In accordance with Title 5, Subtitles 2 and 3 of the State Personnel and Pensions Article, the Statewide Equal Employment Opportunity Coordinator administers and enforces the State's EEO Program. The Coordinator performs under the direction and supervision of the Deputy Secretary of the DBM. The Coordinator is responsible for implementing the State's EEO laws, policies and procedures and serves as the State's point of contact regarding EEO related concerns. The Coordinator's office also conducts investigations of discrimination, unfair employment practices, and whistleblower complaints.

In addition to administering and enforcing the State's EEO program, the Office coordinates the activities of the agency Fair Practices Officers, EEO Officers, and the Americans with Disabilities Act (ADA) Officers in accordance with the Executive Order Code of Fair Employment Practices.

The OSEEOC is responsible for the following specific tasks:

- Monitoring and evaluating activities, policies and practices of Maryland State government to ensure they are in compliance with State and federal employment provisions and the Executive Order on Fair Employment Practices;
- Reviewing and investigating appeals of decisions in EEO complaints filed against Executive Branch agencies, including agencies with independent personnel systems and the University System of Maryland, and, as designee of the Secretary, for investigating whistleblower complaints filed against such agencies, with the exception of those filed against the DBM;
- Making certain that State employees understand the State's EEO policies and their rights and responsibilities;
- Coordinating and implementing training on such topics as ADA, Sexual Harassment, Diversity and EEO laws;
- Monitoring discrimination complaints against State agencies filed with the U.S. Equal Employment Opportunity Commission, the Maryland Commission on Civil Rights and other external enforcement agencies;

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- Conducting Agency Audit Compliance Reviews;
- Assisting agency Fair Practices, Equal Employment Opportunity and Americans with Disabilities Act Officers with enforcement efforts;
- Partnering with the Maryland Department of Disabilities to provide ongoing education and assistance to the ADA Officers;
- Providing consultation and technical assistance to agency Fair Practices, EEO, and ADA officers, as well as other agency officials;
- Preparing the Annual Report on the State's EEO Program;
- Preparing and distributing reports in compliance with other State and federal requirements; and
- Enforcing the sexual harassment prevention training requirements for all State employees.

SECTION THREE

STATEWIDE

WORKFORCE

STATISTICS

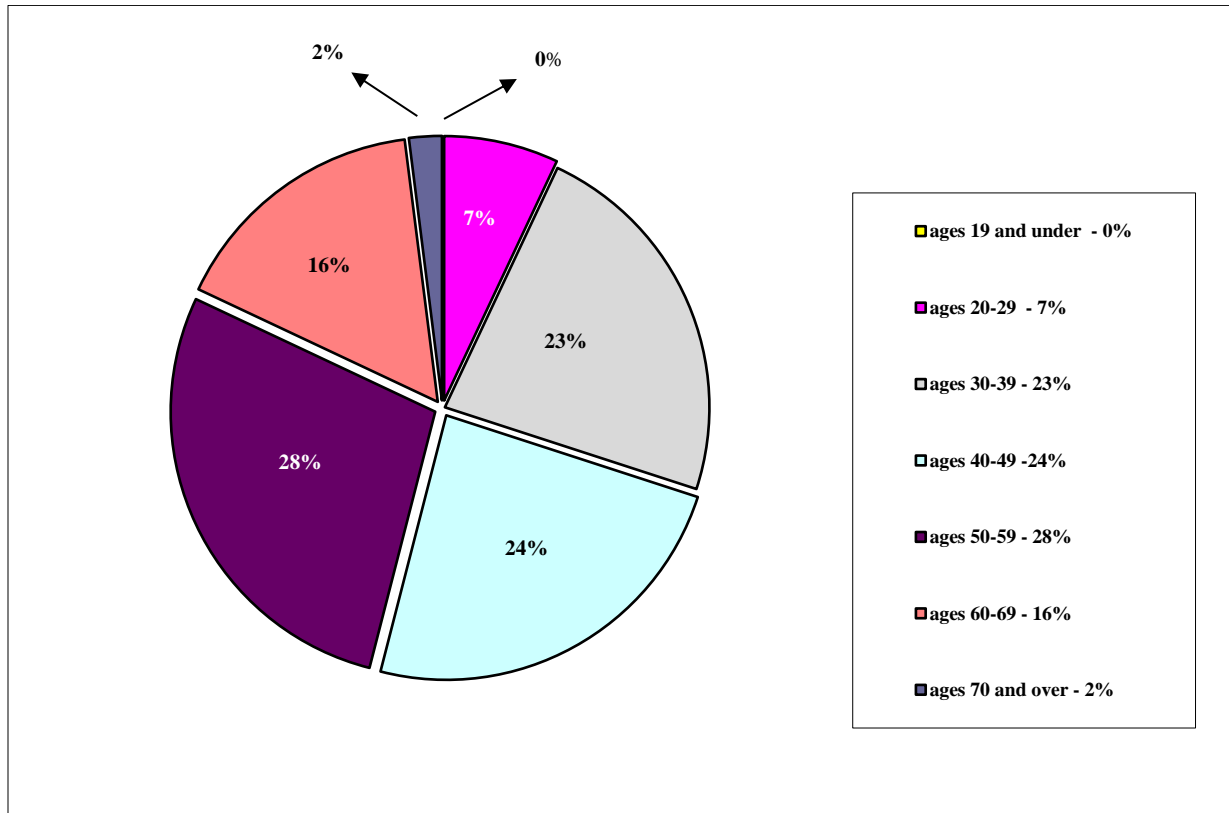
SECTION 3: STATEWIDE WORKFORCE STATISTICS

The FY 2021 Annual EEO Report contains data on the total number of State employees in the Executive Branch of State government.

Highlights of the demographic information presented in the following charts include:

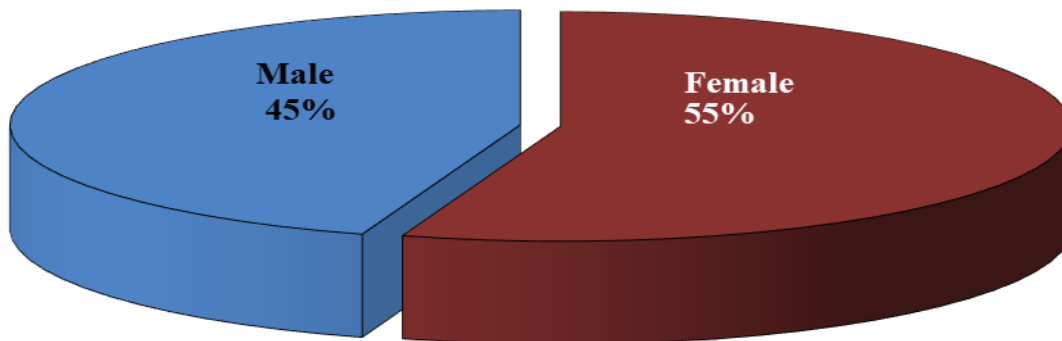
- Maryland has a racially diverse workforce with African Americans holding 45% of State positions and workers identifying themselves as belonging to other minority groups holding 7% of positions.
- Females represented 55% of the State’s workforce in FY 2021 and the same in FY 2016.
- Over 46% of the State’s workforce in FY 2021 was age 50 or older.

▲
Statewide Workforce by Age

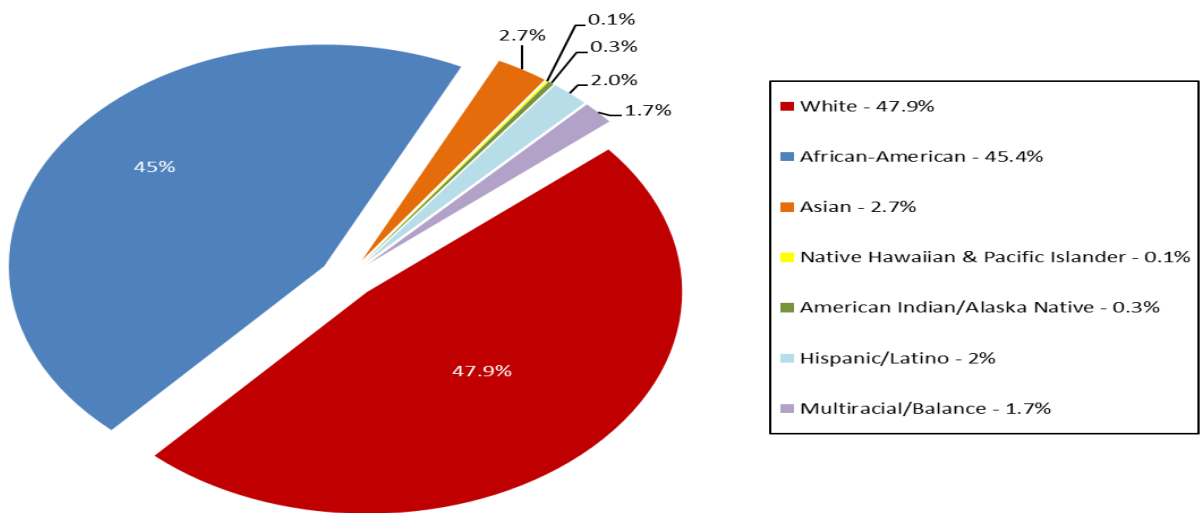


SECTION 3 - SUMMARY HIGHLIGHTS

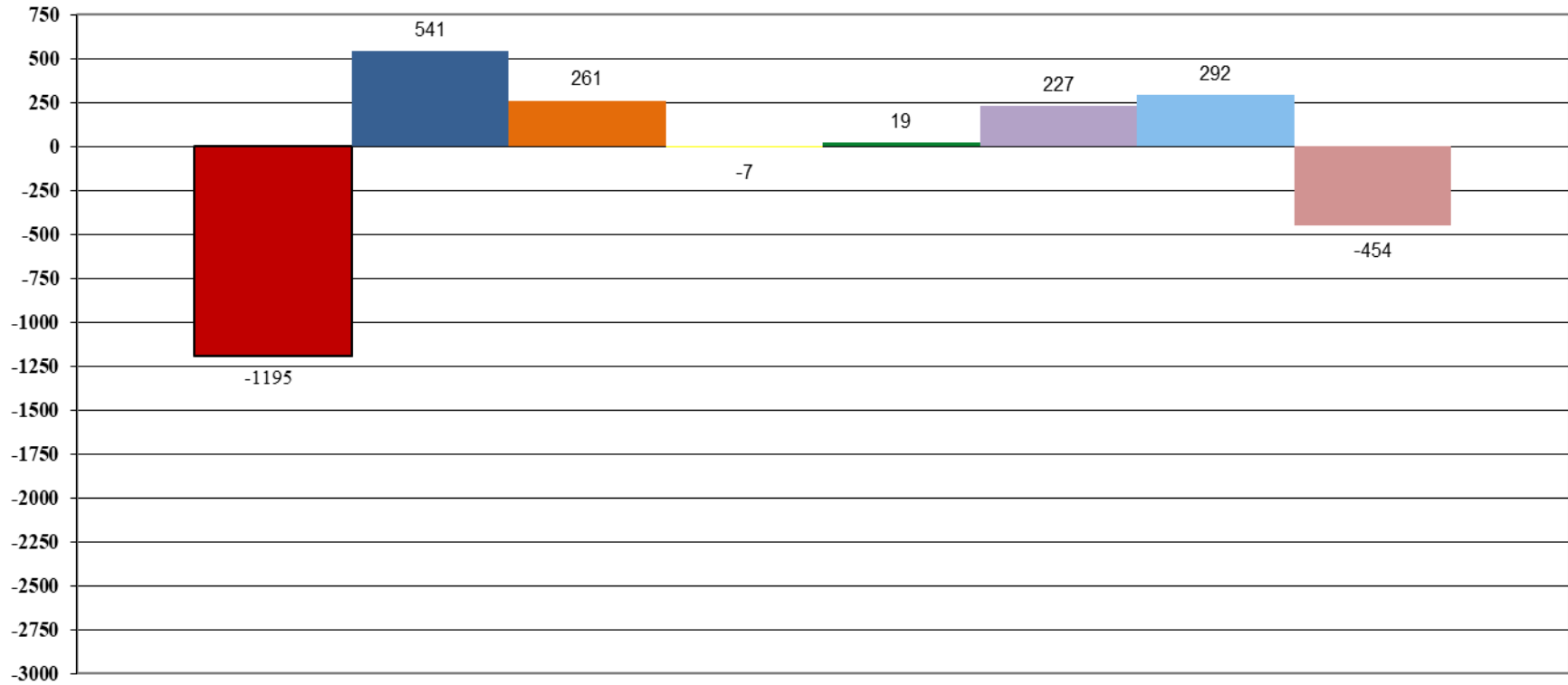
Statewide Workforce by Gender



Statewide Workforce by Race



Change in Employees by Race from Fiscal Year 2016 and 2021



TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FY 2021

| EEO Job Category | TOTAL | | Race | | | | | | | | | | | | | | Ethnicity | | |
|---------------------------------------|---------------|---------------|---------------|---------------|------------------|--------------|---------------------------------|--------------|--------------|--------------|--|--------------|---------------------------|--------------|--------------|--------------|--|--------------|--------------|
| | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Officials and Administrators | 5,454 | 2,617 | 2,837 | 1890 | 1705 | 513 | 900 | 10 | 10 | 111 | 119 | 6 | 1 | 14 | 16 | 24 | 38 | 49 | 48 |
| | | 48% | 52% | 35% | 31% | 9% | 17% | 0.18% | 0.18% | 2.04% | 2.18% | 0.11% | 0.02% | 0.26% | 0.29% | 0.44% | 0.70% | 0.90% | 0.88% |
| Professionals | 20,848 | 6,800 | 14,048 | 3951 | 6412 | 2216 | 6632 | 26 | 36 | 342 | 437 | 8 | 15 | 16 | 12 | 100 | 238 | 141 | 266 |
| | | 33% | 67% | 19% | 31% | 11% | 32% | 0.12% | 0.17% | 1.64% | 2.10% | 0.04% | 0.07% | 0.08% | 0.06% | 0.48% | 1.14% | 0.68% | 1.28% |
| Technicians | 2,620 | 1,702 | 918 | 1212 | 456 | 388 | 410 | 7 | 0 | 31 | 9 | 3 | 1 | 7 | 4 | 19 | 13 | 35 | 25 |
| | | 65% | 35% | 46% | 17% | 15% | 16% | 0.27% | 0.00% | 1.18% | 0.34% | 0% | 0.04% | 0.27% | 0.15% | 0.73% | 0.50% | 1.34% | 0.95% |
| Protective Service Workers: Sworn | 2,127 | 1,883 | 244 | 1288 | 121 | 480 | 108 | 5 | 0 | 28 | 0 | 2 | 0 | 7 | 2 | 15 | 5 | 58 | 8 |
| | | 89% | 11% | 61% | 6% | 23% | 5% | 0.24% | 0% | 1.32% | 0.00% | 0.09% | 0% | 0.33% | 0.09% | 0.71% | 0.24% | 2.73% | 0.38% |
| Protective Service Workers: Non-Sworn | 7,765 | 4,727 | 3,038 | 2200 | 514 | 2372 | 2449 | 4 | 4 | 49 | 13 | 3 | 1 | 0 | 1 | 43 | 24 | 56 | 32 |
| | | 61% | 39% | 28% | 7% | 31% | 32% | 0.05% | 0.05% | 0.63% | 0.17% | 0.04% | 0.01% | 0.00% | 0.01% | 0.55% | 0.31% | 0.72% | 0.41% |
| Administrative Support | 6,156 | 792 | 5,364 | 275 | 1993 | 427 | 3004 | 2 | 17 | 42 | 96 | 2 | 5 | 5 | 33 | 11 | 66 | 28 | 150 |
| | | 13% | 87% | 4% | 32% | 7% | 49% | 0.03% | 0.28% | 0.68% | 1.56% | 0.03% | 0.08% | 0.08% | 0.54% | 0.18% | 1.07% | 0.45% | 2.44% |
| Skilled Craft Workers | 2,137 | 2,043 | 94 | 1354 | 40 | 590 | 39 | 11 | 0 | 18 | 0 | 1 | 0 | 8 | 0 | 25 | 6 | 36 | 9 |
| | | 96% | 4% | 63% | 2% | 28% | 2% | 0.51% | 0% | 0.84% | 0% | 0.05% | 0% | 0.37% | 0% | 1.17% | 0% | 1.68% | 0.42% |
| Service/Maintenance | 2,696 | 1,720 | 976 | 335 | 110 | 1276 | 806 | 6 | 3 | 18 | 20 | 5 | 1 | 55 | 21 | 4 | 2 | 21 | 13 |
| | | 64% | 36% | 12% | 4% | 47% | 30% | 0.22% | 0.11% | 0.67% | 0.74% | 0.19% | 0.04% | 2.04% | 0.78% | 0.15% | 0.07% | 0.78% | 0.48% |
| TOTAL | 49,803 | 22,284 | 27,519 | 12,505 | 11,351 | 8,262 | 14,348 | 71 | 70 | 639 | 694 | 30 | 24 | 112 | 89 | 241 | 392 | 424 | 551 |
| | | 45% | 55% | 25.1% | 22.8% | 16.6% | 28.8% | 0.14% | 0.14% | 1.28% | 1.39% | 0.06% | 0.05% | 0.22% | 0.18% | 0.48% | 0.79% | 0.85% | 1.11% |

NOTE: The data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractuels are not included.

FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2016 & FY 2021

| EEO Job Category | | | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|---------------------------------------|------|-------|-----------|-------|--------|-------|--------|------------------|--------|---------------------------------|--------|-------|--------|--|--------|---------------------------|--------|-------------|--------|--|--------|
| | | | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | | | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Officials and Administrators | 2021 | TOTAL | 5,454 | 2,617 | 2,837 | 1,890 | 1,705 | 513 | 900 | 10 | 10 | 111 | 119 | 6 | 1 | 14 | 16 | 24 | 38 | 49 | 48 |
| | | | | 48.0% | 52.0% | 34.7% | 31.3% | 9.41% | 16.5% | 0.18% | 0.18% | 2.04% | 2.18% | 0.11% | 0.02% | 0.26% | 0.29% | 0.44% | 0.70% | 0.90% | 0.88% |
| Professionals | 2016 | TOTAL | 4,720 | 2,353 | 2,367 | 1,791 | 1,530 | 409 | 657 | 5 | 8 | 66 | 76 | 2 | 3 | 38 | 33 | 10 | 24 | 32 | 36 |
| | | | | 49.9% | 50.1% | 37.9% | 32.4% | 8.67% | 13.92% | 0.11% | 0.17% | 1.40% | 1.61% | 0.04% | 0.06% | 0.81% | 0.70% | 0.21% | 0.51% | 0.68% | 0.76% |
| Technicians | 2021 | TOTAL | 20,848 | 6,800 | 14,048 | 3,951 | 6,412 | 2,216 | 6,632 | 26 | 36 | 342 | 437 | 8 | 15 | 16 | 12 | 100 | 238 | 141 | 266 |
| | | | | 32.6% | 67.4% | 19.0% | 30.8% | 10.63% | 31.8% | 0.12% | 0.17% | 1.64% | 2.10% | 0.04% | 0.07% | 0.08% | 0.06% | 0.48% | 1.14% | 0.68% | 1.28% |
| Protective Service Workers: Sworn | 2016 | TOTAL | 20,165 | 6,706 | 13,459 | 4,008 | 6,525 | 2,096 | 5,993 | 27 | 23 | 298 | 345 | 11 | 13 | 112 | 235 | 56 | 145 | 98 | 180 |
| | | | | 33.3% | 66.7% | 19.9% | 32.4% | 10.39% | 29.7% | 0.13% | 0.11% | 1.48% | 1.71% | 0.05% | 0.06% | 0.56% | 1.17% | 0.28% | 0.72% | 0.49% | 0.89% |
| Protective Service Workers: Non-Sworn | 2021 | TOTAL | 2,620 | 1,702 | 918 | 1,212 | 456 | 388 | 410 | 7 | - | 31 | 9 | 3 | 1 | 7 | 4 | 19 | 13 | 35 | 25 |
| | | | | 65.0% | 35.0% | 46.3% | 17.4% | 14.81% | 15.6% | 0.27% | 0.00% | 1.18% | 0.34% | 0% | 0.04% | 0.27% | 0.15% | 0.73% | 0.50% | 1.34% | 0.95% |
| Administrative Support | 2016 | TOTAL | 2,616 | 1,723 | 893 | 1,233 | 485 | 388 | 363 | 4 | 2 | 32 | 6 | 2 | - | 29 | 16 | 11 | 8 | 24 | 13 |
| | | | | 65.9% | 34.1% | 47.1% | 18.5% | 14.83% | 13.9% | 0.15% | 0.08% | 1.22% | 0.23% | 0.08% | 0.00% | 1.11% | 0.61% | 0.42% | 0.31% | 0.92% | 0.50% |
| Skilled Craft Workers | 2021 | TOTAL | 2,127 | 1,883 | 244 | 1,288 | 121 | 480 | 108 | 5 | - | 28 | - | 2 | - | 7 | 2 | 15 | 5 | 58 | 8 |
| | | | | 88.5% | 11.5% | 60.6% | 5.7% | 22.57% | 5.1% | 0.24% | 0% | 1.32% | 0.00% | 0.09% | 0% | 0.33% | 0.09% | 0.71% | 0.24% | 2.73% | 0.38% |
| Service Maintenance | 2016 | TOTAL | 1,996 | 1,807 | 189 | 1,311 | 100 | 401 | 80 | 6 | - | 22 | - | 4 | - | 11 | 4 | 4 | 2 | 48 | 3 |
| | | | | 90.5% | 9.5% | 65.7% | 5.0% | 20.09% | 4.0% | 0.30% | 0% | 1.10% | 0% | 0.20% | 0% | 0.55% | 0.20% | 0.20% | 0.10% | 2.40% | 0.15% |
| Administrative Support | 2021 | TOTAL | 7,765 | 4,727 | 3,038 | 2,200 | 514 | 2,372 | 2,449 | 4 | 4 | 49 | 13 | 3 | 1 | - | 1 | 43 | 24 | 56 | 32 |
| | | | | 60.9% | 39.1% | 28.3% | 6.6% | 30.55% | 31.5% | 0.05% | 0.05% | 0.63% | 0.17% | 0.04% | 0.01% | 0.00% | 0.01% | 0.55% | 0.31% | 0.72% | 0.41% |
| Administrative Support | 2016 | TOTAL | 8,777 | 5,376 | 3,401 | 2,796 | 581 | 2,437 | 2,746 | 9 | 5 | 42 | 12 | 3 | 1 | 22 | 12 | 36 | 18 | 31 | 26 |
| | | | | 61.3% | 38.7% | 31.9% | 6.6% | 27.77% | 31.29% | 0.10% | 0.06% | 0.48% | 0.14% | 0.03% | 0.01% | 0.25% | 0.14% | 0.41% | 0.21% | 0.35% | 0.30% |
| Administrative Support | 2021 | TOTAL | 6,156 | 792 | 5,364 | 275 | 1,993 | 427 | 3,004 | 2 | 17 | 42 | 96 | 2 | 5 | 5 | 33 | 11 | 66 | 28 | 150 |
| | | | | 12.9% | 87.1% | 4.5% | 32.4% | 6.94% | 48.8% | 0.03% | 0.28% | 0.68% | 1.56% | 0.03% | 0.08% | 0.08% | 0.54% | 0.18% | 1.07% | 0.45% | 2.44% |
| Administrative Support | 2016 | TOTAL | 7,132 | 888 | 6,244 | 336 | 2,576 | 465 | 3,328 | 1 | 16 | 42 | 87 | 3 | 6 | 13 | 59 | 8 | 61 | 20 | 111 |
| | | | | 12.5% | 87.5% | 4.7% | 36.1% | 6.52% | 46.7% | 0.01% | 0.22% | 0.59% | 1.22% | 0.04% | 0.08% | 0.18% | 0.83% | 0.11% | 0.86% | 0.28% | 1.56% |
| Administrative Support | 2021 | TOTAL | 2,137 | 2,043 | 94 | 1,354 | 40 | 590 | 39 | 11 | - | 18 | - | 1 | - | 8 | - | 25 | 6 | 36 | 9 |
| | | | | 95.6% | 4.4% | 63.4% | 1.9% | 27.61% | 1.8% | 0.51% | 0% | 0.84% | 0% | 0.05% | 0.0% | 0.37% | 0.00% | 1.17% | 0.28% | 1.68% | 0.42% |
| Administrative Support | 2016 | TOTAL | 1,897 | 1,843 | 54 | 1,228 | 31 | 533 | 20 | 8 | - | 18 | - | 4 | - | 16 | - | 11 | - | 25 | 3 |
| | | | | 97.2% | 2.8% | 64.7% | 1.6% | 28.10% | 1.05% | 0.42% | 0% | 0.95% | 0% | 0.21% | 0.0% | 0.84% | 0.00% | 0.58% | 0.00% | 1.32% | 0% |
| Administrative Support | 2021 | TOTAL | 2,696 | 1,720 | 976 | 335 | 110 | 1,276 | 806 | 6 | 3 | 18 | 20 | 5 | 1 | 55 | 21 | 4 | 2 | 21 | 13 |
| | | | | 63.8% | 36.2% | 12.4% | 4.1% | 47.33% | 29.9% | 0.22% | 0.11% | 0.67% | 0.74% | 0.19% | 0.04% | 2.04% | 0.78% | 0.15% | 0.07% | 0.78% | 0.48% |
| Administrative Support | 2016 | TOTAL | 2,816 | 1,773 | 1,043 | 389 | 131 | 1,285 | 868 | 6 | 2 | 15 | 11 | 5 | 4 | 42 | 13 | 10 | 2 | 21 | 12 |
| | | | | 63.0% | 37.0% | 13.8% | 4.7% | 45.63% | 30.8% | 0.21% | 0.07% | 0.53% | 0.39% | 0.18% | 0.14% | 1.49% | 0.46% | 0.36% | 0.07% | 0.75% | 0.43% |

STATEWIDE WORKFORCE BY AGE

| AGE | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|--------------|---------------|---------------|---------------|--------------|--------------|------------------|---------------|---------------------------------|-----------|------------|------------|--|-----------|---------------------------|----------|-------------|------------|--|------------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 19 or under | 15 | 12 | 3 | 10 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | | 80.0% | 20.0% | 66.7% | 13.3% | 6.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 6.7% | 6.7% |
| 20-29 | 2,779 | 1,226 | 1,553 | 788 | 707 | 337 | 734 | 4 | 0 | 37 | 31 | 1 | 0 | 0 | 0 | 20 | 33 | 39 | 48 |
| | | 44.1% | 55.9% | 28.4% | 25.4% | 12.1% | 26.4% | 0.1% | 0.0% | 1.3% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 1.2% | 1.4% | 1.7% |
| 30-39 | 8,852 | 3,685 | 5,167 | 2,305 | 2,077 | 1,154 | 2,710 | 6 | 8 | 80 | 132 | 6 | 5 | 0 | 0 | 49 | 102 | 85 | 133 |
| | | 41.6% | 58.4% | 26.0% | 23.5% | 13.0% | 30.6% | 0.1% | 0.1% | 0.9% | 1.5% | 0.1% | 0.1% | 0.0% | 0.0% | 0.6% | 1.2% | 1.0% | 1.5% |
| 40-49 | 9,408 | 3,698 | 5,710 | 2,069 | 2,272 | 1,389 | 3,053 | 8 | 19 | 107 | 167 | 5 | 5 | 0 | 1 | 45 | 77 | 75 | 116 |
| | | 39.3% | 60.7% | 22.0% | 24.1% | 14.8% | 32.5% | 0.1% | 0.2% | 1.1% | 1.8% | 0.1% | 0.1% | 0.0% | 0.0% | 0.5% | 0.8% | 0.8% | 1.2% |
| 50-59 | 10,901 | 4,102 | 6,799 | 2,288 | 2,869 | 1,577 | 3,545 | 12 | 17 | 111 | 162 | 5 | 7 | 1 | 0 | 35 | 81 | 73 | 118 |
| | | 37.6% | 62.4% | 21.0% | 26.3% | 14.5% | 32.5% | 0.1% | 0.2% | 1.0% | 1.5% | 0.0% | 0.1% | 0.0% | 0.0% | 0.3% | 0.7% | 0.7% | 1.1% |
| 60-69 | 6,116 | 2,459 | 3,657 | 1,405 | 1,756 | 894 | 1,736 | 10 | 12 | 99 | 72 | 1 | 2 | 0 | 1 | 21 | 34 | 29 | 44 |
| | | 40.2% | 59.8% | 23.0% | 28.7% | 14.6% | 28.4% | 0.2% | 0.2% | 1.6% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.3% | 0.6% | 0.5% | 0.7% |
| 70 and over | 855 | 443 | 412 | 291 | 207 | 123 | 181 | 2 | 0 | 21 | 14 | 1 | 0 | 0 | 0 | 2 | 7 | 3 | 3 |
| | | 51.8% | 48.2% | 34.0% | 24.2% | 14.4% | 21.2% | 0.2% | 0.0% | 2.5% | 1.6% | 0.1% | 0.0% | 0.0% | 0.0% | 0.2% | 0.8% | 0.4% | 0.4% |
| TOTAL | 38,926 | 15,625 | 23,301 | 9,156 | 9,890 | 5,475 | 11,959 | 42 | 56 | 455 | 578 | 19 | 19 | 1 | 2 | 172 | 335 | 305 | 462 |
| | | 40% | 60% | 23.5% | 25.4% | 14.1% | 30.7% | 0.11% | 0.14% | 1.17% | 1.48% | 0.05% | 0.05% | 0.00% | 0.01% | 0.44% | 0.86% | 0.78% | 1.19% |

NOTE: The data include SPMS and Independent agencies, excluding MDOT, Morgan State Univ., Towson University, Frostburg State University, Salisbury University, Maryland Automobile Insurance Fund, Baltimore City Sheriff's Office and Maryland Environmental Services. Contractuals are not included.

STATEWIDE WORKFORCE BY SERVICE TYPE

| Service Type | TOTAL | | Race | | | | | | | | | | | | | | Ethnicity | | |
|----------------------------------|-----------|--------|--------|--------|------------------|-------|---------------------------------|------|--------|------|--|------|---------------------------|------|-------------|------|--|------|--------|
| | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Executive | 1,318 | 759 | 559 | 559 | 326 | 130 | 170 | 1 | 3 | 32 | 25 | 4 | 0 | 14 | 17 | 9 | 8 | 10 | 10 |
| | | 57.6% | 42.4% | 42.4% | 24.7% | 9.9% | 12.9% | 0.1% | 0.2% | 2.4% | 1.9% | 0.3% | 0.0% | 1.1% | 1.3% | 0.7% | 0.6% | 0.8% | 0.8% |
| Independent | 22 | 15 | 7 | 8 | 5 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| | | 68% | 32% | 36.4% | 22.7% | 22.7% | 9.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.5% | 0.0% | 4.5% | 0.0% |
| Management | 2,783 | 1,303 | 1,480 | 920 | 843 | 266 | 520 | 8 | 2 | 72 | 63 | 3 | 1 | 2 | 0 | 10 | 23 | 22 | 28 |
| | | 47% | 53% | 33.1% | 30.3% | 9.6% | 18.7% | 0.3% | 0.1% | 2.6% | 2.3% | 0.1% | 0.0% | 0.1% | 0.0% | 0.4% | 0.8% | 0.8% | 1.0% |
| Professional | 4,578 | 1,021 | 3,557 | 676 | 2195 | 254 | 1109 | 1 | 7 | 46 | 110 | 3 | 5 | 2 | 1 | 15 | 62 | 24 | 68 |
| | | 22% | 78% | 14.8% | 47.9% | 5.5% | 24.2% | 0.0% | 0.2% | 1.0% | 2.4% | 0.1% | 0.1% | 0.0% | 0.0% | 0.3% | 1.4% | 0.5% | 1.5% |
| Skilled Service | 29,002 | 12,450 | 16,552 | 6938 | 5826 | 4783 | 9733 | 30 | 45 | 297 | 348 | 12 | 12 | 4 | 2 | 148 | 242 | 238 | 344 |
| | | 43% | 57% | 23.9% | 20.1% | 16.5% | 33.6% | 0.1% | 0.2% | 1.0% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 0.8% | 0.8% | 1.2% |
| Special Appointment | 3,062 | 1,258 | 1,804 | 908 | 1070 | 248 | 608 | 6 | 2 | 45 | 62 | 1 | 2 | 0 | 0 | 14 | 23 | 36 | 37 |
| | | 41% | 59% | 29.7% | 34.9% | 8.1% | 19.9% | 0.2% | 0.1% | 1.5% | 2.0% | 0.1% | 0.1% | 0.0% | 0.0% | 0.5% | 0.8% | 1.2% | 1.2% |
| Designated Political Appointment | 362 | 147 | 215 | 119 | 147 | 21 | 60 | 0 | 0 | 3 | 6 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 1 |
| | | 41% | 59% | 32.9% | 40.6% | 5.8% | 16.6% | 0.0% | 0.0% | 0.8% | 1.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.3% | 0.3% | 0.8% | 0.3% |
| MDOT Commission | - | - | - | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Permanent MTA Union | 2,496 | 1584 | 912 | 243 | 13 | 1245 | 871 | 6 | 1 | 12 | 0 | 4 | 2 | 62 | 25 | 0 | 0 | 12 | 0 |
| | | 63% | 37% | 9.7% | 0.5% | 49.9% | 34.9% | 0.2% | 0.0% | 0.5% | 0.0% | 0.2% | 0.1% | 2.5% | 1.0% | 0.0% | 0.0% | 0.5% | 0.0% |
| Uniform Police | 98 | 80 | 18 | 8 | 0 | 70 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| | | 82% | 18% | 8.2% | 0.0% | 71.4% | 18.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.0% | 0.0% |
| Transportation Service | 6,082 | 3,667 | 2,415 | 2126 | 926 | 1240 | 1257 | 19 | 10 | 132 | 80 | 3 | 2 | 28 | 44 | 43 | 33 | 76 | 63 |
| | | 60% | 40% | 35.0% | 15.2% | 20.4% | 20.7% | 0.3% | 0.2% | 2.2% | 1.3% | 0.0% | 0.0% | 0.5% | 0.7% | 0.7% | 0.5% | 1.2% | 1.0% |
| TOTAL | 49,803 | 22,284 | 27,519 | 12,505 | 11,351 | 8,262 | 14,348 | 71 | 70 | 639 | 694 | 30 | 24 | 112 | 89 | 241 | 392 | 424 | 551 |
| | | 45% | 55% | 25.1% | 22.8% | 16.6% | 28.8% | 0.1% | 0.1% | 1.3% | 1.4% | 0.1% | 0.0% | 0.2% | 0.2% | 0.5% | 0.8% | 0.9% | 1.1% |

NOTE: The data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractals are not included.

SECTION FOUR

WORKFORCE

UTILIZATION

SECTION 4: WORKFORCE UTILIZATION

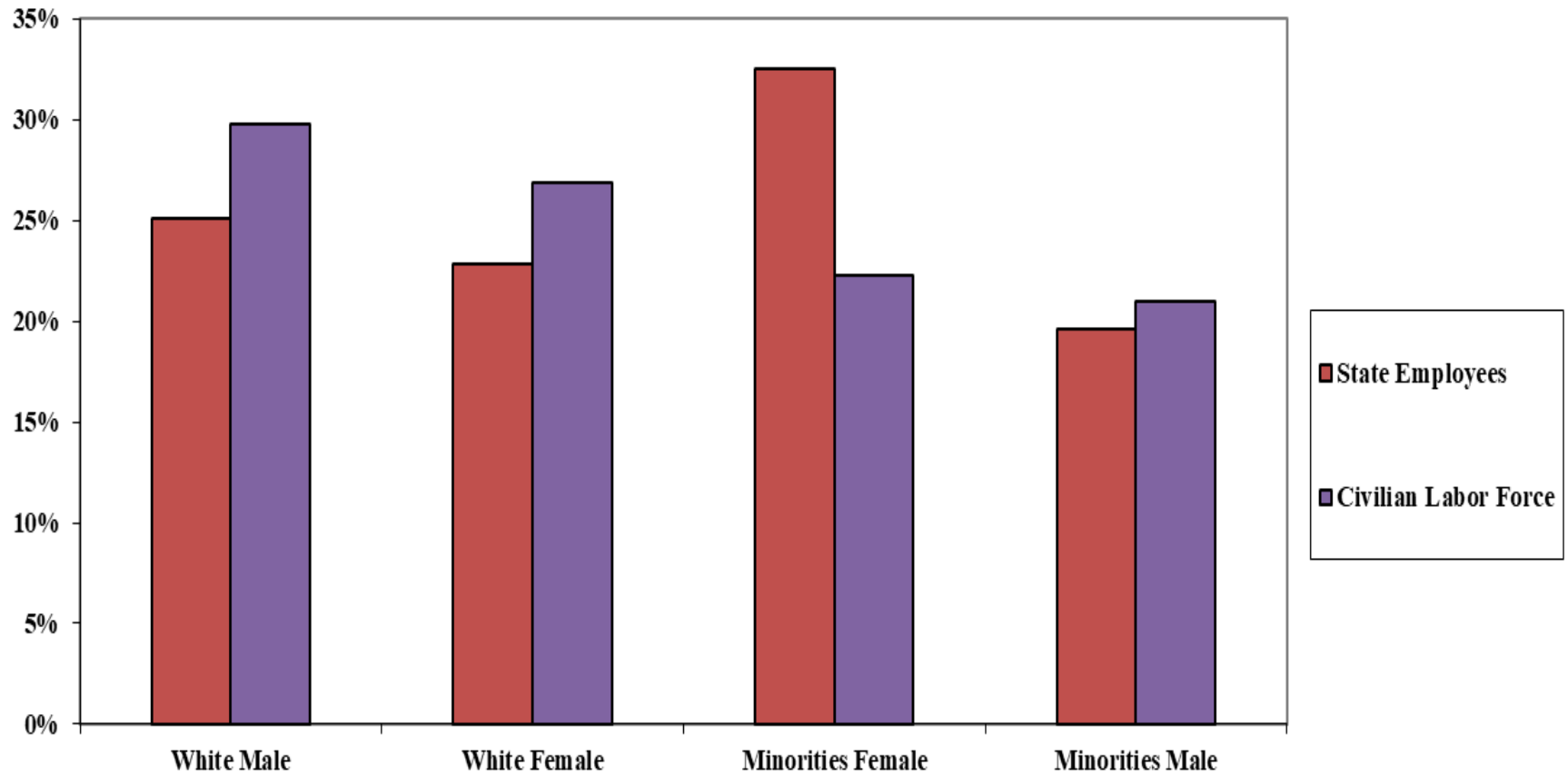
Section four provides a narrative and statistical comparison of the State's workforce with the Civilian Labor Force (CLF) in the eight EEO job categories.

SUMMARY HIGHLIGHTS

Trends displayed in the following charts are highlighted as follows:

- White males and females and Minority males represent a higher proportion of the CLF than State government's workforce, while Minority females represent a higher proportion of the State government's workforce than the CLF.
- Minorities hold 34% of the State positions classified as Officials and Administrators-the same as the CLF availability.
- African Americans represent a higher proportion of the State's workforce than the CLF.
- African American females in the State's workforce exceeded the CLF availability in the Officials and Administrators, Professionals, Non-sworn Protective Service Workers, Administrative Support and Service Maintenance categories. African American males exceeded the CLF availability in the Professionals, Technicians, Non-sworn Protective Service Workers, Skilled Craft Workers and Service Maintenance categories.
- Males categorized as White represent a higher share of State government sworn Protective Service Workers than in the CLF.
- The largest representation of females in FY 2021 was in the Professional job category (14,048).

Comparison of State Employees/Civilian Labor Force



STATEWIDE WORKFORCE UTILIZATION ANALYSIS — FISCAL YEAR 2021

| EEO JOB CATEGORY | | WHITE | | | | | | AFRICAN-AMERICAN | | | | | | OTHER MINORITIES | | | | | | TOTAL PERMANENT POSITIONS |
|---------------------------------------|---|---------------|--------------|-------------|---------------|--------------|-------------|------------------|--------------|-------------|---------------|--------------|-------------|------------------|-------------|-------------|--------------|-------------|-------------|---------------------------|
| | | MALE | State CLF | Index Under | FEMALE | State CLF | Index Under | MALE | State CLF | Index Under | FEMALE | State CLF | Index Under | MALE | State CLF | Index Under | FEMALE | State CLF | Index Under | |
| Officials and Administrators | # | 1,890 | 39.9% | | 1,705 | 27.0% | | 513 | 9.5% | | 900 | 13.1% | | 214 | 5.7% | | 232 | 4.5% | | 5,454 |
| | % | 34.7% | | -5.2% | 31.26% | | 4.3% | 9.4% | | -0.1% | 16.5% | | 3.4% | 3.92% | | -1.8% | 4.25% | | 0% | |
| Professionals | # | 3,951 | 30% | | 6,412 | 33.9% | | 2,216 | 8.2% | | 6,632 | 14.0% | | 633 | 7.3% | | 1,004 | 7.0% | | 20,848 |
| | % | 19.0% | | -10.5% | 30.8% | | -3.1% | 10.6% | | 2.4% | 31.8% | | 17.8% | 3.0% | | -4% | 4.8% | | -2.2% | |
| Technicians | # | 1,212 | 27% | | 456 | 28.3% | | 388 | 10.7% | | 410 | 20.5% | | 102 | 7.2% | | 52 | 6.7% | | 2,620 |
| | % | 46.3% | | 19% | 17.4% | | -10.9% | 14.8% | | 4.1% | 15.6% | | -4.9% | 3.9% | | -3.31% | 2.0% | | -4.72% | |
| Protective Service Workers: Sworn | # | 1,288 | 37.7% | | 121 | 7.9% | | 480 | 30.9% | | 108 | 17.6% | | 115 | 4.3% | | 15 | 1.5% | | 2,127 |
| | % | 60.6% | | 23% | 5.7% | | -2.2% | 22.6% | | -8.3% | 5.1% | | -12.5% | 5.4% | | 1% | 0.7% | | -1% | |
| Protective Service Workers: Non-Sworn | # | 2,200 | 31.0% | | 514 | 28.5% | | 2,372 | 14.3% | | 2,449 | 17.8% | | 155 | 4.3% | | 75 | 4.1% | | 7,765 |
| | % | 28.3% | | -2.7% | 7% | | -21.9% | 31% | | 16.2% | 32% | | 14.5% | 2.0% | | -2.3% | 1.0% | | -3.13% | |
| Administrative Support | # | 275 | 20.0% | | 1,993 | 36.4% | | 427 | 10.3% | | 3,004 | 21.7% | | 90 | 4.6% | | 367 | 7.2% | | 6,156 |
| | % | 4.5% | | -15.5% | 32.4% | | -4.0% | 6.9% | | -3.4% | 48.8% | | 27.1% | 1.5% | | -3.14% | 6.0% | | -1% | |
| Skilled Craft Workers | # | 1,354 | 57.5% | | 40 | 2.6% | | 590 | 17.5% | | 39 | 1.6% | | 99 | 19.8% | | 15 | 1.0% | | 2,137 |
| | % | 63.4% | | 5.9% | 1.9% | | -0.7% | 27.6% | | 10.1% | 1.8% | | 0.2% | 3.9% | | -15.90% | 0.7% | | -0.3% | |
| Service-Maintenance | # | 335 | 24.2% | | 110 | 20.1% | | 1,276 | 18.5% | | 806 | 15.5% | | 109 | 11.7% | | 60 | 10.0% | | 2,696 |
| | % | 12.4% | | -12% | 4.1% | | -16.02% | 47.3% | | 28.8% | 29.9% | | 14.4% | 4.0% | | -7.66% | 2.2% | | -7.8% | |
| TOTALS | # | 12,505 | 29.8% | | 11,351 | 26.9% | | 8,262 | 12.8% | | 14,348 | 15.6% | | 1,517 | 8.2% | | 1,820 | 6.7% | | 49,803 |
| | % | 25.1% | | -4.7% | 22.8% | | -4.1% | 16.6% | | 3.8% | 28.8% | | 13.2% | 3.0% | | -5.15% | 3.7% | | -3.0% | |

2021 SUMMARY OF AGENCY WORKFORCE ANALYSIS

| AGENCY | White | | TOTAL | African-American | | TOTAL | Other Minorities | | TOTAL | TOTAL Employees |
|---|-------|--------|-------|------------------|--------|-------|------------------|--------|-------|-----------------|
| | Male | Female | | Male | Female | | Male | Female | | |
| Alcohol and Tobacco Commission | 16 | 3 | 19 | 2 | 1 | 3 | 0 | 0 | 0 | 22 |
| Baltimore City Community College | 89 | 89 | 178 | 204 | 347 | 551 | 26 | 27 | 53 | 782 |
| Baltimore City Sheriff's Office | 10 | 1 | 11 | 73 | 23 | 96 | 2 | 0 | 2 | 109 |
| Canal Place | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Commission on Civil Rights | 3 | 2 | 5 | 9 | 13 | 22 | 1 | 1 | 2 | 29 |
| Dept of Aging | 3 | 12 | 15 | 1 | 15 | 16 | 0 | 1 | 1 | 32 |
| Dept of Budget and Management | 44 | 72 | 116 | 29 | 98 | 127 | 7 | 12 | 19 | 262 |
| Dept of Commerce | 51 | 57 | 108 | 7 | 36 | 43 | 3 | 9 | 12 | 163 |
| Dept of General Services | 186 | 65 | 251 | 163 | 131 | 294 | 34 | 11 | 45 | 590 |
| Dept of Housing and Community Development | 61 | 65 | 126 | 50 | 105 | 155 | 8 | 15 | 23 | 304 |
| Dept of Human Services | 271 | 1,559 | 1,830 | 505 | 2826 | 3,331 | 72 | 180 | 252 | 5,413 |
| Dept of Information Technology | 61 | 32 | 93 | 31 | 20 | 51 | 12 | 7 | 19 | 163 |
| Dept of Juvenile Services | 326 | 268 | 594 | 430 | 814 | 1,244 | 19 | 42 | 61 | 1,899 |
| Dept of Natural Resources | 668 | 361 | 1,029 | 60 | 71 | 131 | 36 | 28 | 64 | 1,224 |
| Dept of Public Safety and Correctional Services | 2,308 | 833 | 3,141 | 2,090 | 2,628 | 4,718 | 166 | 131 | 297 | 8,156 |
| Dept of Veteran's Affairs | 42 | 18 | 60 | 37 | 8 | 45 | 3 | 1 | 4 | 109 |
| Executive Department | 80 | 85 | 165 | 20 | 40 | 60 | 9 | 10 | 19 | 244 |
| Historic St Mary's City Commission | 14 | 15 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 29 |

2021 SUMMARY OF AGENCY WORKFORCE ANALYSIS

| AGENCY | White | | TOTAL | African-American | | TOTAL | Other Minorities | | TOTAL | TOTAL Employees |
|--|-------|--------|-------|------------------|--------|-------|------------------|--------|-------|-----------------|
| | Male | Female | | Male | Female | | Male | Female | | |
| Judiciary of Maryland | 539 | 1,328 | 1,867 | 353 | 990 | 1,343 | 92 | 265 | 357 | 3,567 |
| Maryland 529 | 2 | 5 | 7 | 0 | 7 | 7 | 2 | 2 | 4 | 18 |
| Maryland African American Museum Corporation | 1 | 2 | 3 | 3 | 12 | 15 | 1 | 0 | 1 | 19 |
| Maryland Automobile Insurance Fund | 61 | 83 | 144 | 9 | 50 | 59 | 13 | 17 | 30 | 233 |
| Maryland Dept of Agriculture | 130 | 134 | 264 | 16 | 33 | 49 | 12 | 12 | 24 | 337 |
| Maryland Dept of Disabilities | 6 | 13 | 19 | 2 | 5 | 7 | 1 | 0 | 1 | 27 |
| Maryland Dept of Health | 1,054 | 3,267 | 4,321 | 889 | 2,625 | 3,514 | 173 | 487 | 660 | 8,495 |
| Maryland Dept of Labor | 367 | 282 | 649 | 205 | 427 | 632 | 45 | 73 | 118 | 1,399 |
| Maryland Dept of Planning | 38 | 53 | 91 | 3 | 13 | 16 | 6 | 6 | 12 | 119 |
| Maryland Dept of the Environment | 279 | 210 | 489 | 70 | 111 | 181 | 49 | 45 | 94 | 764 |
| Maryland Dept of Transportation | 2,817 | 1,204 | 4,021 | 2,607 | 2,282 | 4,889 | 453 | 316 | 769 | 9,679 |
| Maryland Emergency Management Agency | 29 | 17 | 46 | 0 | 7 | 7 | 4 | 3 | 7 | 60 |
| Maryland Environmental Services | 461 | 173 | 634 | 98 | 34 | 132 | 55 | 35 | 90 | 856 |
| Maryland Food Center Authority | 8 | 5 | 13 | 5 | 2 | 7 | 2 | 0 | 2 | 22 |
| Maryland Health Benefit Exchange | 5 | 17 | 22 | 5 | 19 | 24 | 5 | 8 | 13 | 59 |

2021 SUMMARY OF AGENCY WORKFORCE ANALYSIS

| AGENCY | White | | TOTAL | African-American | | TOTAL | Other Minorities | | TOTAL | TOTAL Employees |
|--|-------|--------|-------|------------------|--------|-------|------------------|--------|-------|-----------------|
| | Male | Female | | Male | Female | | Male | Female | | |
| Maryland Higher Education Commission | 8 | 11 | 19 | 7 | 23 | 30 | 0 | 3 | 3 | 52 |
| Maryland Insurance Administration | 56 | 47 | 103 | 26 | 69 | 95 | 7 | 14 | 21 | 219 |
| Maryland Lottery & Gaming Control Agency | 103 | 46 | 149 | 75 | 57 | 132 | 6 | 8 | 14 | 295 |
| Maryland Public Television | 54 | 36 | 90 | 8 | 17 | 25 | 6 | 5 | 11 | 126 |
| Maryland School for the Deaf | 74 | 173 | 247 | 18 | 24 | 42 | 10 | 23 | 33 | 322 |
| Maryland Stadium Authority | 50 | 16 | 66 | 21 | 23 | 44 | 9 | 8 | 17 | 127 |
| Maryland State Library | 5 | 11 | 16 | 3 | 10 | 13 | 0 | 1 | 1 | 30 |
| Maryland State Police | 1,465 | 329 | 1,794 | 202 | 125 | 327 | 87 | 22 | 109 | 2,230 |
| Maryland State Retirement and Pension Systems | 46 | 30 | 76 | 20 | 62 | 82 | 17 | 8 | 25 | 183 |
| Maryland Supplemental Retirement Plans | 2 | 3 | 5 | 0 | 6 | 6 | 0 | 0 | 0 | 11 |
| Maryland Tax Court | 5 | 1 | 6 | 0 | 1 | 1 | 0 | 0 | 0 | 7 |
| MD Institute for Emer Medical Servs Systems | 39 | 22 | 61 | 6 | 5 | 11 | 2 | 5 | 7 | 79 |
| MD State Dept of Education | 188 | 437 | 625 | 102 | 399 | 501 | 33 | 58 | 91 | 1,217 |
| Military Department Operations and Maintenance | 97 | 20 | 117 | 51 | 38 | 89 | 6 | 1 | 7 | 213 |
| Morgan State University | 136 | 87 | 223 | 553 | 652 | 1,205 | 90 | 56 | 146 | 1,574 |
| Office of Administrative Hearings | 23 | 48 | 71 | 5 | 35 | 40 | 2 | 3 | 5 | 116 |
| Office of the Attorney General | 212 | 267 | 479 | 36 | 108 | 144 | 15 | 24 | 39 | 662 |
| Office of the Comptroller | 171 | 255 | 426 | 89 | 350 | 439 | 47 | 89 | 136 | 1,001 |
| Office of the Governor | 1 | 1 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 3 |

2021 SUMMARY OF AGENCY WORKFORCE ANALYSIS

| AGENCY | White | | TOTAL | African-American | | TOTAL | Other Minorities | | TOTAL | TOTAL Employees |
|--|----------------|----------------|------------------|------------------|----------------|----------------|------------------|----------------|----------------|------------------|
| | Male | Female | | Male | Female | | Male | Female | | |
| Office of People's Counsel | 8 | 2 | 10 | 1 | 4 | 5 | 1 | 1 | 2 | 17 |
| Office of Public Defender | 187 | 309 | 496 | 45 | 206 | 251 | 30 | 47 | 77 | 824 |
| Office of State Prosecutor | 5 | 4 | 9 | 1 | 1 | 2 | 0 | 0 | 0 | 11 |
| Office of the Treasurer | 11 | 17 | 28 | 1 | 8 | 9 | 1 | 1 | 2 | 39 |
| Property Tax Assessment Appeals Board | 55 | 27 | 82 | 9 | 11 | 20 | 0 | 0 | 0 | 102 |
| Public Service Commission | 32 | 29 | 61 | 20 | 22 | 42 | 12 | 10 | 22 | 125 |
| SPMS/Agency Heads <i>(Gov, AG, Trea, Comp, Secretaries)</i> | 34 | 15 | 49 | 10 | 17 | 27 | 2 | 3 | 5 | 81 |
| St. Mary's College of Maryland | 116 | 136 | 252 | 29 | 23 | 52 | 14 | 12 | 26 | 330 |
| State Archives | 18 | 20 | 38 | 8 | 6 | 14 | 2 | 1 | 3 | 55 |
| State Board of Elections | 44 | 84 | 128 | 29 | 48 | 77 | 6 | 9 | 15 | 220 |
| State Dept of Assessment and Taxation | 98 | 139 | 237 | 47 | 182 | 229 | 21 | 19 | 40 | 506 |
| Subsequent Injury Fund | 1 | 8 | 9 | 0 | 3 | 3 | 0 | 0 | 0 | 12 |
| Uninsured Employer's Fund | 2 | 2 | 4 | 0 | 3 | 3 | 0 | 0 | 0 | 7 |
| University of Maryland Systems | 10,109 | 11,453 | 21,562 | 2,973 | 5,088 | 8,061 | 5,115 | 5,297 | 10,412 | 40,035 |
| Worker's Compensation Commission | 11 | 29 | 40 | 10 | 42 | 52 | 3 | 6 | 9 | 101 |
| TOTAL-Maryland State Work Force | 23,481 | 24,443 | 47,924 | 12,380 | 21,460 | 33,840 | 6,855 | 7,478 | 14,333 | 96,097 |
| | 24.4% | 25.4% | 49.9% | 12.9% | 22.3% | 35.2% | 7.1% | 7.8% | 14.9% | |
| TOTAL - Civilian | 925,065 | 835,205 | 1,760,270 | 398,565 | 483,405 | 881,970 | 254,445 | 211,240 | 465,685 | 3,107,925 |

SECTION FIVE

DISTRIBUTION OF

STATE EMPLOYEE

WORKFORCE BY SALARY

AND GRADE AND BY RACE

AND GENDER

SECTION 5: DISTRIBUTION OF STATE EMPLOYEE WORKFORCE BY SALARY AND GRADE AND BY RACE AND GENDER

INTRODUCTION

Section five presents the salary and grade of employees by race and gender. This section includes a comparison of salary and grade information for FY 2016 through 2021.

SUMMARY HIGHLIGHTS

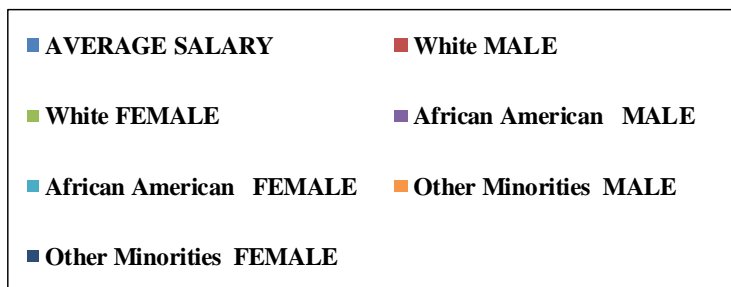
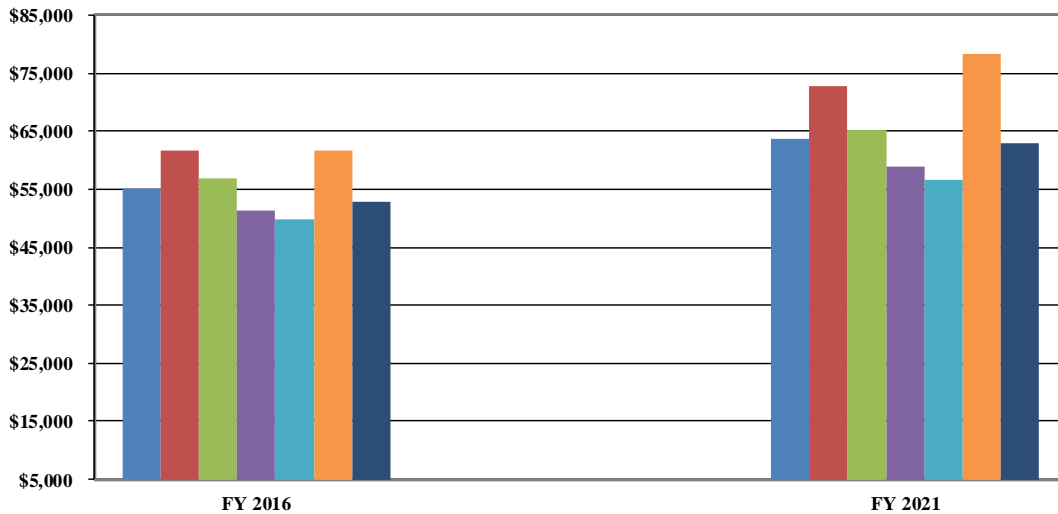
Trends displayed in the following charts include:

- Male employees were paid an average of \$7,427 more than female employees in FY 2021.
- The salary gap between men and women of the same race increased from 2016 to 2021 for Whites and African Americans.
- The salary of white men exceeded the salary of white women by \$4,665 in 2016 and by \$7,725 in 2021. The salary gap between African American males and females rose from \$1,702 in 2016 to \$2,493 in 2021.
- White employees were paid an average of \$68,791 in FY 2021 compared to \$57,266 for African American employees, and \$69,695 for other minority employees.
- The salary differentials between men and women and Whites and African Americans are related to differences in the types of positions held. Whites (81%) and men (64%) are far more likely than African Americans (11%) and women (36%) to hold positions in the Executive Pay Plan with positions classified as Grade 24 and above. African Americans, in contrast, hold a majority of the positions classified at Grade 13 or below. Females hold approximately 64% of positions classified at Grade 13 and below.

COMPARISON OF AVERAGE SALARIES BY RACE AND GENDER FOR FY 2016 AND FY 2021

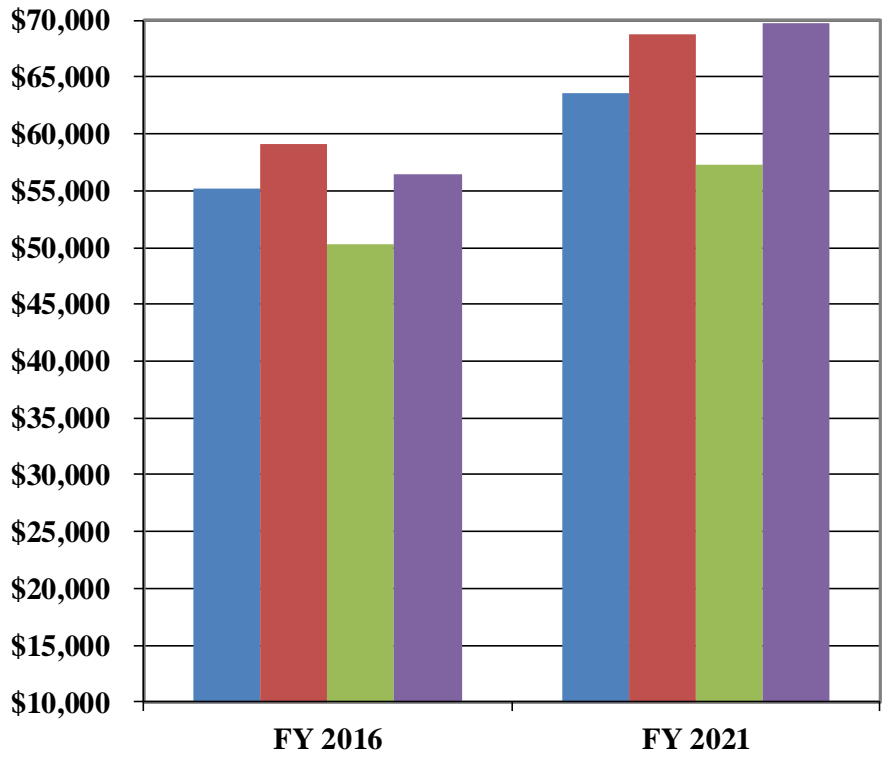
| YEAR | AVERAGE SALARY | White | | African American | | Other Minorities | |
|----------------|-----------------|-----------------|-----------------|------------------|-----------------|------------------|-----------------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| FY 2016 | \$55,180 | \$61,576 | \$56,911 | \$51,390 | \$49,688 | \$61,588 | \$52,871 |
| FY 2021 | \$63,590 | \$72,810 | \$65,085 | \$58,977 | \$56,484 | \$78,218 | \$62,984 |

YEARLY AVERAGE SALARY COMPARISON



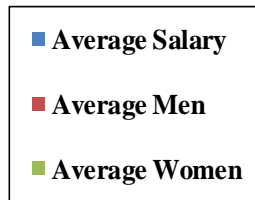
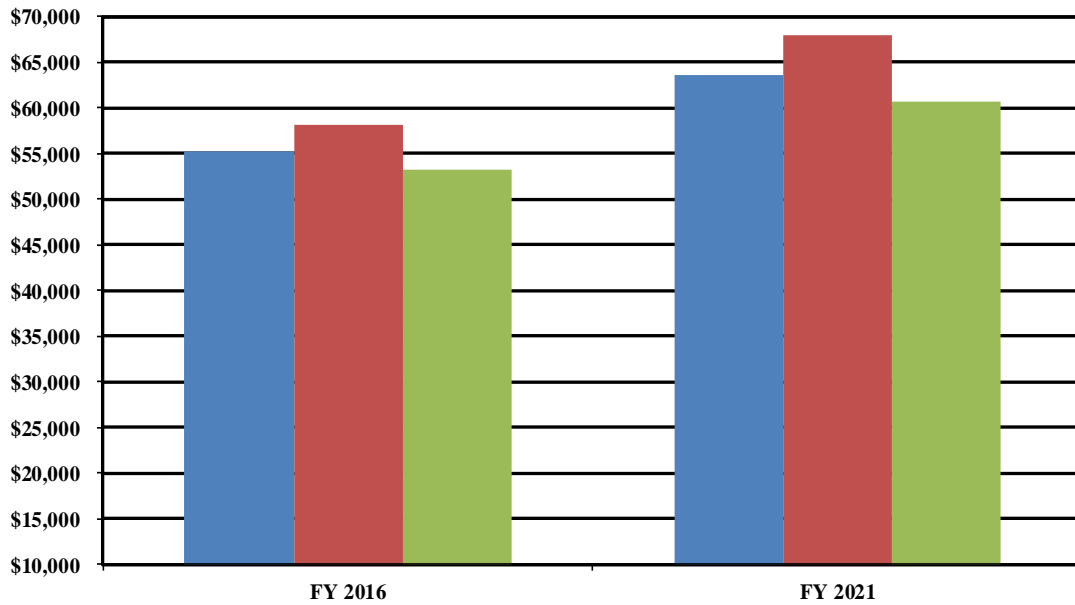
**COMPARISON OF AVERAGE SALARIES BY RACE
FOR FY 2016 AND FY 2021**

| Year | Average Salary | White | African American | Other Minorities |
|----------------|-----------------------|-----------------|-------------------------|-------------------------|
| FY 2016 | \$55,180 | \$59,168 | \$50,221 | \$56,381 |
| FY 2021 | \$63,590 | \$68,791 | \$57,266 | \$69,695 |



**COMPARISON OF AVERAGE SALARIES BY GENDER
FOR FY 2016 AND FY 2021**

| Year | Average Salary | Men | Women |
|----------------|-----------------------|-----------------|-----------------|
| FY 2016 | \$55,180 | \$58,174 | \$53,159 |
| FY 2021 | \$63,590 | \$68,041 | \$60,617 |



WORKFORCE BY SALARY, RACE AND GENDER — FISCAL YEAR 2021

| Salary | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|---------------------|---------------|---------------|---------------|---------------|---------------|------------------|---------------|---------------------------------|-----------|------------|------------|--|-----------|---------------------------|-----------|-------------|------------|--|------------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| \$10,000 or Less | 313 | 202 | 111 | 143 | 57 | 42 | 50 | 1 | 0 | 5 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 8 | 2 |
| | | 65% | 35% | 46% | 18% | 13% | 16% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 1% | 3% |
| \$10,001 - \$20,000 | 103 | 38 | 65 | 23 | 22 | 15 | 36 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 |
| | | 37% | 63% | 22% | 21% | 15% | 35% | 0% | 0% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| \$20,001 - \$30,000 | 293 | 82 | 211 | 27 | 87 | 47 | 103 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 6 | 2 | 2 | 3 | 11 |
| | | 28% | 72% | 9% | 30% | 16% | 35% | 0.00% | 0.3% | 1.0% | 0.3% | 0.00% | 0.00% | 0.0% | 2.0% | 0.7% | 0.7% | 1.0% | 3.8% |
| \$30,001 - \$40,000 | 5,688 | 1,682 | 4,006 | 727 | 1,408 | 796 | 2,288 | 6 | 11 | 52 | 97 | 3 | 0 | 8 | 22 | 33 | 54 | 57 | 126 |
| | | 30% | 70% | 13% | 25% | 14% | 40% | 0.1% | 0.2% | 0.9% | 1.7% | 0.05% | 0.00% | 0.1% | 0.4% | 0.6% | 0.9% | 1.0% | 2.2% |
| \$40,001 - \$50,000 | 8,761 | 3,327 | 5,434 | 1,701 | 1,938 | 1,430 | 3,145 | 12 | 17 | 67 | 86 | 3 | 4 | 4 | 8 | 39 | 93 | 71 | 143 |
| | | 38% | 62% | 19% | 22% | 16% | 36% | 0.1% | 0.2% | 0.8% | 1.0% | 0.03% | 0.05% | 0.0% | 0.1% | 0.4% | 1.1% | 0.8% | 1.6% |
| \$50,001 - \$60,000 | 11,071 | 5,180 | 5,891 | 2,770 | 2,095 | 2,164 | 3,489 | 10 | 18 | 83 | 102 | 5 | 6 | 8 | 3 | 54 | 86 | 86 | 92 |
| | | 47% | 53% | 25% | 19% | 20% | 32% | 0.09% | 0.2% | 0.7% | 0.9% | 0.05% | 0.05% | 0.1% | 0.0% | 0.5% | 0.8% | 0.8% | 0.8% |
| \$60,001 and Over | 21,072 | 10,187 | 10,885 | 6,871 | 5,731 | 2,521 | 4,362 | 36 | 22 | 417 | 404 | 15 | 12 | 29 | 25 | 111 | 154 | 187 | 175 |
| | | 48% | 52% | 33% | 27% | 12% | 21% | 0.2% | 0.10% | 2.0% | 1.9% | 0.1% | 0.06% | 0.1% | 0.1% | 0.5% | 0.7% | 0.9% | 0.8% |
| Hourly/Daily | 2,502 | 1,586 | 916 | 243 | 13 | 1,247 | 875 | 6 | 1 | 12 | 0 | 4 | 2 | 62 | 25 | 0 | 0 | 12 | 0 |
| | | 63% | 37% | 10% | 1% | 50% | 35% | 0.2% | 0.0% | 0.5% | 0.0% | 0.2% | 0.1% | 2.5% | 1.0% | 0.0% | 0.0% | 0.5% | 0.00% |
| TOTAL | 49,803 | 22,284 | 27,519 | 12,505 | 11,351 | 8,262 | 14,348 | 71 | 70 | 639 | 694 | 30 | 24 | 112 | 89 | 241 | 392 | 424 | 551 |
| | | 45% | 55% | 25% | 23% | 17% | 29% | 0.14% | 0.14% | 1.28% | 1.39% | 0.06% | 0.05% | 0.22% | 0.18% | 0.48% | 0.79% | 0.85% | 1.11% |

NOTE: The data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractuales are not included.

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2021

| Grade | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|-------------------------------------|-----------|------|--------|-------|--------|------------------|--------|---------------------------------|--------|-------|--------|--|--------|----------------------------------|--------|-------------|--------|---|--------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance <i>(no race checked)</i> | | Multiracial | | Hispanic or Latino <i>(no other race checked)</i> | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Flat/Slope | 783 | 358 | 425 | 253 | 276 | 65 | 114 | 0 | 1 | 25 | 18 | 0 | 0 | 1 | 0 | 2 | 4 | 12 | 12 |
| | | 46% | 54% | 32% | 35% | 8% | 15% | 0% | 0.1% | 3% | 2.3% | 0.00% | 0.00% | 0.1% | 0% | 0.3% | 1% | 2% | 1.5% |
| Grade 5 – (\$22,707 - \$34,996) | 295 | 103 | 192 | 28 | 64 | 64 | 96 | 0 | 3 | 5 | 19 | 0 | 0 | 0 | 0 | 2 | 1 | 4 | 9 |
| | | 35% | 65% | 9% | 22% | 22% | 33% | 0.00% | 1.02% | 1.69% | 6.44% | 0.00% | 0.00% | 0.00% | 0.00% | 0.68% | 0.34% | 1.36% | 3.05% |
| Grade 6 – (\$24,056 - \$37,204) | 335 | 238 | 97 | 89 | 30 | 129 | 57 | 3 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 6 | 2 | 8 | 6 |
| | | 71% | 29% | 27% | 9% | 39% | 17% | 0.90% | 0.00% | 0.60% | 0.60% | 0.30% | 0.00% | 0.00% | 0.00% | 1.79% | 0.60% | 2.39% | 1.79% |
| Grade 7 – (\$25,502 - \$39,574) | 348 | 133 | 215 | 49 | 69 | 77 | 136 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 6 | 5 |
| | | 38% | 62% | 14% | 20% | 22% | 39% | 0.00% | 0.29% | 0.00% | 0.86% | 0.00% | 0.00% | 0.00% | 0.00% | 0.29% | 0.29% | 1.72% | 1.44% |
| Grade 8 – (\$27,048 - \$42,102) | 981 | 321 | 660 | 137 | 204 | 161 | 397 | 1 | 4 | 6 | 13 | 0 | 0 | 0 | 6 | 5 | 8 | 11 | 28 |
| | | 33% | 67% | 14% | 21% | 16% | 40% | 0.10% | 0.41% | 0.61% | 1.33% | 0.00% | 0.00% | 0.00% | 0.61% | 0.51% | 0.82% | 1.12% | 2.85% |
| Grade 9 – (\$28,702 - \$44,812) | 980 | 284 | 696 | 144 | 245 | 116 | 411 | 2 | 1 | 8 | 8 | 1 | 0 | 0 | 1 | 2 | 13 | 11 | 17 |
| | | 29% | 71% | 15% | 25% | 12% | 42% | 0.20% | 0.10% | 0.82% | 0.82% | 0.10% | 0.00% | 0.00% | 0.10% | 0.2% | 1.33% | 1.12% | 1.73% |
| Grade 10 – (\$30,472 - \$47,710) | 2,330 | 716 | 1,614 | 381 | 649 | 273 | 845 | 2 | 3 | 33 | 26 | 1 | 0 | 6 | 23 | 5 | 14 | 15 | 54 |
| | | 31% | 69% | 16% | 28% | 12% | 36% | 0.09% | 0.13% | 1.42% | 1.12% | 0.04% | 0.00% | 0.26% | 0.99% | 0.21% | 0.60% | 0.64% | 2.32% |
| Grade 11 – (\$32,364 - \$50,818) | 2,672 | 641 | 2,031 | 306 | 648 | 288 | 1,271 | 5 | 3 | 17 | 29 | 2 | 0 | 3 | 2 | 6 | 32 | 14 | 46 |
| | | 24% | 76% | 11% | 24% | 11% | 48% | 0.19% | 0.11% | 0.64% | 1.09% | 0.07% | 0.00% | 0.11% | 0.07% | 0.22% | 1.20% | 0.52% | 1.72% |
| Grade 12 – (\$34,390 - \$54,186) | 2,762 | 983 | 1,779 | 601 | 643 | 329 | 1,014 | 1 | 11 | 15 | 22 | 0 | 4 | 2 | 1 | 16 | 30 | 19 | 54 |
| | | 36% | 64% | 22% | 23% | 12% | 37% | 0.04% | 0.40% | 0.54% | 0.80% | 0.00% | 0.14% | 0.07% | 0.04% | 0.58% | 1.09% | 0.69% | 1.96% |
| Grade 13 – (\$36,557 - \$57,808) | 2,860 | 880 | 1,980 | 380 | 686 | 456 | 1,202 | 2 | 6 | 23 | 25 | 0 | 2 | 1 | 1 | 6 | 26 | 12 | 32 |
| | | 31% | 69% | 13% | 24% | 16% | 42% | 0.07% | 0.21% | 0.80% | 0.87% | 0.00% | 0.07% | 0.03% | 0.03% | 0.21% | 0.91% | 0.42% | 1.12% |
| Grade 14 – (\$38,880 - \$61,691) | 2,641 | 767 | 1,874 | 425 | 674 | 305 | 1,108 | 0 | 4 | 11 | 28 | 2 | 1 | 2 | 1 | 10 | 32 | 12 | 26 |
| | | 29% | 71% | 16% | 26% | 12% | 42% | 0.00% | 0.15% | 0.42% | 1.06% | 0.08% | 0.04% | 0.08% | 0.04% | 0.38% | 1.21% | 0.45% | 0.98% |
| Grade 15 – (\$41,366 - \$62,656) | 2,458 | 835 | 1,623 | 507 | 690 | 270 | 836 | 7 | 5 | 21 | 43 | 2 | 1 | 1 | 1 | 16 | 16 | 11 | 31 |
| | | 34% | 66% | 21% | 28% | 11% | 34% | 0.28% | 0.20% | 0.85% | 1.75% | 0.08% | 0.04% | 0.04% | 0.04% | 0.65% | 0.65% | 0.45% | 1.26% |

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2021 (Continued)

| Grade | TOTAL | | Race | | | | | | | | | | | | | | Ethnicity | | |
|--------------------------------------|---------------|---------------|---------------|---------------|------------------|--------------|---------------------------------|-----------|-----------|------------|--|-----------|---------------------------|------------|-------------|------------|--|------------|------------|
| | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Grade 16 — (\$41,896 - \$66,880) | 3,694 | 1,441 | 2,253 | 689 | 840 | 682 | 1,287 | 3 | 8 | 29 | 46 | 1 | 0 | 0 | 4 | 18 | 35 | 19 | 33 |
| 39% | | 61% | 19% | 23% | 18% | 35% | 0.08% | 0.22% | 0.79% | 1.25% | 0.03% | 0.00% | 0.00% | 0.11% | 0.49% | 0.95% | 0.51% | 0.89% | |
| Grade 17 — (\$44,600 - \$71,399) | 6,804 | 3,378 | 3,426 | 1,700 | 1,411 | 1,513 | 1,832 | 3 | 7 | 65 | 83 | 3 | 4 | 4 | 1 | 33 | 47 | 57 | 41 |
| 50% | | 50% | 25% | 21% | 22% | 27% | 0.04% | 0.10% | 0.96% | 1.22% | 0.04% | 0.06% | 0.06% | 0.01% | 0.49% | 0.69% | 0.84% | 0.60% | |
| Grade 18 — (\$47,495 - \$76,220) | 3,930 | 1,825 | 2,105 | 1,035 | 979 | 662 | 966 | 6 | 3 | 71 | 76 | 0 | 4 | 7 | 7 | 29 | 34 | 15 | 36 |
| 46% | | 54% | 26% | 25% | 17% | 25% | 0.15% | 0.08% | 1.81% | 1.93% | 0.00% | 0.10% | 0.18% | 0.18% | 0.74% | 0.87% | 0.38% | 0.92% | |
| Grade 19 — (\$50,631 - \$81,287) | 2,016 | 851 | 1,165 | 553 | 625 | 208 | 433 | 3 | 1 | 59 | 68 | 0 | 3 | 3 | 3 | 6 | 14 | 19 | 18 |
| 42% | | 58% | 27% | 31% | 10% | 21% | 0.15% | 0.05% | 2.93% | 3.37% | 0.00% | 0.15% | 0.15% | 0.15% | 0.30% | 0.69% | 0.94% | 0.89% | |
| Grade 20 — (\$54,009 - \$86,718) | 1,911 | 951 | 960 | 611 | 471 | 249 | 408 | 2 | 2 | 54 | 46 | 1 | 0 | 3 | 2 | 12 | 19 | 19 | 12 |
| 50% | | 50% | 32% | 25% | 13% | 21% | 0.10% | 0.10% | 2.83% | 2.41% | 0.05% | 0.00% | 0.16% | 0.10% | 0.63% | 0.99% | 0.99% | 0.63% | |
| Grade 21 — (\$57,626 - \$92,521) | 1,421 | 741 | 680 | 491 | 356 | 182 | 272 | 6 | 1 | 36 | 23 | 1 | 1 | 0 | 2 | 10 | 12 | 15 | 13 |
| 52% | | 48% | 35% | 25% | 13% | 19% | 0.42% | 0.07% | 2.53% | 1.62% | 0.07% | 0.07% | 0.00% | 0.14% | 0.70% | 0.84% | 1.06% | 0.91% | |
| Grade 22 — (\$61,496 - \$98,745) | 1,381 | 671 | 710 | 500 | 459 | 125 | 189 | 0 | 1 | 26 | 37 | 0 | 1 | 1 | 2 | 6 | 14 | 13 | 7 |
| 49% | | 51% | 36% | 33% | 9% | 1% | 0.00% | 5.00% | 9.00% | 2.68% | 0.00% | 0.07% | 0.07% | 0.14% | 0.43% | 1.01% | 0.94% | 0.51% | |
| Grade 23 — (\$65,636 - \$105,395) | 576 | 255 | 321 | 187 | 213 | 39 | 82 | 0 | 1 | 18 | 12 | 1 | 0 | 4 | 1 | 2 | 2 | 4 | 10 |
| 44% | | 56% | 32% | 37% | 7% | 14% | 0.00% | 0.17% | 3.13% | 2.08% | 0.17% | 0.00% | 0.69% | 0.17% | 0.35% | 0.35% | 0.69% | 1.74% | |
| Grade 24 — (\$70,066 - \$112,503) | 527 | 249 | 278 | 178 | 181 | 47 | 80 | 0 | 1 | 9 | 12 | 1 | 0 | 3 | 1 | 3 | 2 | 8 | 1 |
| 47% | | 53% | 34% | 34% | 9% | 15% | 0.00% | 0.19% | 1.71% | 2.28% | 0.19% | 0.00% | 0.57% | 0.19% | 0.57% | 0.38% | 1.52% | 0.19% | |
| Grade 25 — (\$74,808 - \$120,107) | 233 | 119 | 114 | 85 | 71 | 29 | 30 | 0 | 0 | 4 | 8 | 1 | 0 | 0 | 1 | 0 | 2 | 0 | 2 |
| 51% | | 49% | 36% | 30% | 12% | 13% | 0.00% | 0.00% | 1.72% | 3.43% | 0.43% | 0.00% | 0.00% | 0.43% | 0.00% | 0.86% | 0.00% | 0.86% | |
| Grade 26 — (\$79,798 - \$128,258) | 159 | 95 | 64 | 66 | 49 | 16 | 11 | 4 | 0 | 7 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 |
| 60% | | 40% | 42% | 31% | 10% | 7% | 2.52% | 0.00% | 4.40% | 1.26% | 0.00% | 0.00% | 0.00% | 0.00% | 0.63% | 0.00% | 0.63% | 1.26% | |
| Hourly/ Daily | 2,769 | 1,765 | 1,004 | 374 | 62 | 1,283 | 911 | 7 | 1 | 16 | 0 | 4 | 2 | 62 | 25 | 0 | 1 | 19 | 2 |
| 64% | | 36% | 14% | 2% | 46% | 33% | 0.25% | 0.04% | 0.58% | 0.00% | 0.14% | 0.07% | 2.24% | 0.90% | 0.00% | 0.04% | 0.69% | 0.07% | |
| MRT* | 4,937 | 3,684 | 1,253 | 2,736 | 756 | 694 | 360 | 14 | 2 | 79 | 45 | 8 | 1 | 9 | 4 | 44 | 31 | 100 | 54 |
| 75% | | 25% | 55% | 15% | 14% | 7% | 0.28% | 0.04% | 1.60% | 0.91% | 0.16% | 0.02% | 0.18% | 0.08% | 0.89% | 0.63% | 2.03% | 1.09% | |
| TOTAL | 49,803 | 22,284 | 27,519 | 12,505 | 11,351 | 8,262 | 14,348 | 71 | 70 | 639 | 694 | 30 | 24 | 112 | 89 | 241 | 392 | 424 | 551 |
| | | 45% | 55% | 25% | 23% | 17% | 29% | 0.14% | 0.14% | 1.28% | 1.39% | 0.06% | 0.05% | 0.22% | 0.18% | 0.48% | 0.79% | 0.85% | 1.11% |

*MRT (Merit Rate Table) — Includes State Police, Physicians, Emergency Police, DNR Police, and Executive Pay Plan employees, these employees are not compensated within the regular salary grades.

NOTE: Data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractals are not included.

EXECUTIVE PAY PLAN WORKFORCE BY SALARY, GRADE, RACE AND GENDER — FISCAL YEAR 2021

| EPP Scale | TOTAL | | | Race | | | | | | | | | | | | Ethnicity | | | | |
|-------------------------------------|------------|------------|-----------|------------|-----------|------------------|-----------|---------------------------------|----------|----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|----|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| EPP1— (\$80,000- \$84,000) | 0 | 0 | 0 | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | |
| EPP2— (\$85,905- \$114,600) | 14 | 10 | 4 | 9 | 3 | 1 | 1 | | | | | | | | | | | | | |
| | | 71% | 29% | 64% | 21% | 7% | 7% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | |
| EPP3 — (\$100,980- \$126,231) | 29 | 14 | 15 | 12 | 8 | 1 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 |
| | | 48% | 52% | 41% | 28% | 3% | 14% | 0% | 0% | 0% | 0% | 3% | 0% | 0% | 0% | 0% | 0% | 3% | 0% | 7% |
| EPP4 — (\$102,281- \$132,569) | 32 | 18 | 14 | 16 | 11 | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 56% | 44% | 50% | 34% | 3% | 9% | 0% | 0% | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| EPP5 — (\$110,000- \$142,646) | 39 | 28 | 11 | 23 | 10 | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| | | 72% | 28% | 59% | 26% | 3% | 3% | 0% | 0% | 5% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 5% | 0% |
| EPP6 — (\$117,515- \$153,532) | 31 | 16 | 15 | 15 | 14 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 52% | 48% | 48% | 45% | 0% | 3% | 0% | 0% | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| EPP7 — (\$132,356- \$165,215) | 17 | 12 | 5 | 9 | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 71% | 29% | 53% | 24% | 18% | 6% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| EPP8 — (\$133,069- \$177,977) | 32 | 24 | 8 | 18 | 6 | 2 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 75% | 25% | 56% | 19% | 6% | 3% | 0% | 0% | 13% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 3% |
| EPP9 — (\$168,877- \$288,660) | 13 | 10 | 3 | 7 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | 77% | 23% | 54% | 23% | 15% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 8% | 0% | 0% | 0% |
| TOTAL | 207 | 132 | 75 | 109 | 59 | 11 | 12 | 0 | 0 | 8 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 2 | 3 | |
| | | 63.8% | 36.2% | 52.7% | 28.5% | 5.3% | 5.8% | 0% | 0% | 3.9% | 0% | 0% | 0% | 0.0% | 0.0% | 0% | 0% | 1.0% | 1% | |

NOTE: The data includes SPMS, and Independent agencies full-time and part-time employees; contractals are not included.

SECTION SIX

STATE

PERSONNEL

TRANSACTIONS

SECTION 6: PERSONNEL TRANSACTIONS

INTRODUCTION

The data provided in this section depicts the personnel transactions processed by the Office of Personnel Services and Benefits in FY 2016 and 2021. This information also reflects the type of transactions by race and gender.

SUMMARY HIGHLIGHTS

Trends displayed in the following charts are highlighted as follows:

- The total number of applicants appointed to vacant positions in FY 2021 was 2,449. Of this number, 55% were females and 62% were minorities.
- Females – who represent 55% of the workforce – received 51% of all promotions in fiscal 2021 and African Americans - who represent 45% of the workforce - received 41% of all promotions.
- Females accounted for 59% of reclassifications in FY 2021, while African Americans accounted for 44% of the reclassifications.
- The total number of demotions in FY 2021 was 227. This represents an increase of 4 actions from FY 2016. During FY 2021, African Americans accounted for 48% of demotions, while females accounted for 67%.
- The total number of suspensions for FY 2021 was 307; 211 fewer actions than in FY 2016. Minorities accounted for approximately 57% of suspension actions in FY 2021.
- There were 234 terminations made in FY 2021. Females constituted 53% of these actions and minorities accounted for 56%.

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2021

| Type of Transaction | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|---------------------|--------------|--------------|--------------|--------------|--------------|------------------|--------------|---------------------------------|-----------|------------|------------|--|----------|---------------------------|------------|-------------|-----------|--|------------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Appointments | 2,449 | 1,070 | 1,379 | 397 | 413 | 476 | 701 | 3 | 6 | 29 | 42 | 2 | 1 | 128 | 181 | 9 | 7 | 26 | 28 |
| | | 44% | 56% | 16.2% | 16.9% | 19.4% | 28.6% | 0.1% | 0.2% | 1.2% | 1.7% | 0.1% | 0.0% | 5.2% | 7.4% | 0.4% | 0.3% | 1.1% | 1.1% |
| Reinstatements | 245 | 105 | 140 | 50 | 44 | 46 | 84 | 1 | 1 | 2 | 3 | 0 | 0 | 1 | 6 | 4 | 1 | 1 | 1 |
| | | 43% | 57% | 20.4% | 18.0% | 18.8% | 34.3% | 0% | 0.4% | 0.8% | 1.2% | 0% | 0.0% | 0% | 2.4% | 1.6% | 0.4% | 0.4% | 0.4% |
| Promotions | 1,312 | 643 | 669 | 377 | 274 | 206 | 332 | 3 | 0 | 22 | 20 | 4 | 0 | 17 | 18 | 5 | 10 | 9 | 15 |
| | | 49% | 51% | 28.7% | 20.9% | 15.7% | 25.3% | 0.23% | 0.00% | 1.7% | 1.5% | 0.30% | 0.00% | 1.3% | 1.4% | 0.4% | 0.8% | 0.7% | 1.1% |
| Reclassifications | 4,261 | 1,756 | 2,505 | 940 | 993 | 585 | 1288 | 6 | 4 | 57 | 56 | 5 | 2 | 79 | 67 | 24 | 35 | 60 | 60 |
| | | 41% | 59% | 22.1% | 23.3% | 13.7% | 30.2% | 0.14% | 0.1% | 1.3% | 1.3% | 0.1% | 0.0% | 1.9% | 1.6% | 0.6% | 0.8% | 1.4% | 1.4% |
| Demotions | 227 | 76 | 151 | 42 | 55 | 24 | 84 | 2 | 1 | 3 | 2 | 0 | 1 | 2 | 2 | 2 | 3 | 1 | 3 |
| | | 33% | 67% | 18.5% | 24.2% | 10.6% | 37.0% | 1% | 0% | 1% | 0.9% | 0% | 0% | 1% | 1% | 0.9% | 1.3% | 0.4% | 1% |
| Suspensions | 307 | 166 | 141 | 72 | 44 | 84 | 90 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 4 | 0 | 3 | 6 |
| | | 54% | 46% | 23.5% | 14.3% | 27.4% | 29.3% | 0.3% | 0% | 0.3% | 0.3% | 0.0% | 0% | 0.3% | 0.0% | 1.3% | 0.0% | 1.0% | 2.0% |
| TOTAL | 8,801 | 3,816 | 4,985 | 1,878 | 1,823 | 1,421 | 2,579 | 16 | 12 | 114 | 124 | 11 | 4 | 228 | 274 | 48 | 56 | 100 | 113 |

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2021

| Type of Separations and Terminations | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|--------------------------------------|--------------|--------------|--------------|------------|------------|------------------|--------------|---------------------------------|----------|-----------|-----------|--|----------|---------------------------|-----------|-------------|-----------|--|-----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Resignations | 2,152 | 815 | 1,337 | 390 | 513 | 350 | 682 | 1 | 3 | 18 | 25 | 0 | 2 | 36 | 68 | 8 | 19 | 12 | 25 |
| | | 38% | 62% | 18.1% | 23.8% | 16.3% | 31.7% | 0.0% | 0.1% | 0.8% | 1.2% | 0.00% | 0.1% | 1.7% | 3.2% | 0.4% | 0.9% | 0.6% | 1.2% |
| Rejections on Probation | 106 | 54 | 52 | 8 | 8 | 37 | 36 | 0 | 0 | 1 | 1 | 1 | 0 | 6 | 3 | 0 | 3 | 1 | 1 |
| | | 51% | 49% | 7.5% | 7.5% | 34.9% | 34.0% | 0% | 0% | 0.9% | 1% | 1% | 0% | 6% | 3% | 0% | 3% | 0.9% | 0.9% |
| Retired | 1,361 | 600 | 761 | 379 | 386 | 193 | 345 | 4 | 1 | 17 | 12 | 1 | 0 | 2 | 0 | 1 | 8 | 3 | 9 |
| | | 44% | 56% | 27.8% | 28.4% | 14.2% | 25.3% | 0.3% | 0.1% | 1.2% | 0.9% | 0% | 0% | 0.1% | 0.0% | 0.1% | 0.6% | 0.2% | 0.7% |
| Terminations | 234 | 109 | 125 | 32 | 29 | 60 | 71 | 0 | 0 | 1 | 0 | 0 | 0 | 15 | 20 | 0 | 2 | 1 | 3 |
| | | 47% | 53% | 13.7% | 12.4% | 25.6% | 30.3% | 0% | 0% | 0.4% | 0.0% | 0% | 0% | 6.4% | 8.5% | 0% | 0.9% | 0.4% | 1.3% |
| TOTAL | 3,853 | 1,578 | 2,275 | 809 | 936 | 640 | 1,134 | 5 | 4 | 37 | 38 | 2 | 2 | 59 | 91 | 9 | 32 | 17 | 38 |

NOTE: Data include SPMS, MDOT and independent agencies full-time and part-time employees; contractals are not included.

STATEWIDE PERSONNEL TRANSACTION ANALYSIS -- Comparison of June 30, 2016 and June 30, 2021

| TYPE OF TRANSACTIONS | YEAR | WHITE | | AFRICAN-AMERICAN | | OTHER MINORITIES | | TOTAL | | Grand Total |
|--------------------------|-------------|--------------|------------|------------------|--------------|------------------|------------|--------------|--------------|--------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | |
| Appointments | 2016 | 666 23% | 699 24% | 491 17% | 862 29% | 100 3% | 130 4% | 1,257 43% | 1,691 57% | 2,948 |
| | 2021 | 397 16% | 413 17% | 476 19% | 701 29% | 197 8% | 265 11% | 1,070 44% | 1,379 56% | 2,449 |
| Reinstatements | 2016 | 66 26% | 56 22% | 26 10% | 72 29% | 12 5% | 18 7% | 104 42% | 146 58% | 250 |
| | 2021 | 50 20% | 44 18% | 46 19% | 84 34% | 9 4% | 12 5% | 105 43% | 140 57% | 245 |
| Promotions | 2016 | 921 32% | 751 26% | 306 11% | 713 25% | 101 3% | 103 4% | 1,328 46% | 1,567 54% | 2,895 |
| | 2021 | 377 29% | 274 21% | 206 16% | 332 25% | 60 5% | 63 5% | 643 49% | 669 51% | 1,312 |
| Reclassifications | 2016 | 1,109 30% | 955 26% | 482 13% | 870 24% | 120 3% | 152 4% | 1,711 46% | 1,977 54% | 3,688 |
| | 2021 | 940 22% | 993 23% | 585 14% | 1,288 30% | 231 5% | 224 5% | 1,756 41% | 2,505 59% | 4,261 |
| Demotions | 2016 | 44 20% | 52 23% | 45 20% | 61 27% | 7 3% | 14 6% | 96 43% | 127 57% | 223 |
| | 2021 | 42 19% | 55 24% | 24 11% | 84 37% | 10 4% | 12 5% | 76 33% | 151 67% | 227 |
| Suspensions | 2016 | 106 20% | 70 14% | 52 10% | 42 8% | 80 15% | 168 32% | 238 46% | 280 54% | 518 |
| | 2021 | 72 23% | 44 14% | 84 27% | 90 29% | 10 3% | 7 2% | 166 54% | 141 46% | 307 |
| Resignations | 2016 | 545 21% | 641 24% | 386 15% | 810 31% | 95 4% | 143 5% | 1026 39% | 1594 61% | 2,620 |
| | 2021 | 390 18% | 513 24% | 350 16% | 682 32% | 75 3% | 142 7% | 815 38% | 1,337 62% | 2,152 |
| Terminations | 2016 | 74 21% | 60 17% | 74 21% | 124 35% | 8 2% | 12 3% | 156 44% | 196 56% | 352 |
| | 2021 | 32 14% | 29 12% | 60 26% | 71 30% | 17 7% | 25 11% | 109 47% | 125 53% | 234 |

STATEWIDE PERSONNEL TRANSACTION ANALYSIS -- Comparison of June 30, 2016 and June 30, 2021

| TYPE OF TRANSACTIONS | YEAR | WHITE | | AFRICAN-AMERICAN | | OTHER MINORITIES | | TOTAL | | Grand Total |
|----------------------------|------|------------|------------|------------------|------------|------------------|----------|------------|------------|-------------|
| | | Male | Female | Male | Female | Male | Female | Male | Female | |
| Rejections on Probation | 2016 | 18 16% | 17 15% | 26 23% | 42 37% | 4 3% | 8 7% | 48 42% | 67 58% | 115 |
| | 2021 | 8 8% | 8 8% | 37 35% | 36 34% | 9 8% | 8 8% | 54 51% | 52 49% | 106 |
| Deaths | 2016 | 20 31% | 10 15% | 14 22% | 19 29% | 1 2% | 1 2% | 35 54% | 30 46% | 65 |
| | 2021 | 37 28% | 22 17% | 34 26% | 32 24% | 4 3% | 2 2% | 75 57% | 56 43% | 131 |
| Horizontal Transfer | 2016 | 368 28% | 323 25% | 174 13% | 330 25% | 49 4% | 74 6% | 591 45% | 727 55% | 1,318 |
| | 2021 | 4 11% | 3 8% | 5 13% | 20 53% | 2 5% | 4 11% | 11 29% | 27 71% | 38 |
| Disciplinary Demotion | 2016 | 9 29% | 2 6% | 10 32% | 9 29% | 1 3% | 0 0% | 20 65% | 11 35% | 31 |
| | 2021 | 9 47% | 3 16% | 4 21% | 2 11% | 0 0% | 1 5% | 13 68% | 6 32% | 19 |
| Retired | 2016 | 114 43% | 60 22% | 40 15% | 32 12% | 14 5% | 7 3% | 168 63% | 99 37% | 267 |
| | 2021 | 379 28% | 386 28% | 193 14% | 345 25% | 28 2% | 30 2% | 600 44% | 761 56% | 1,361 |
| Transfer | 2016 | 180 36% | 79 16% | 117 23% | 110 22% | 10 2% | 8 2% | 307 61% | 197 39% | 504 |
| | 2021 | 295 24% | 265 21% | 206 17% | 359 29% | 40 3% | 72 6% | 541 44% | 696 56% | 1237 |
| Forfeiture of Annual Leave | 2016 | 40 20% | 21 11% | 53 27% | 73 37% | 8 4% | 5 3% | 101 51% | 99 50% | 200 |
| | 2021 | 36 17% | 26 12% | 66 30% | 78 36% | 4 2% | 7 3% | 106 49% | 111 51% | 217 |

NOTE: The data include SPMS and MDOT and independent agencies full-time and part-time employees; contractals are not included.

SEPARATIONS AND TERMINATIONS BY AGE, RACE AND GENDER — FISCAL YEAR 2021

| AGE | TOTAL | | | Race | | | | | | | | | | | | Ethnicity | | | |
|--------------------------------|--------------|------------|--------------|------------|------------|------------------|------------|---------------------------------|----------|-----------|-----------|---------------------------------|----------|---------------------------|-----------|-------------|-----------|------------------------------------|-----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| RESIGNATIONS | | | | | | | | | | | | | | | | | | | |
| 19 OR LESS | 4 | 1 | 3 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 - 29 | 429 | 167 | 262 | 80 | 98 | 69 | 128 | 0 | 0 | 3 | 4 | 0 | 0 | 8 | 19 | 3 | 6 | 4 | 7 |
| 30 - 39 | 741 | 257 | 484 | 114 | 167 | 119 | 272 | 0 | 1 | 6 | 8 | 0 | 2 | 9 | 20 | 3 | 7 | 6 | 7 |
| 40 - 49 | 424 | 160 | 264 | 69 | 91 | 76 | 142 | 0 | 2 | 6 | 5 | 0 | 0 | 7 | 14 | 1 | 2 | 1 | 8 |
| 50 - 59 | 345 | 130 | 215 | 63 | 88 | 53 | 106 | 0 | 0 | 3 | 6 | 0 | 0 | 10 | 12 | 1 | 1 | 0 | 2 |
| 60 - 69 | 172 | 81 | 91 | 51 | 55 | 26 | 29 | 1 | 0 | 0 | 1 | 0 | 0 | 2 | 3 | 0 | 2 | 1 | 1 |
| 70 PLUS | 37 | 19 | 18 | 13 | 11 | 6 | 5 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| TOTAL | 2,152 | 815 | 1,337 | 390 | 513 | 350 | 682 | 1 | 3 | 18 | 25 | 0 | 2 | 36 | 68 | 8 | 19 | 12 | 25 |
| REJECTIONS ON PROBATION | | | | | | | | | | | | | | | | | | | |
| 19 OR LESS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 - 29 | 24 | 10 | 14 | 1 | 1 | 6 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 1 | 0 | 0 |
| 30 - 39 | 37 | 19 | 18 | 4 | 5 | 12 | 12 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| 40 - 49 | 22 | 13 | 9 | 0 | 1 | 10 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 1 | 0 | 1 |
| 50 - 59 | 16 | 9 | 7 | 3 | 1 | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 60 - 69 | 7 | 3 | 4 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70 PLUS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 106 | 54 | 52 | 8 | 8 | 37 | 36 | 0 | 0 | 1 | 1 | 1 | 0 | 6 | 3 | 0 | 3 | 1 | 1 |
| TERMINATIONS | | | | | | | | | | | | | | | | | | | |
| 19 OR LESS | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| 20 - 29 | 28 | 12 | 16 | 2 | 1 | 7 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 1 | 0 | 0 |
| 30 - 39 | 54 | 24 | 30 | 9 | 8 | 12 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 1 |
| 40 - 49 | 50 | 26 | 24 | 10 | 7 | 15 | 16 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 50 - 59 | 52 | 25 | 27 | 6 | 6 | 19 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 1 |
| 60 - 69 | 38 | 19 | 19 | 5 | 6 | 7 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 7 | 0 | 0 | 0 | 0 |
| 70 PLUS | 10 | 2 | 8 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 0 | 0 | 0 |
| TOTAL | 234 | 109 | 125 | 32 | 29 | 60 | 71 | 0 | 0 | 1 | 0 | 0 | 0 | 15 | 20 | 0 | 2 | 1 | 3 |
| GRAND TOTAL | 2,492 | 978 | 1,514 | 430 | 550 | 447 | 789 | 1 | 3 | 20 | 26 | 1 | 2 | 57 | 91 | 8 | 24 | 14 | 29 |

Note: Data include SPMS and MDOT full-time and part-time employees; contractals are not included.

SECTION SEVEN

REASONABLE

ACCOMMODATIONS

SECTION 7: REASONABLE ACCOMMODATIONS

In FY 2021 there were 715 requests for reasonable accommodations from State employees and applicants for State employment. Of this amount, 522 or 73% of the requests were granted. There were 37 agencies that reported data on reasonable accommodation requests, with the Department of Human Services, MDOT, and Department of Health accounting for 417 or 58% of the total employee/applicant reasonable accommodation requests reported.

STATEWIDE REQUESTS FOR REASONABLE ACCOMMODATION — FISCAL YEAR 2021

| Agency | Applicants | Employees | STATUS | | |
|---|------------|------------|------------|------------|-----------|
| | | | Granted | Denied | Pending |
| Administrative Hearings, Office | | 2 | 2 | | |
| Agriculture, MD Dept of | | 1 | 1 | | |
| Archives, Maryland State | | 2 | 2 | | |
| Assessment and Taxation, State Dept. of | | 7 | 5 | | 2 |
| Baltimore City Community College | | 1 | 1 | | |
| Budget and Management, Dept. of | | 1 | 1 | | |
| Civil Rights, MD Commission on | | 1 | | 1 | |
| Commerce, Dept of | | 6 | 6 | | |
| Comptroller, Office of the | | 4 | 4 | | |
| Deaf, MD School for the | | 32 | 31 | 1 | |
| Education, MD State Dept. of | | 34 | 27 | 6 | 1 |
| Elections, State Board of | | 2 | 1 | 1 | |
| Environment, MD Dept of the | 2 | 8 | 9 | | 1 |
| General Services, Dept of | | 6 | 4 | 2 | |
| Health, MD Dept of | 2 | 152 | 120 | 33 | 1 |
| Health Benefit Exchange | | 1 | 1 | | |
| Higher Education Commission | | 1 | | 1 | |
| Housing and Community Development, MD Dept | | 14 | 14 | | |
| Human Services, Dept of | | 105 | 95 | 10 | |
| Juvenile Services | | 26 | 23 | 3 | |
| Labor, Dept of | | 12 | 11 | 1 | |
| Lottery & Gaming Control Agency, MD State | | 3 | 2 | 1 | |
| MD529 | | 1 | 1 | 1 | |
| MD Institute for Emergency Medical Services Systems | | 3 | 1 | 2 | |
| Military Department | | 11 | 10 | 1 | |
| Morgan State University | | 7 | 5 | 2 | |
| Natural Resources, Dept. of | 3 | 4 | 7 | 2 | |
| Peoples Council, Office of the | 1 | | 1 | | |
| Police, MD State | 1 | 3 | 2 | 2 | |
| Public Defender, Office of the | | 9 | 9 | | |
| Public Safety and Correctional Services, Dept. of | | 82 | 12 | 52 | 18 |
| Public Service Commission | | 1 | | 1 | |
| Retirement Agency, MD State | | 3 | 2 | 1 | |
| St. Mary's College | | 1 | 1 | | |
| Subsequent Injury Fund | | 1 | 1 | | |
| Transportation, MD Dept of | 2 | 156 | 109 | 34 | 15 |
| Treasurer, Office of the | | 1 | 1 | | |
| TOTAL | 11 | 704 | 522 | 158 | 38 |

NOTE: All of the agencies Statewide reported. These are the only agencies reporting reasonable accommodation requests.
Employees may have multiple accommodation requests

SECTION EIGHT

STATE

EQUAL EMPLOYMENT OPPORTUNITY

COMPLAINTS

SECTION 8: STATEWIDE EEO COMPLAINTS

- The total number of internal and external complaints statewide for FY 2021 was 382. Of these, 231 were internal complaints and 151 were external complaints.
- The most common basis for internal complaints is Race and Sex/Gender.
- The number of statewide discrimination complaints has decreased from 491 in FY 2016 to 382 in FY 2021.
- The Office of the Statewide Equal Employment Opportunity Coordinator processed a total of 36 EEO appeals in FY 2021.
- The Office investigated 5 Whistleblower complaints. Four were found to have “no probable cause” finding and one was withdrawn.

NOTE: Internal complaints are those filed at the agency level, usually with a State agency’s Fair Practices Officer or Equal Employment Opportunity Officer.

External complaints are those filed with the Maryland Commission on Civil Rights or Equal Employment Opportunity Commission.

‘Other’ complaints include employment related complaints, not discriminatory in basis.

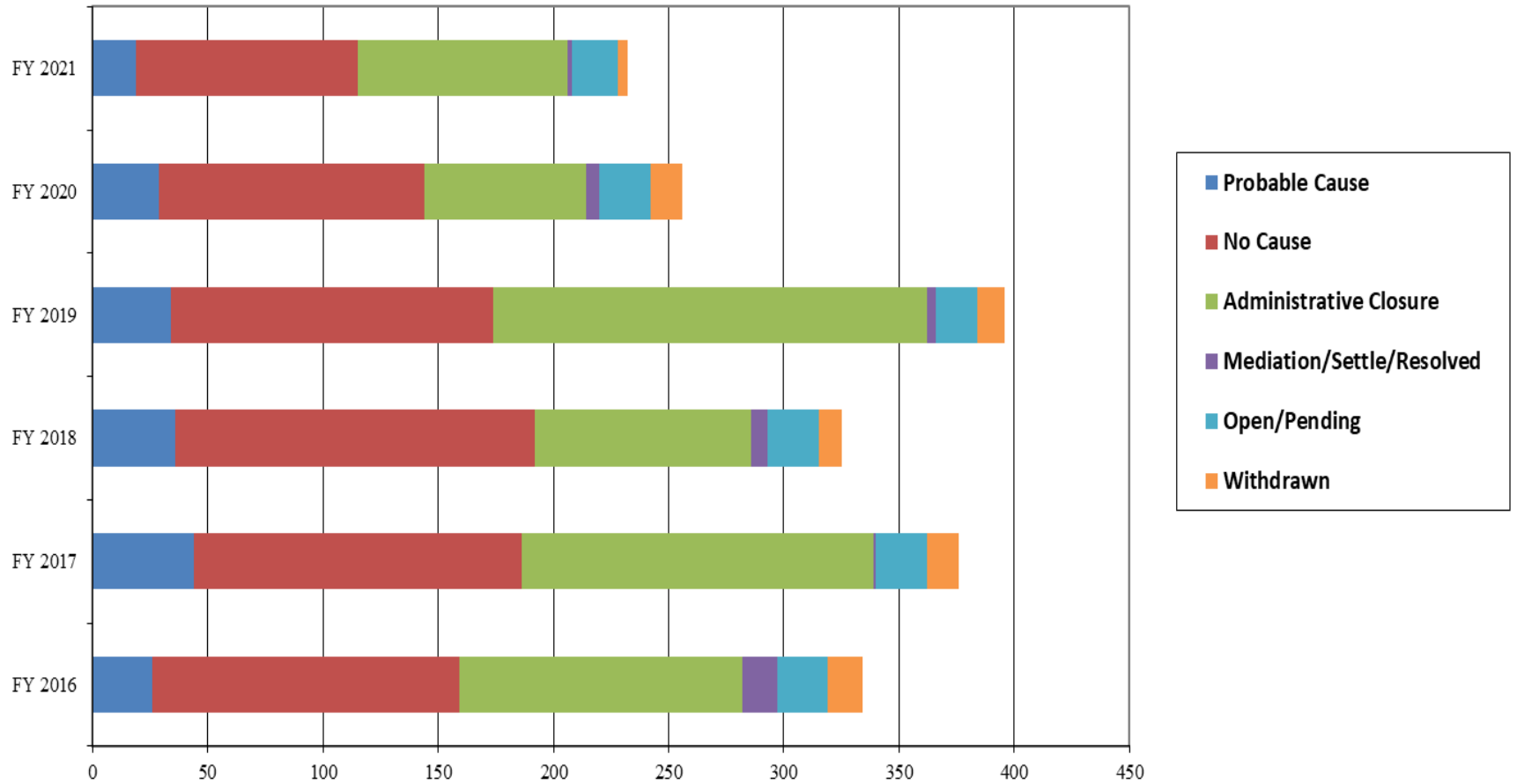
STATEWIDE DISCRIMINATION COMPLAINTS BY AGENCY, BASIS, ISSUE AND DISPOSITION — FISCAL YEAR 2021

| Agency | Agency Employees | External | Internal | Basis* | | | | | | | | | | | | Issue* | | | | Disposition* | | | | | | | |
|---|------------------|------------|------------|-----------|----------|-----------|----------|-----------|----------|------------|----------------|-----------------|-----------|-----------------------|------------|-----------------|--------------------|------------|-------------------|--------------|------------|----------------|-----------|------------------------|--------------------|--------------|-----------|
| | | | | Other | ADA | Age | Ancestry | Color | Creed | Disability | Marital Status | National Origin | Race | Religious Affiliation | Sex/Gender | Gender Identity | Sexual Orientation | Harassment | Sexual Harassment | Retaliation | Other | Probable Cause | No Cause | Administrative Closure | Mediation/Resolved | Open/Pending | Withdrawn |
| Baltimore City Sheriff's Department | 109 | 1 | 0 | | | | | | | | | | | | | | | | | | | | | | | | |
| Dept of Budget & Management | 262 | 0 | 3 | | | | | | | | 3 | | | | | | 2 | 1 | | | 3 | | | | | | |
| Dept of Commerce | 163 | 0 | 1 | | | | | | | | 1 | | | | | 1 | | | | | 1 | | | | | | |
| Dept of General Services | 590 | 2 | 2 | | | | | | 1 | | | | 1 | | | 1 | 1 | | | | 2 | | | | | | |
| Dept of Human Services | 5,413 | 16 | 13 | 4 | | 1 | | 2 | 4 | | 3 | 1 | 6 | | 1 | 7 | 2 | 4 | | | 8 | 5 | | | | | |
| Dept of Information Technology | 163 | 1 | 0 | | | | | | | | | | | | | | | | | 1 | | | | | | | |
| Dept of Juvenile Services | 1,899 | 6 | 24 | 15 | | 1 | | 1 | 6 | 1 | 2 | 4 | 2 | 7 | | 1 | 9 | 4 | 1 | 22 | 2 | 20 | 1 | | | 1 | |
| Dept of Natural Resources | 1224 | 1 | 0 | | | | | | | | | | | | | | | | | | | | | | | | |
| Dept of Public Safety & Correctional Services | 8156 | 25 | 59 | 25 | | 8 | | 6 | 4 | 4 | 4 | 11 | 1 | 15 | 3 | 3 | 35 | 9 | 17 | 54 | 2 | | 54 | | | 3 | |
| MD Dept of Health | 8,495 | 35 | 23 | 10 | | 4 | | 3 | 3 | | 1 | 11 | 1 | 8 | 1 | 3 | 2 | | 9 | 42 | | | 20 | 2 | | 1 | |
| MD Dept of Labor | 1,399 | 2 | 1 | | | | | | 1 | | | | | | | | 1 | | | | | | 1 | | | | |
| MD Dept of the Environment | 764 | 3 | 1 | | | | | | | | | | 1 | | | | | | | 1 | | | 1 | | | | |
| MD Dept of Transportation | 9,679 | 28 | 45 | 17 | | 10 | | 3 | | | 2 | 10 | | 14 | | | 11 | 8 | 1 | 37 | 7 | 22 | 11 | | | 5 | |
| MD Dept of Veterans Affairs | 109 | 1 | 0 | | | | | | | | | | | | | | | | | | | | | | | | |
| MD Environmental Services | 856 | 1 | 1 | | | | | | | | 1 | | | | | | 1 | | | | 1 | | | | | | |
| MD Lottery Gaming & Control Agency | 295 | 2 | 1 | 1 | | | | | | | | | | | | | | | | 1 | | 1 | | | | | |
| MD State Dept of Education | 1,217 | 4 | 8 | 2 | | | | 4 | 3 | | 4 | 6 | | 1 | | | | | | 9 | 1 | 6 | 1 | | | | |
| MD State Police | 2,230 | 6 | 11 | 6 | | 3 | | 2 | 1 | | | 5 | | 2 | | | | | | 24 | | 2 | 3 | | | 6 | |
| Military Department | 213 | 1 | 11 | 8 | | | | | | | | 3 | | 3 | | | 2 | | | 14 | 4 | 2 | | 2 | 1 | 2 | |
| Morgan State University | 1,574 | 7 | 17 | | | 3 | | | 1 | | 3 | 4 | 1 | 9 | | | 8 | 4 | 6 | 8 | 1 | 3 | 9 | | | 4 | |
| Office of the Attorney General | 662 | 1 | 4 | | | | | | 1 | | | 2 | | 1 | | | 3 | 1 | | | | | 4 | | | | |
| Office of the Public Defender | 824 | 3 | 2 | 2 | | | | | | | | | | | | | 1 | | | 1 | 1 | | 1 | | | | |
| St. Mary's College | 330 | 1 | 0 | | | | | | | | | | | | | | | | | | | | | | | | |
| State Board of Elections | 220 | 0 | 1 | | | | | 1 | | | | | | | | | | | | 1 | | 1 | | | | | |
| State Dept of Assessment and Taxation | 506 | 3 | 2 | 2 | | | | | | | | | | | | | | | | 2 | | 2 | | | | | |
| Uninsured Employer's Fund | 7 | 1 | 1 | 1 | | | | | | | | | | | | | 1 | | | | | 1 | | | | | |
| TOTAL | 47,359 | 151 | 231 | 93 | 0 | 30 | 0 | 22 | 0 | 25 | 5 | 16 | 64 | 6 | 68 | 4 | 8 | 83 | 29 | 42 | 216 | 19 | 96 | 91 | 2 | 20 | 4 |

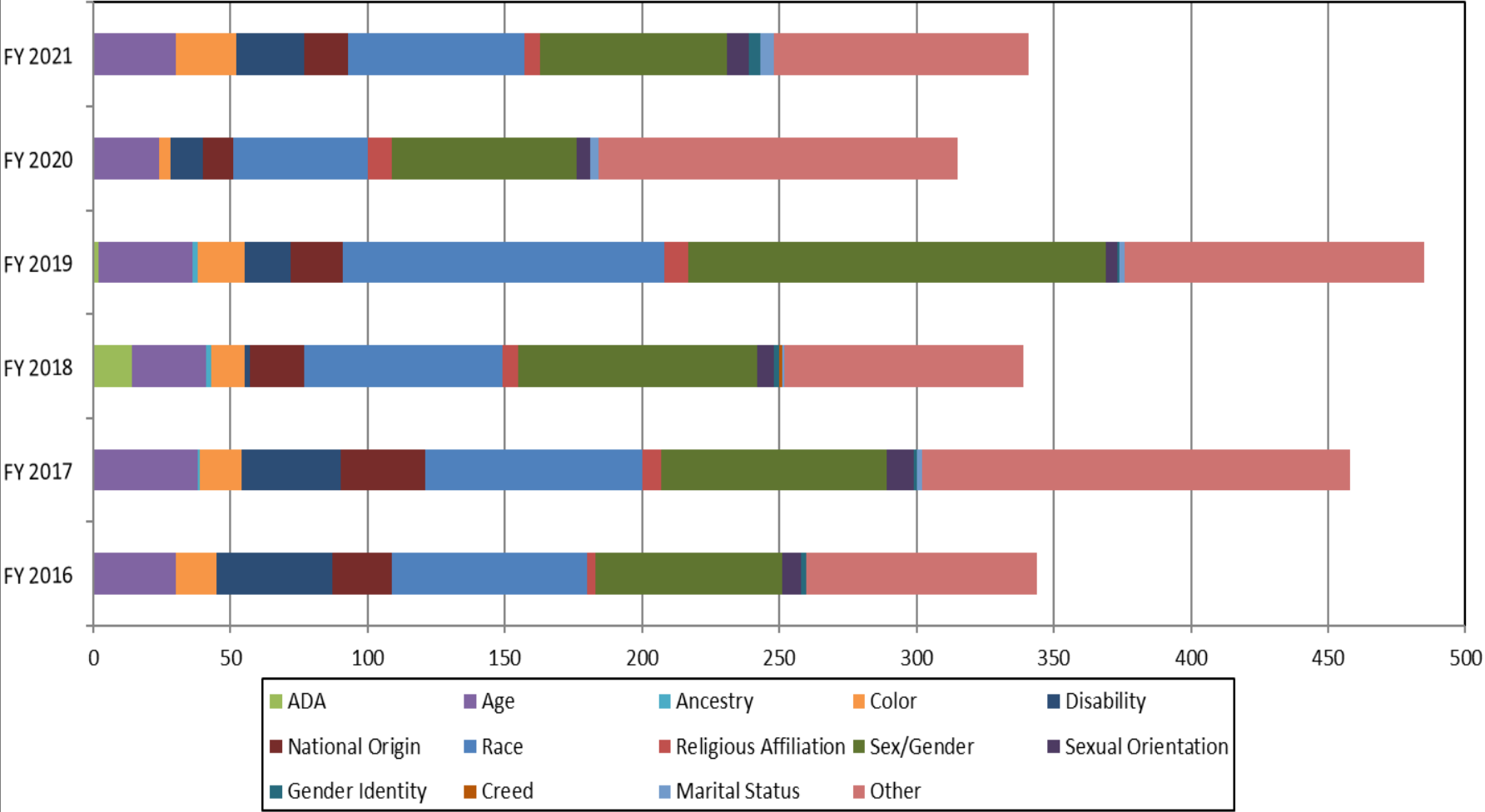
*In order to avoid duplication, Basis, Issues, and Dispositions are only counted on Internal complaints. Please note: Some complaints have multiple basis. An employee may file a complaint alleging that more than one protected class has been violated; therefore, the total number of internal complaints may differ from the total number for basis and dispositions.

- (1) "Internal" complaints are those filed at the agency level, with a State agency's Fair Practices Officer or Equal Employment Opportunity Officer.
- (2) "External" complaints are those filed with the Maryland Commission on Civil Rights, Department of Justice, Courts, and/or Equal Employment Opportunity Commission.
- (3) "Other" Complaints include employment related complaints, not discriminatory in basis.

Internal Complaints by Disposition



Internal Complaints by Type



SECTION NINE

UNIVERSITY SYSTEM

OF MARYLAND

SECTION 9: UNIVERSITY SYSTEM OF MARYLAND

The University System of Maryland includes the USM Office and the following institutions: Bowie State University; Coppin State University; Frostburg State University; Salisbury University; Towson University; University of Baltimore; University of Maryland Baltimore; University of Maryland Baltimore County; University of Maryland Center for Environmental Science; University of Maryland College Park; University of Maryland Eastern Shore; and University of Maryland Global Campus.

- There was a total of 40,035 employees in the University System of Maryland.
 - Of the total employees, 21,562 (53.9%) were White, 8,061 (20%) were African American, 104 (0.2%) were American Indian and Alaska Native, 5,227 (13%) were Asian, 1,729 (4.3%) were Hispanic or Latino, 530 (1.4%) were Multiracial, and 2,760 (6.9%) were Balance (no race checked).
 - Males comprised 18,197 (45%) of the workforce.
 - Females comprised 21,838 (55%) of the workforce.
 - The majority of Faculty and Instructor positions were filled by Whites (64%) and males (50%).

UNIVERSITY SYSTEM OF MARYLAND

TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FY 2021

| EEO Job Category | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|------------------------------|---------------|---------------|---------------|---------------|---------------|------------------|--------------|---------------------------------|-----------|--------------|--------------|--|-----------|---------------------------|--------------|-------------|------------|--|--------------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Officials and Administrators | 2,573 | 1,018 | 1,555 | 674 | 961 | 204 | 400 | 5 | 1 | 44 | 74 | 2 | 2 | 46 | 59 | 9 | 18 | 34 | 40 |
| | | 40% | 60% | 26.2% | 37.3% | 7.9% | 15.5% | 0.2% | 0.0% | 1.7% | 2.9% | 0.1% | 0.1% | 1.8% | 2.3% | 0.3% | 0.7% | 1.3% | 1.6% |
| Professionals | 9,908 | 3,551 | 6,357 | 2,031 | 3,261 | 684 | 1,689 | 4 | 12 | 324 | 531 | 8 | 10 | 272 | 471 | 54 | 98 | 174 | 285 |
| | | 36% | 64% | 20.5% | 32.9% | 6.9% | 17.0% | 0.0% | 0.1% | 3.3% | 5.4% | 0.1% | 0.1% | 2.7% | 4.8% | 0.5% | 1.0% | 1.8% | 2.9% |
| Technical-Paraprofessionals | 473 | 136 | 337 | 78 | 201 | 33 | 85 | 0 | 0 | 14 | 30 | 0 | 1 | 5 | 8 | 2 | 8 | 4 | 4 |
| | | 29% | 71% | 16.5% | 42.5% | 7.0% | 18.0% | 0.0% | 0.0% | 3.0% | 6.3% | 0.0% | 0.2% | 1.1% | 1.7% | 0.4% | 1.7% | 0.8% | 0.8% |
| Faculty/Instructors | 14,111 | 7,092 | 7,019 | 4,641 | 4,403 | 910 | 1,306 | 32 | 30 | 951 | 693 | 17 | 7 | 312 | 301 | 33 | 56 | 196 | 223 |
| | | 50% | 50% | 32.9% | 31.2% | 6.4% | 9.3% | 0.2% | 0.2% | 6.7% | 4.9% | 0.1% | 0.0% | 2.2% | 2.1% | 0.2% | 0.4% | 1.4% | 1.6% |
| Faculty/ Research | 2,503 | 1,426 | 1,077 | 689 | 562 | 48 | 72 | 1 | 0 | 477 | 293 | 2 | 0 | 151 | 87 | 8 | 14 | 50 | 49 |
| | | 57% | 43% | 27.5% | 22.5% | 1.9% | 2.9% | 0.0% | 0.0% | 19.1% | 11.7% | 0.1% | 0.0% | 6.0% | 3.5% | 0.3% | 0.6% | 2.0% | 2.0% |
| Faculty/Public Service | 14 | 9 | 5 | 5 | 5 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | | 64% | 36% | 36% | 36% | 14% | 0% | 0.0% | 0.0% | 7.1% | 0.0% | 0% | 0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 7.1% |
| Teachers' Assistant/Assoc | 5,684 | 2,764 | 2,920 | 1,045 | 1,184 | 184 | 333 | 4 | 3 | 963 | 693 | 5 | 5 | 424 | 434 | 56 | 113 | 83 | 155 |
| | | 49% | 51% | 18.4% | 20.8% | 3.2% | 5.9% | 0.1% | 0.1% | 16.9% | 12.2% | 0.1% | 0.1% | 7.5% | 7.6% | 1.0% | 2.0% | 1.5% | 2.7% |
| Administrative Support | 2,086 | 415 | 1,671 | 170 | 769 | 176 | 718 | 0 | 3 | 24 | 49 | 1 | 0 | 25 | 52 | 6 | 29 | 13 | 51 |
| | | 20% | 80% | 8.1% | 36.9% | 8.4% | 34.4% | 0.0% | 0.1% | 1.2% | 2.3% | 0.0% | 0.0% | 1.2% | 2.5% | 0.3% | 1.4% | 0.6% | 2.4% |
| Skilled Craft Workers | 816 | 781 | 35 | 439 | 8 | 200 | 18 | 5 | 0 | 28 | 2 | 1 | 0 | 34 | 1 | 9 | 1 | 65 | 5 |
| | | 96% | 4% | 53.8% | 1.0% | 24.5% | 2.2% | 0.6% | 0.0% | 3.4% | 0.2% | 0.1% | 0.0% | 4.2% | 0.1% | 1.1% | 0.1% | 8.0% | 0.6% |
| Service-Maintenance | 1,867 | 1,005 | 862 | 337 | 99 | 532 | 467 | 3 | 1 | 18 | 18 | 0 | 1 | 33 | 45 | 7 | 9 | 75 | 222 |
| | | 54% | 46% | 18.1% | 5.3% | 28.5% | 25.0% | 0.2% | 0.1% | 1.0% | 1.0% | 0.0% | 0.1% | 1.8% | 2.4% | 0.4% | 0.5% | 4.0% | 11.9% |
| TOTAL | 40,035 | 18,197 | 21,838 | 10,109 | 11,453 | 2,973 | 5,088 | 54 | 50 | 2,844 | 2,383 | 36 | 26 | 1,302 | 1,458 | 184 | 346 | 695 | 1,034 |
| | | 45.5% | 54.5% | 25.3% | 28.6% | 7.4% | 12.7% | 0.1% | 0.1% | 7.1% | 6.0% | 0.1% | 0.1% | 3.3% | 3.6% | 0.5% | 0.9% | 1.7% | 2.6% |

NOTE: The data include full-time and part-time employees; contractals are not included.

SECTION TEN

INDEPENDENT HIGHER EDUCATION INSTITUTIONS

SECTION 10: INDEPENDENT HIGHER EDUCATION INSTITUTIONS

BALTIMORE CITY COMMUNITY COLLEGE

- There are 782 employees in the Baltimore City Community College workforce.
 - 551 or 70% are African American employees
 - 463 or 59% are female employees

MORGAN STATE UNIVERSITY

- There are 1574 employees in the Morgan State University workforce.
 - 1205 or 76% are African American employees
 - 795 or 51% are female employees

ST. MARY'S COLLEGE OF MARYLAND

- There are 330 employees in the St. Mary's College of Maryland workforce.
 - 52 or 16% are African American employees
 - 171 or 52% are female employees

BALTIMORE CITY COMMUNITY COLLEGE
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2021

| EEO Job Category | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|---------------------------------------|------------|------------|------------|-----------|-----------|------------------|------------|---------------------------------|----------|-----------|-----------|--|----------|---------------------------|----------|-------------|----------|--|-----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Officials and Administrators | 51 | 23 | 28 | 8 | 9 | 13 | 16 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | | 45% | 55% | 16% | 18% | 25% | 31% | 0% | 0% | 4% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Professionals | 608 | 246 | 362 | 75 | 75 | 148 | 265 | 2 | 0 | 17 | 14 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 8 |
| | | 40% | 60% | 12% | 12% | 24% | 44% | 0% | 0% | 3% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Technicians | 58 | 15 | 43 | 3 | 3 | 12 | 38 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 26% | 74% | 5% | 5% | 21% | 66% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Protective Service Workers: Sworn | 10 | 8 | 2 | 0 | 0 | 8 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 80% | 20% | 0% | 0% | 80% | 20% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Protective Service Workers: Non-Sworn | 5 | 3 | 2 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Administrative Support | 25 | 3 | 22 | 0 | 2 | 2 | 20 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 12% | 88% | 0% | 8% | 8% | 80% | 0% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Skilled Craft Workers | 13 | 13 | 0 | 3 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 100% | 0% | 23% | 0% | 77% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Service-Maintenance | 12 | 8 | 4 | 0 | 0 | 8 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 67% | 33% | 0% | 0% | 67% | 33% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 782 | 319 | 463 | 89 | 89 | 204 | 347 | 2 | 0 | 20 | 16 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 11 |
| | | 41% | 59% | 11% | 11% | 26% | 44% | 0% | 0% | 2.6% | 2.0% | 0% | 0% | 0% | 0% | 0% | 0% | 0.3% | 1.4% |

NOTE: The data include full-time and part-time employees; contractals are not included.

**BALTIMORE CITY COMMUNITY COLLEGE
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2021**

| Type of Transaction | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | | |
|---------------------|------------|-----------|-----------|-----------|-----------|------------------|-----------|---------------------------------|----------|----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Appointments | 99 | 32 | 67 | 15 | 18 | 13 | 43 | | | 3 | 4 | | | | | | | | 1 | 2 |
| | | 32% | 68% | 15% | 18% | 13% | 43% | 0% | 0% | 3% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 2% |
| Reinstatements | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Promotions | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Reclassifications | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Demotions | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Transfers | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Suspensions | 2 | 2 | - | 1 | | 1 | | | | | | | | | | | | | | |
| | | 1 | 0% | 50% | 0% | 50% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 101 | 34 | 67 | 16 | 18 | 14 | 43 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| | | 34% | 66% | 16% | 18% | 14% | 43% | 0% | 0% | 3% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 2% |

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2021

| Type of Separations and Terminations | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | | |
|--------------------------------------|-----------|-----------|-----------|----------|----------|------------------|-----------|---------------------------------|----------|----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Resignations | 53 | 18 | 35 | 3 | 5 | 9 | 27 | | | 1 | 3 | | | | | | | | 5 | |
| | | 34% | 66% | 6% | 9% | 17% | 51% | 0% | 0% | 2% | 6% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 9% | 0% |
| Rejection on Probation | 1 | 1 | - | 1 | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Terminations | 6 | 2 | 4 | | 1 | 2 | 3 | | | | | | | | | | | | | |
| | | 33% | 67% | 0% | 17% | 33% | 50% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 60 | 21 | 39 | 4 | 6 | 11 | 30 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 |
| | | 35% | 65% | 7% | 10% | 18% | 50% | 0% | 0% | 2% | 5% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 8% | 0% |

NOTE: The data include full-time and part-time employees; contractals are not included.

MORGAN STATE UNIVERSITY
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2021

| EEO Job Category | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | |
|---------------------------------------|--------------|------------|------------|------------|-----------|------------------|------------|---------------------------------|-----------|-----------|-----------|--|----------|---------------------------|----------|-------------|----------|--|----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Officials and Administrators | 237 | 118 | 119 | 16 | 6 | 93 | 107 | 4 | 1 | 3 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 50% | 50% | 7% | 3% | 39% | 45% | 2% | 0% | 1% | 2% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Professionals | 952 | 475 | 477 | 107 | 71 | 293 | 364 | 12 | 7 | 54 | 25 | 3 | 1 | 6 | 9 | 0 | 0 | 0 | 0 |
| | | 50% | 50% | 11% | 7% | 31% | 38% | 1% | 1% | 6% | 3% | 0% | 0% | 1% | 1% | 0% | 0% | 0% | 0% |
| Technicians | 44 | 27 | 17 | 1 | 3 | 21 | 12 | 2 | | 3 | 2 | | | | | | | | |
| | | 61% | 39% | 2% | 7% | 48% | 27% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Protective Service Workers: Sworn | 35 | 28 | 7 | 3 | 0 | 25 | 7 | | | | | | | | | | | | |
| | | 80% | 20% | 9% | 0% | 71% | 20% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Protective Service Workers: Non-Sworn | 10 | 8 | 2 | | | 8 | 2 | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Administrative Support | 174 | 34 | 140 | 1 | 6 | 33 | 128 | | 3 | | 2 | | 1 | | | | | | |
| | | 20% | 80% | 1% | 3% | 19% | 74% | 0% | 2% | 0% | 1% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| Skilled Craft Workers | 15 | 15 | 0 | 2 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 100% | 0% | 13% | 0% | 87% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Service-Maintenance | 107 | 74 | 33 | 6 | 1 | 67 | 32 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 69% | 31% | 6% | 1% | 63% | 30% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 1,574 | 779 | 795 | 136 | 87 | 553 | 652 | 19 | 11 | 60 | 34 | 5 | 2 | 6 | 9 | 0 | 0 | 0 | 0 |
| | | 49% | 51% | 9% | 6% | 35% | 41% | 1.2% | 0.7% | 3.8% | 2.2% | 0.3% | 0.1% | 0% | 1% | 0.0% | 0.0% | 0.0% | 0.0% |

NOTE: The data include full-time and part-time employees; contractals are not included.

**MORGAN STATE UNIVERSITY
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2021**

| Type of Transaction | TOTAL | | | Race | | | | | | | | | | | | Ethnicity | | | |
|---------------------|------------|-----------|-----------|-----------|-----------|------------------|-----------|---------------------------------|----------|-----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Appointments | 127 | 63 | 64 | 14 | 10 | 37 | 50 | 4 | | 5 | 1 | | | 3 | 3 | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Reinstatements | 0 | - | - | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Promotions | 38 | 21 | 17 | 7 | 2 | 9 | 14 | | | 4 | 1 | 1 | | | | | | | |
| | | 55% | 45% | 18% | 5% | 24% | 37% | 0% | 0% | 11% | 3% | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Reclassifications | 2 | 1 | 1 | | | | 1 | | | 1 | | | | | | | | | |
| | | 50% | 50% | 0% | 0% | 0% | 50% | 0% | 0% | 50% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Demotions | 0 | - | - | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Suspensions | 0 | - | - | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Transfers | 0 | - | - | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 167 | 85 | 82 | 21 | 12 | 46 | 65 | 4 | 0 | 10 | 2 | 1 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| | | 51% | 49% | 13% | 7% | 28% | 39% | 2% | 0% | 6% | 1% | 1% | 0% | 2% | 2% | 0% | 0% | 0% | 0% |

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2021

| Type of Separations and Terminations | TOTAL | | | Race | | | | | | | | | | | | Ethnicity | | | |
|--------------------------------------|-----------|-----------|-----------|----------|----------|------------------|-----------|---------------------------------|----------|----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Resignations | 47 | 20 | 27 | 5 | 3 | 13 | 21 | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 43% | 57% | 11% | 6% | 28% | 45% | 0% | 2% | 4% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Rejection on Probation | 1 | - | 1 | | | | 1 | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Terminations | 5 | 4 | 1 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 80% | 20% | 20% | 0% | 60% | 20% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 53 | 24 | 29 | 6 | 3 | 16 | 23 | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 45% | 55% | 11% | 6% | 30% | 43% | 0% | 2% | 4% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

NOTE: The data include full-time and part-time employees; contractals are not included.

ST. MARY'S COLLEGE OF MARYLAND
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2021

| EEO Job Category | TOTAL | | Race | | | | | | | | | | | | | | Ethnicity | | |
|---------------------------------------|------------|------------|------------|------------|------------------|-----------|---------------------------------|----------|----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|----------|
| | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Officials and Administrators | 108 | 56 | 52 | 40 | 46 | 8 | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 |
| | | 52% | 48% | 37% | 43% | 7% | 3% | 0% | 0% | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 5% |
| Professionals | 119 | 61 | 58 | 53 | 49 | 3 | 3 | 0 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 |
| | | 51% | 49% | 45% | 41% | 3% | 3% | 0% | 0% | 3% | 3% | 0% | 0% | 0% | 0% | 1% | 1% | 0% | 1% |
| Technicians | 4 | 1 | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 25% | 75% | 25% | 50% | 0% | 25% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Protective Service Workers: Sworn | 0 | - | - | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Protective Service Workers: Non-Sworn | 11 | 8 | 3 | 5 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Administrative Support | 32 | 1 | 31 | 1 | 24 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 3% | 97% | 3% | 75% | 0% | 13% | 0% | 0% | 0% | 6% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 3% |
| Skilled Craft Workers | 0 | - | - | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | |
| Service-Maintenance | 56 | 32 | 24 | 16 | 13 | 15 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | | 57% | 43% | 29% | 23% | 27% | 20% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% |
| TOTAL | 330 | 159 | 171 | 116 | 136 | 29 | 23 | 0 | 0 | 7 | 6 | 0 | 0 | 0 | 0 | 1 | 1 | 6 | 5 |
| | | 48% | 52% | 35% | 41% | 9% | 7% | 0.0% | 0% | 2.1% | 1.82% | 0% | 0% | 0% | 0.00% | 0% | 0% | 1.82% | 1.52% |

NOTE: The data include full-time and part-time employees; contractals are not included.

**ST. MARY'S COLLEGE OF MARYLAND
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2021**

| Type of Transaction | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | | |
|---------------------|-----------|-----------|-----------|-----------|-----------|------------------|----------|---------------------------------|----------|----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Appointments | 39 | 13 | 26 | 11 | 21 | 1 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Reinstatements | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Promotions | 18 | 7 | 11 | 6 | 8 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Reclassifications | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Suspensions | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Demotions | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Transfers | 0 | - | - | | | | | | | | | | | | | | | | | |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 57 | 20 | 37 | 17 | 29 | 1 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2021

| Type of Separations and Terminations | TOTAL | | | Race | | | | | | | | | | | | | | Ethnicity | | |
|--------------------------------------|-----------|-----------|-----------|----------|-----------|------------------|----------|---------------------------------|----------|----------|----------|--|----------|---------------------------|----------|-------------|----------|--|----------|----------|
| | | | | White | | African-American | | American Indian & Alaska Native | | Asian | | Native Hawaiian & Other Pacific Islander | | Balance (no race checked) | | Multiracial | | Hispanic or Latino (no other race checked) | | |
| | Employees | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Resignations | 25 | 12 | 13 | 8 | 8 | 4 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Rejection on Probation | 0 | - | - | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Terminations | 4 | 2 | 2 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| TOTAL | 29 | 14 | 15 | 9 | 10 | 5 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

NOTE: The data include full-time and part-time employees; contractals are not included.

APPENDICES

Appendix A

EXECUTIVE ORDER

01.01.2007.16

Code of Fair Employment Practices

(Rescinds Executive Order 01.01.2007.09)

WHEREAS, The State of Maryland recognizes and honors the value and dignity of every employee and understands the importance of providing its employees with a fair opportunity to pursue their careers in an environment free of discrimination or any form of prohibited harassment;

WHEREAS, Title 5, Subtitle 2 of the State Personnel and Pensions Article of the Annotated Code of Maryland establishes an Equal Employment Opportunity (EEO) program to ensure that employment decisions are based only on merit and fitness;

WHEREAS, The State is committed to providing a work environment free from discrimination on the basis of age, ancestry, color, creed, gender identity and expression, genetic information, marital status, mental or physical disability, national origin, religious affiliation, belief or opinion, race, sex, sexual orientation, or any other non-merit factor;

WHEREAS, All Executive Branch appointing authorities and managers are expected to assume personal responsibility and leadership in ensuring that fair employment practices are adhered to and that equal employment opportunity is a reality in Maryland State government; and

WHEREAS, There is a need to update prior Executive Orders to emphasize the State of Maryland's commitment to fair employment practices, to reaffirm the responsibilities of State agencies to uphold these important principles and to reflect existing law.

NOW, THEREFORE, I, MARTIN O'MALLEY, GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, DO HEREBY RESCIND EXECUTIVE ORDER .01.01.2007.09 AND PROCLAIM THE FOLLOWING EXECUTIVE ORDER EFFECTIVE IMMEDIATELY.

Appendix A

**ARTICLE I – EQUAL EMPLOYMENT OPPORTUNITY PROGRAM IN STATE
GOVERNMENT**

- A. All personnel actions concerning any employee or applicant for employment in the Executive Branch will be taken on the basis of merit and fitness, and without regard to:
1. Age;
 2. Ancestry;
 3. Color;
 4. Creed;
 5. Gender identity and expression;
 6. Genetic information;
 7. Marital status;
 8. Mental or physical disability;
 9. National origin;
 10. Race;
 11. Religious affiliation, belief or opinion;
 12. Sex; or;
 13. Sexual orientation.
- B. All personnel actions concerning any skilled, professional or management service employee and any special appointee designated by the Secretary of Budget and Management, or any applicant for employment in those services or in comparable positions in an independent personnel system in the Executive Branch, shall be without regard to political affiliation, belief or opinion.
- C. Discrimination against or harassment of employees on the basis of any reason prohibited by law is not permitted.
- D. Retaliation against any employee who opposes discrimination or participates in an EEO investigation is not permitted.
- E. Retaliation against an individual because of their refusal to submit to a genetic test or make available the results of a genetic test is not permitted.
- F. The Secretary of Budget and Management shall:

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- (1) Recommend the appointment of a Statewide Equal Employment Opportunity Coordinator who shall administer the program and coordinate the activities of the agency Fair Practices Officers, EEO Officers, and Americans with Disabilities Act Officers;
 - (2) Establish an Equal Employment Opportunity Unit which will report directly to the Equal Employment Opportunity Coordinator to oversee the administration of an equal employment practices program consistent with the requirements of applicable federal and State law governing equal employment opportunity, the State Personnel and Pensions Article, and this Executive Order;
 - (3) Upon an appropriate showing by an agency, and consistent with State and federal law, permit any bona fide occupational qualification; and
 - (4) Take any action, not consistent with federal or State law, to resolve employee complaints of unfair employment practices.
- G. The head of each department or other independent unit in the Executive Branch shall, consistent with guidelines and regulations promulgated by the Secretary of Budget and Management:
- (1) Appoint a Fair Practices Officer, and any Equal Employment Opportunity Officers, as required, for the appropriate implementation of the Equal Employment Opportunity Program in the department or unit;
 - (2) Ensure that the personnel practices in the department or unit are not discriminatory;
 - (3) Review disciplinary actions initiated against employees, employee grievances and complaints of discrimination to ensure the fair and equitable treatment of employees in their department or unit;
 - (4) Develop and implement policies that promote equal employment opportunity and work force diversification reflective of the availability of women, minorities, and persons with disabilities in the relevant labor market;
 - (5) Provide leadership and training to managers, supervisors and other employees in fair employment practices;
 - (6) Ensure that designated Fair Practices and Equal Employment Opportunity Officers are known to all employees in their respective agencies and that these Officers have appropriate decision-making authority consistent with relevant federal and State law, this Executive Order, and personnel regulations;

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- (7) Consult and cooperate fully with the Secretary of Budget and Management and the Statewide EEO Coordinator or their designees in investigating and resolving expeditiously complaints of discrimination or unfair employment practices;
 - (8) Provide statistical and other information requested by the Secretary of Budget and Management regarding efforts to implement the department's or unit's Equal Employment Opportunity Program;
 - (9) Develop and implement programs, activities and events to acknowledge and educate about diversity and cultural differences; and
 - (10) Implement any decision of the Secretary of Budget and Management not consistent with the spirit or requirements of this Executive Order and federal or State law.
- H. Cabinet officials and other heads of departments or units are expected to lead by example in promoting fair employment practices and this Administration's policy of zero tolerance for employment discrimination.

ARTICLE II – COMPLAINTS OF DISCRIMINATION AND UNFAIR EMPLOYMENT PRACTICES

- A. It is the policy of this Administration that all complaints of discrimination or other unfair employment practices be thoroughly investigated and promptly resolved, as appropriate.
- B. The Statewide EEO Coordinator shall monitor the compliance and effectiveness of each agency's EEO program and make recommendations for improvement.
- C. The Secretary of Budget and Management shall develop and promulgate rules, regulations, and guidelines for the investigation and resolution of complaints of discrimination or other unfair employment practices which shall include, at a minimum:

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- (1) Provisions for resolving complaints informally whenever possible;
 - (2) Provisions for employees to file complaints with the Fair Practices or Equal Employment Opportunity Officer for the department or unit;
 - (3) Provisions for the review and resolution of any employment grievance, complaint involving discrimination or other unfair employment practices by the Secretary of Budget and Management prior to any appeal to the Office of Administrative Hearings;
 - (4) Guidelines for cooperation with the investigation of any complaint of discrimination filed with the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations), the United States Equal Employment Opportunity Commission or any other agency authorized by law to conduct such investigations; and
 - (5) Training programs for managers and supervisors in identifying and resolving complaints of discrimination or other unfair employment practices.
- D. No employee shall be harassed or otherwise retaliated against for filing a complaint of discrimination or other unfair employment practice, providing information in support of any such complaint or testifying, assisting or participating in any phase of an investigation of any unfair employment practice, or on the basis of his or her refusal to submit to a genetic test or make available the results of a genetic test.
- E. Discrimination or retaliation complaints by Fair Practices Officers, Equal Employment Opportunity Officers, or EEO Office Directors shall be filed with the head of the unit or their designee and may be appealed to the Statewide EEO Coordinator's Office.

ARTICLE III – COOPERATION WITH THE MARYLAND COMMISSION ON CIVIL RIGHTS (FORMERLY THE MARYLAND COMMISSION ON HUMAN RELATIONS) AND THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

- A. In accordance with the requirements of applicable federal and State law governing equal employment opportunity, the State Personnel and Pensions Article, and this

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Executive Order, all heads of departments and units in the Executive Branch shall cooperate fully with the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations), the United States Equal Employment Opportunity Commission and any other federal or State agency investigating discrimination and duly comply with any validly adopted rules, regulations, and orders for effectuating the State's policies against discrimination and resolving complaints of discrimination.

- B. Every attempt shall be made to resolve complaints of discrimination within a department or unit; however, employees who file complaints of discrimination with agency Fair Practices Officers or Equal Employment Opportunity Officers shall be advised of their right to file a complaint with the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations) and the United States Equal Employment Opportunity Commission.
- C. The Secretary of Budget and Management shall establish guidelines which provide for agency participation in mediation or arbitration of employee complaints of discriminatory or unfair employment practices.
- D. If an employee of the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations) files a complaint of discrimination against a State agency, the Governor shall appoint an individual to perform the functions usually performed by the Commission.

ARTICLE IV– STATE ACTION

- A. Any employee of the State who violates the laws of this State pertaining to equal employment opportunity, this Executive Order or guidelines, rules and regulations promulgated pursuant thereto, will be subject to disciplinary action, up to and including dismissal from employment with the State.
- B. In performing services to the public, employees of this State will not discriminate against the public or individuals for any reason prohibited by law, nor shall they authorize the use of State facilities in the furtherance of any unlawfully discriminatory purpose or by any organization which unlawfully discriminates in its membership or policies.

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ARTICLE V – ACCOMMODATIONS

- A. Reasonable accommodation shall be provided for all qualified applicants for employment and State employees with disabilities, consistent with the requirements of federal and State law.
- B. Meetings, hearings, and employment tests shall be conducted in an accessible manner and location, as required by federal and State law.
- C. No employee shall be retaliated against for seeking a reasonable accommodation for a disability.
- D. Managers and Supervisors shall receive training concerning reasonable accommodations for disabilities.

ARTICLE VI – ANNUAL REPORTS

- A. The head of each principal department or unit in the Executive Branch shall, by October 15 of each year, or as otherwise requested, submit to the Secretary of Budget and Management an annual report of activities taken in the previous fiscal year to effectuate this Code of Fair Employment Practices. The report shall contain the information required by the Secretary of Budget and Management in a form consistent with the guidelines issued by the Secretary of Budget and Management.
- B. The Secretary of Budget and Management shall, by January 1 of each year, submit to the Governor an annual report on statewide equal employment opportunity practices. The Secretary of Budget and Management shall provide copies of the report to each department and unit, the General Assembly, and the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations).

ARTICLE VII – NOTICE TO EMPLOYEES

- A. The Secretary of Budget and Management shall publish the policies of this State with regard to its fair employment practices and make copies of the publication available to all agencies.

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- B. Consistent with the requirements of federal and State law, the Secretary shall authorize an appropriate notice of State fair employment practices and the manner in which the notice is to be posted.

- C. The heads of departments and units shall procure the publication and notice required by this Executive Order, furnish copies of the publication to all managers and supervisors and make it available to employees, and post the notice in the locations and manner required by the Secretary of Budget and Management.

Appendix B

Statewide Equal Employment Organizational Responsibility

Governor

On the 23rd day of January 2021, Governor Larry Hogan issued a new Standards of Conduct for Executive Branch Employees and Reporting of Misconduct, Executive Order 01.01.2021.08. Governor Hogan maintains integrity as the highest standard in Government of all state employees and expects every person who serves in the Executive Branch to adhere all applicable laws and regulations that provide equal opportunity for all Marylanders regardless of race, color, religion, gender, national origin, age, disability, sexual orientation, marital status or gender identity.

The Joint Committee on Fair Practices and State Personnel Oversight

The Joint Committee on Fair Practices and State Personnel Oversight was established in 2011 to replace the Legislative Joint Committee on Fair Practices which was originally created by the State Personnel Management System Reform Act of 1996. The Joint Committee is comprised of eight members; four members of the State Senate and four members of the House of Delegates. The Joint Committee has oversight over employment policies and personnel systems in the Executive Branch of State Government, equal employment opportunity policies and practices, and certain procurement practices.

Secretary of the Department of Budget and Management

In accordance with Section 5-204 of the State Personnel and Pensions Article, the Secretary oversees the Equal Employment Opportunity Program for Executive Branch agencies including agencies with independent personnel systems. This law specifically requires that the Secretary shall: administer the EEO Program in compliance with all State and federal laws governing equal employment opportunity; adopt regulations, policies, and directives to implement the Program; ensure that equal employment opportunity efforts are considered in evaluating the work performance of supervisors, managers, and directors of the Department; evaluate the equal employment efforts in each unit; enforce the provisions of the Code of Fair Employment Practices; and develop and submit to the Governor an annual report of the State's EEO Program.

Deputy Secretary Department of Budget and Management

The Deputy Secretary of the Department of Budget and Management is responsible for assisting the Secretary in implementing and overseeing the Equal Employment Opportunity program and ensuring its compliance with all State and federal laws governing equal employment opportunity and the Governor's Code of Fair Employment Practices.

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Statewide Equal Employment Opportunity Coordinator

As provided in Section 5-206 of the State Personnel and Pensions Article, the Statewide Equal Employment Opportunity Coordinator administers and enforces the State's EEO Program. The Coordinator performs under the direction and supervision of the Deputy Secretary of the Department of Budget and Management. In complying with this mandate, the Coordinator is appointed to implement EEO laws, policies and procedures, as well as serve as the State's point of contact regarding EEO related concerns. The Coordinator also: reviews and investigates appeals of EEO findings and determinations by Executive and independent agencies; investigates appeals of EEO findings and alleged violations of the Code of Fair Employment Practices and the State Whistleblower statute; works with agency Fair Practices, EEO and ADA Officers to ensure they establish and maintain a diverse, non-discriminatory and accessible work place that is free of harassment and retaliation; plans and provides EEO-related training and education; and prepares the annual Statewide EEO report.

Secretaries and Heads of State Agencies

In accordance with Executive Order 01.01.2007.16, each Secretary and agency head is responsible for ensuring compliance with the State's EEO Program within his or her respective Executive Branch agency. This includes Secretaries and agency heads with independent personnel systems. These responsibilities include: appointing a Fair Practices Officer and an Equal Employment Opportunity Officer; ensuring that the personnel practices in the department or unit are not discriminatory; reviewing disciplinary actions initiated against employees to ensure fair and equitable treatment; developing and implementing policies that promote equal employment opportunity and workforce diversification; and providing leadership and training to managers, supervisors and other employees in fair employment practices.

Fair Practices Officer

In accordance with State law, the Fair Practices Officer shall: implement the EEO Program within the unit; investigate and, as appropriate, resolve complaints of alleged discrimination or unfair employment practices; and coordinate the activities of the equal employment opportunity offices in the unit. The Fair Practices Officer must report to the head of the agency and be an assistant secretary or an employee of the unit with stature similar to that of an assistant secretary.

Appendix B

Equal Employment Opportunity Officer

State law mandates that the Equal Employment Opportunity Officers: enforce the State's EEO Program and monitor compliance with State and federal EEO laws; investigate and resolve all internal agency employee discrimination and unfair employment complaints; monitor personnel actions adopted by the unit and ensure implementation is in compliance with all State and federal EEO laws; respond to plans and direct various programs, including equal employment opportunity, contract compliance, training and community relations; respond to complaints and requests for information from external adjudications and enforcement agencies; assist in developing EEO goals; and monitor personnel actions.

Americans with Disabilities Act (ADA) Officers

The ADA Officers are responsible for advising employees and managers on issues relating to Title 1 of the Americans with Disabilities Act. These include making determinations regarding an employee's eligibility under the ADA, recommending and implementing reasonable accommodations, and ensuring an accessible work place.

Appendix C

| AGENCY | ACRONY | FAIR PRACTICES | EEO | ADA |
|--|--------|---|--|----------------------------------|
| Administrative Hearings, Office of | OAH | Danara Harvell | Kelly Valentine | Kelly Valentine |
| African American Museum Corp., MD | MAAMC | Terri Lee Freeman | Alexis Davis | Don Ellis |
| Aging, MD Dept of | MDOA | Linda Weaver | Linda Weaver | Linda Weaver |
| Agriculture, MD Dept of | MDA | Eric Von Paris | Kay-Megan Washington | Gwen Schindler |
| Archives, MD State | MSA | Teresa Fawley | Christopher Haley | James Watson |
| Assessment and Taxation, State Dept of | SDAT | Corbett Webb | Grant Chism | Grant Chism |
| Attorney General, Office of the | OAG | Elizabeth Harris Carolyn Quattrocki Beverly Pivec | Elizabeth Harris Carolyn Quattrocki Beverly Pivec Zenita Hurley | Yolanda Colkley |
| Automobile Insurance Fund, MD | MAIF | Leda Favor | Dana Albury Keeoka Smith | Leda Favor |
| Baltimore City Community College | BCCC | Vacant | Danielle Porter | Danielle Porter |
| Baltimore City Sheriff's Office | BCS | Eness Brown | Tyra Stewart | Chari Walker |
| Bowie State University | BOWIE | Sheila Hobson | Adonna Green | Adonna Green Michael Hughes |
| Budget and Management, Dept of | DBM | Marc Nicole | JoVeme Holloway | JoVerne Holloway |
| Canal Place | CANAL | Deidra Ritchie | Nicole Gray | Deidra Ritchie |
| Commerce, Dept of | COMMER | Daniel Leonard | Daniel Leonard | Daniel Leonard |
| Commission on Civil Rights, MD | MCCR | Rosina Garrett | Rosina Garrett | Rosina Garrett |
| Comptroller, Office of the | COMP | Paulette Walker | Paulette Walker | Paulette Walker |
| Coppin University | CSU | Lisa Early | Lisa Early | Lisa Early |
| Deaf, MD School for the | MSD | Anny Currin Charity Jackson | Anny Currin Cyndi Fries | Anny Currin |
| Disabilities, MD Dept of | MDOD | John Brennan | John Brennan | Kim McKay Kevonna Baker |
| Education, MD State Dept of | MSDE | Michelle Mediavilla | Michelle Mediavilla | Darlene Peregoy |
| Elections, State Board of | SBEL | Nikki Charlson | Ebony Sherbert-Parran | Whitney LeRoux |
| Environment, MD Dept of the | MDE | Horacio Tablada | Elaine McNeil Linda Mason | Elaine McNeil |
| Environmental Services, MD | MES | Jewel White | Carla Loving | Steve Barzal |
| Food Center Authority, MD | MFCA | Margaret (Peggy) Torre | Jessica Binstock | Margaret (Peggy) Torre |
| Frostburg State University | FSU | Ben Brauer | Ben Brauer | Ben Brauer |
| General Services, Dept of | DGS | Nelson Reichart | Nelson Reichart | Tonya Sturdivant |
| Governor, Office of the Executive Dept. | GOV | Mona Vaidya | Mona Vaidya | Mona Vaidya |
| Health, MD Dept of | MDH | Keneithia Taylor | Andrea Gillespie Delinda Johnson-Blake Janelle Robinson | Delinda Blake |
| Health Benefit Exchange, MD | MHBE | Michele Eberle | JasCiel Stamp Tammy Austin | JasCiel Stamp |
| Higher Education Commission, MD | MHEC | Geoffrey Newman | Stephanie Jennings Benee Edwards | Aubrey Bascombe |
| Historic St Mary's City Commission | HSMC | Shannon Jarboe | Melvin McClintock | Melvin McClintock |
| Housing and Community Development, Dept of | DHCD | Gordon Outlaw | Gordon Outlaw Allegra Hollins | Gordon Outlaw Allegra Hollins |
| Human Services, Dept of | DHS | Gerard Stansbury | Cheryl Edwards | |
| Information Technology, Dept of | DoIT | Michael Leahy | JoVeme Holloway | JoVerne Holloway |
| Institute for Emer Medical Servs Systems, | MIEMSS | Pat Gainer | James Brown | Jeannie Abramson |
| Insurance Administration, MD | MIA | Gregory Derwart | Gregory Derwart | Tracey Dailey |
| Judiciary, MD | JUD | Warren Hedges | Warren Hedges | Warren Hedges |
| Juvenile Services, Dept of | DJS | Joseph Cleary | Denise Bean Sherrie Howell | Denise Bean |

Appendix C

| AGENCY | ACRONY | FAIR PRACTICES | EEO | ADA |
|---|--------|------------------------------------|---|-----------------------------|
| Labor, MD Dept of | LABOR | Yvette Dickens | Andrea Somerville | Yvette Dickens |
| Library, MD State | MSL | Tamar Sarnoff | John Owen | Elizabeth Fletcher |
| Lottery & Gaming Control Agency, Maryland 529 | MSLA | Joanne Grant | James Butler | Dana Washington |
| Military Department | CSPM | Erin Layton | Michelle Winner | Michelle Winner |
| Morgan State University | DMIL | Nathan Crum | Kirsten Williamson | Kirsten Williamson |
| Natural Resources, Dept of | MSU | Tara Berrien | Tara Berrien | Tara Berrien |
| People's Counsel, Office of | DNR | Allan Fisher | Richard Allen | Richard Allen |
| Planning, MD Dept of | PCPS | Gail Tucker Brandi Nieland | Gail Tucker | Brandi Nieland |
| Police, MD State | MDP | Jeffrey Cann | Jeffrey Cann | Jeffrey Cann |
| Property Tax Assessment Appeals Board | MSP | Carolyn Brown | First Sergeant Nicole A. | Joyce Fields |
| Public Broadcasting Commission, MD | PTAAB | Caroline Holt | Julie Greene-Crist Caroline Holt | Caroline Holt |
| Public Defender, Office of | MPT | Colette Colclough Susan Schmitt | Colette Colclough Susan Schmitt | Susan Schmitt |
| Public Safety and Correctional Services, Dept of | PDS | Keith Lotridge | Priscilla Johnson | Priscilla Johnson |
| Public Service Commission | DPSCS | Angela Washington | Genice Fowler Schmeka Roane Jesse Alexander | Yasmeen Johnson |
| Retirement and Pension Systems, MD State | PSC | Chuck McLean | Vincent Tyler | Kimberly Shearin |
| Salisbury University | MSRA | Melody Countess | Patricia Fitzhugh | Jacqueline Wallace |
| St. Mary's College of Maryland | SU | Humberto Aristizabel | Humberto Aristizabel | Humberto Aristizabel |
| Stadium Authority, MD | SMCM | Shannon Jarboe | Melvin McClintock | Melvin McClintock |
| State Prosecutor, Office of | STAD | Jocelyn Grogan-Jones | Altha Weaver | Altha Weaver |
| Subsequent Injury Fund | SPO | Genie Gunthrop | Genie Gunthrop | Genie Gunthrop |
| Supplemental Retirement Plans, MD | SIF | Lisa Sievers | Lisa Sievers | Lisa Sievers |
| Tax Court, MD | MSRP | Richard Arthur | Anna Marie Smith | Richard Arthur |
| Towson University | MTC | John Hearn | John Hearn | John Hearn |
| Transportation, MD Dept of | TU | Patricia Bradley | Patricia Bradley | Lauren Evans, JD |
| MD Aviation Administration | MDOT | Vacant | Debra Johnson | Debra Johnson |
| MD Port Administration | MAA | Angela Martin | Kim Johnson | Anita Patterson |
| MD Transit Administration | MPA | Juanita Cobbs | Juanita Cobbs | Juanita Cobbs |
| MD Transportation Authority | MTA | Bart Plano | Emmanuel Ansah | Joseph Calhoun |
| Motor Vehicle Administration | MDTA | Percy Dangerfield | Paris Lee, Sr. | Paris Lee, Sr. |
| State Highway Administration | MVA | Vacant | Yvette Brown | Yvette Brown |
| Treasurer, Office of the | SHA | Wanda Dade | Khadriah Ward | Wanda Dade Khadriah Ward |
| Uninsured Employer's Fund | TREA | Bernadette Benik | Cissy Blasi | Michelle Reid |
| University System of MD | UEF | Holly Isaacs | Michael W. Burns | Andrew Anderson |
| University of Baltimore | UMS | Carolyn Skolnik | Jessica Napper | Lyn McDonald |
| University of MD, Baltimore | UB | Sally Reed-Aro | Sally Reed-Aro | David Elliott |
| University of MD, Baltimore County | UMB | Mikhel Kushner | Mikel Kushner | Sheila Blackshear |
| University of MD, College Park | UMBC | Bobbie Hoye | Bobbie Hoye | Bobbie Hoye |
| University of MD, Eastern Shore | UMCP | Jewel Washington | Andrea Goodwin Steven Petkas | Jo Ann Hutchinson |
| University of MD for Environmental | UMES | Jason Casares | Jason Casares | Jason Casares |
| University of MD Global Campus | UMCES | Lisa Ross | Lisa Ross | Lisa Ross |
| Veteran's Affairs, Dept of | UMUC | Kheshia Cashwell | Kheshia Cashwell | Steven Alfred |
| Worker's Compensation Commission | MDVA | Peter Pantzer | Peter Pantzer | Peter Pantzer |
| | WCC | Theresa Cornish | James E. Moore, III | James E. Moore, III |

GLOSSARY

GLOSSARY

AFFIRMATIVE ACTION: Those actions appropriate to overcome the effects of past and present practices, policies or other barriers to equal employment opportunity.

APPOINTMENT: Filing a position with a qualified candidate and does not include a reassignment.

CAREER REINVESTMENT PROGRAM: The program created by the Office of Personnel Services and Benefits to facilitate the movement of laid-off or separated employees and employees with disabilities into other skill areas.

CIVILIAN LABOR FORCE: The number of persons 16 years of age and over, (except those in the armed forces), who are employed or who are unemployed and seeking employment in the geographic area from which an employer would recruit. (United States Department of Labor)

COORDINATOR: The Statewide Equal Employment Opportunity Coordinator (Annotated Code of Maryland, State Personnel and Pensions Article, § 5-206).

DEMOTION: A change from one class to another class with a lower maximum rate of compensation.

DESIGNATED POLITICAL SPECIAL APPOINTMENT: Those job functions that satisfy the political appointment criteria as stated in the law. These include:

1. Administrative support work for an Executive Service official or agency head;
2. Special Assistant to an Executive Service official or agency head;
3. Legislative Liaison or Director of Government Affairs;
4. Public Information Officer or Director of Communications;
5. Chief of Staff or Primary Executive Administrator for an agency; and
6. Certain positions in the Office of the Attorney General, as provided in § 6-105 of the State Government Article.

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DISABILITY: With respect to an individual –

1. a physical or mental impairment that substantially limits one or more of the major life activities of such individual;
2. a record of such an impairment; or
3. being regarded as having such impairment. (Americans with Disabilities Act, Title I, vol. 42, United States Code § 12102, et seq. 1990).

EXECUTIVE SERVICE:

(a) ***Executive Branch*** – Except as otherwise provided by law, the following positions in the Executive Branch of State government are in the executive service:

- (1) the chief administrator of a principal unit or a comparable position that is not excluded from the State Personnel Management System under § 6-301 of this title as a constitutional or elected office; and
- (2) a deputy secretary or assistant secretary of a principal unit or a position that the Secretary determines has similar stature.

(b) ***Other positions*** –The executive service includes any other position that is determined by the Secretary to be in the executive service. (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-404).

EXTERNAL COMPLAINT: A complaint filed with the Maryland Commission on Civil Rights, Department of Justice, Courts, and/or Equal Employment Opportunity Commission.

INTERNAL COMPLAINT: A complaint received at the originating agency and/or appealed to the Office of Statewide Equal Employment Opportunity Coordinator.

MANAGEMENT SERVICE:

(a) ***Executive Branch*** – Except as otherwise provided by law, a position in the Executive Branch of State government is in the management service if the position:

- (1) primarily involves direct responsibility for the oversight and management of personnel and financial resources;
- (2) requires the exercise of discretion and independent judgment; and
- (3) is not in the executive service.

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(c) ***Other positions*** –The management service includes any other position that is determined by the Secretary to be in the management service. (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-403).

NEW HIRES: An employee who was hired for the first time or rehired after a break in service for permanent full-time employment.

PERMANENT PART-TIME EMPLOYEE: An employee who works an average of 50% or more but less than 100% of the regular workweek. (Annotated Code of Maryland, State Personnel and Pensions Article, § 7-701).

PRINCIPAL UNIT: A principal department or other principal independent unit of State government.

PROFESSIONAL SERVICE:

(a) ***Executive Branch*** – Except as otherwise provided by law, a position in the Executive Branch of State government is in the professional service if the position:

- (1) requires knowledge of an advanced type in a field of science or learning customarily acquired by a course of specialized intellectual instruction and study; and
- (2) normally requires a professional license, advanced degree, or both.

(b) ***Other positions*** – The professional service includes any other position that is determined by the Secretary to be in the professional service. (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-402).

PROGRAM: Equal Employment Opportunity Program established under the Annotated Code of Maryland, State Personnel and Pensions Article, Title 5.

PROMOTION: A change from one class to another class with a higher maximum rate of compensation.

PROMOTIONAL CANDIDATE: An employee in a non-temporary position in the skilled or professional services who is not a special appointment.

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PROTECTED GROUP: A group that is specifically protected by Maryland law from discrimination.

SKILLED SERVICE:

- (a) **Executive Branch** – Except as provided in this title or otherwise provided by law, all positions in the Executive Branch of State government that are included in the State Personnel Management System are in the skilled service.
- (b) **Judicial Branch** – Except as otherwise provided by law, the following positions in the Judicial Branch of State government are in the skilled service.
 - (1) clerical and administrative positions in the District Court of Maryland; and
 - (2) full-time constables in the District Court of Maryland.
- (d) **Other positions** –The skilled service includes any other position that is specified by law to be in the service. (Annotated Code of Maryland, State Personnel and Pensions, Article § 6-401).

SPECIAL APPOINTEES: Except as otherwise provided by law, individuals in the following positions in the skilled service, professional service, management service, or executive service are considered special appointments:

- (1) a position to which an individual is directly appointed by the Governor by an appointment that is not provided by the Maryland Constitution;
 - (2) a position to which an individual is directly appointed by the Board of Public Works;
 - (3) as determined by the Secretary, a position which performs a significant policy role or provides direct support to a member of the executive service;
 - (4) a position that is assigned to the Government House;
 - (5) a position that is assigned to the Governor’s Office; and
 - (6) any other position that is specified by law to be a special appointment.
- (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-405).

UNDER-UTILIZATION: Having a lower number of protected group employees in the overall work force and within categories than would reasonably be expected by their availability in the relevant Civilian Labor Force.

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UNIFORM POLICE: Used exclusively for uniformed police positions at the Maryland State Police – Not used for other police positions.

UTILIZATION ANALYSIS: A statistical comparison of an agency's workforce in various job categories with the relevant Civilian Labor Force.

Racial/Ethnic Categories

White (*not of Hispanic origin*): A person having origins in any of the original peoples of Europe, the Middle East, and North Africa.

African-American (*not of Hispanic origin*): A person having origin in any of the black racial groups of Africa.

American Indian or Alaskan Native: All persons having origins in any of the original peoples of North or South America, including Central America, and who maintain cultural identification through tribal affiliation or community recognition.

Asian: A person having origin in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian or Pacific Islander: All persons having origins in any of the original peoples of the Hawaii, Guam, Samoa, or other Pacific Islands.

Multiracial: Two or more races.

Description of Job Categories

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division and fire chief and inspectors, examiners (*bank, hearing, motor vehicle, warehouse*), inspectors (*construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation*), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (*except maintenance*), and kindred workers.

Sworn police officer: means a law enforcement officer who in an official capacity is authorized by law to make arrests; and is within the Secretary's salary setting authority.

Administrative Support: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and grounds keepers, refuse collectors, construction laborers, park rangers, (*maintenance*), farm workers (*except managers*), craft apprentices/trainees/helpers, and kindred workers.

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Skilled Craft Workers: Occupations in which workers perform jobs, which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (*medical, dental, electronic, physical sciences*), police and fire sergeants, inspectors (*production or processing inspectors, testers and weighers*), and kindred workers.