

Maryland

Department of Budget and Management



Annual Statewide Equal Employment Opportunity Report - Fiscal Year 2022



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 FY 2022 (July 1, 2021 – June 30, 2022). This report also reflects the achievements and measures the progress towards equal opportunity in Maryland State government.

2022 EEO Highlights

During calendar 2022, the Office of the Statewide EEO Coordinator engaged State agencies and the State's EEO professionals in several EEO program activities and helped agencies advance its efforts to become model employers.

To ensure compliance with State and federal EEO laws, policies, and practices, the OSEEOC has continued to work strategically to monitor the EEO programs within each state agency. Furthermore, 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 knowledge and skills of the State's EEO professionals. Specific activities included:

- 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;

- Statewide EEO Meetings to include all EEO Officers, Fair Practice Officers, ADA Coordinators, and stakeholders with a vested interest in the statewide EEO program, and information on EEO laws, policies, practices, diversity, and investigative techniques;
- Training and ongoing guidance for the Americans with Disabilities Act (ADA) Coordinators to assist them with properly implementing the interactive process when job applicants engage in the recruitment process and employees make request for reasonable accommodations to perform the essential functions of their job;
- Collaboration with the Maryland Commission on Civil Rights (MCCR) to ensure representatives from State agencies receive the necessary sexual harassment training to facilitate and implement the training that all state employees are required to complete;

The OSEEOC intends to continue training for EEO professionals across the State, conducting compliance audits of agency EEO efforts to ensure consistency with State and federal reporting requirements, producing and distributing educational material, resources, and contacts to ensure that all employees fully understand their rights and protections, and investigating agency EEO appeals, and whistleblower complaints.

Data Analysis

Detailed EEO statistical and demographic workforce data for FY 2022 and trends since FY 2017 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 the State government's workforce than in 2017, while the percentage of females in fiscal 2017 was 55%, it is now 61% in fiscal 2022.

During FY 2022, new hires continued to add to the diversity of the workforce with women accounting for 52% of new hires, minorities accounting for more than half and African Americans accounting for 41% (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 42% of State workers under the age of 50 are African American. African Americans make up 48% of workers between 50-59, and 41% of workers aged 60-69 (Exhibit 6).

Advancement Opportunities

In FY 2022, women and minorities generally received promotions or upward reclassifications at rates consistent with their share of the workforce. Women – who represent 61% of the workforce - accounted for 62% of all promotions and 64% of reclassifications. African Americans – who represent 45% of the workforce – accounted for 32% of the promotions and 32% of the reclassifications (Exhibit 7).

Disciplinary Personnel Transactions

African Americans were over-represented with respect to terminations (55%) in FY 2022. The percentage of suspensions for African Americans has increased from 57% in FY 2021 to 59% in FY 2022. The percentage of African American disciplinary demotions increased from 48% in FY 2021 to 50% in FY 2022. (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 62% of positions classified as Officials and Administrators and 50% of positions classified as Professionals. African Americans in contrast hold 53% of the Service/Maintenance positions. With respect to special appointments, 61% are White and 29% are African American.

Women are also under-represented in certain job categories. They are less likely than men to serve as Protective Service Workers (18% of sworn officers and 40% 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 \$6,540 more than female employees in FY 2022, while Whites were paid an average of \$11,483 more than African Americans and \$1,371 less than other minorities (Exhibit 9).

The salary gap between men and women of the same race however increased from 2017 to 2022 for African Americans and increased for whites. Salaries of white men exceeded those of white women by \$7,352 in 2022, an increase over the \$5,233 gap in 2017. The gap between African American males and females rose from \$1,861 in 2017 to \$2,536 in 2022.

To address the disparity issues, the State has continued its relationships with Historically Black Colleges and Universities (HBCU's), diverse professional organizations, the Department of Labor, Community One-Stop Centers, and actively identifies career fairs that are sources for African American, Latino, Veterans, and other diversity recruitment.

In fiscal 2022, the Department of Budget and Management (DBM), Recruitment and Examination division (RED) hosted several virtual diversity recruiting events with HBCU's. Outreach to these institutions also included attending school-affiliated job fairs and posting recruitments on the "Handshake" website platform. The Handshake platform is a job posting, career event scheduling, interviewing and correspondence tool for colleges and universities nationally. A key feature is that Handshake allows for positions to be posted and sent to each HBCU of DBM's choice. The State's job announcements that feature entry level degreed positions are shared with Historically Black Colleges and Universities connections (friends, followers, and partners). In fiscal 2022, DBM/RED have sent 129 posts for Maryland State positions to HBCU schools, including 40 health related positions. Additionally, in 2022, recruiters attended 6 diversity recruiting events, with additional events planned before the end of the 2022 calendar year.

The State routinely contacts career services departments at HBCU's to discuss open positions. We continue to seek outreach opportunities to connect with students, new graduates, alumni, school counselors, career centers, and department staff to be certain that recruitments are visible and attract qualified talent to fill Maryland State positions.

The State partners with the University of Baltimore (UB) to host an International Internship program with the University of Valencia, Spain. Valencia's international candidates have come from China, Italy, Denmark, Spain, and other countries, and are involved in specific projects to review and edit the State's social media and branding to be more open and inclusive. The State continually features diverse candidates in all its materials and web content. The Automated Statewide Personnel System enhances the ability of all applicants to search for employment opportunities in the State.

The State uses the Internet, Facebook, and Twitter to share job announcements. In addition, partnerships are maintained with minority and disability professional organizations to engage their members, create networking opportunities, and educate their membership 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.

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. The Coordinator also sits as a consumer member on the Council. DBM has taken a leading role in facilitating and creating opportunities by: expanding the QUEST Internship Program to provide work skills development and non-competitive hiring ability for individuals who complete the program; 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 (5) point preference credit on selection test.

As part of proactive efforts, DBM, entered a partnership with Stellarworx to identify non-degreed talent for state positions. Stellarworx is a “one-stop shop” that helps employers scale inclusive hiring, supports talent developers in providing their graduates access to more quality roles, and helps STARs find higher-wage jobs that lead to greater upward mobility. STARs are people “Skilled Through Alternative Routes” as opposed to college degreed candidates. This partnership recognizes the value of skills no matter how they were earned and allows a previously underutilized market segment to be identified for State employment. In addition to the partnership, the State reviewed and revised classification specifications to allow STARs career path experience as a substitution for previous degree requirements. The Jobseeker’s website was revised to include branding to welcome no-degreed candidates and facilitate their career search through new functionality that allows for job searches based on no degree requirement.

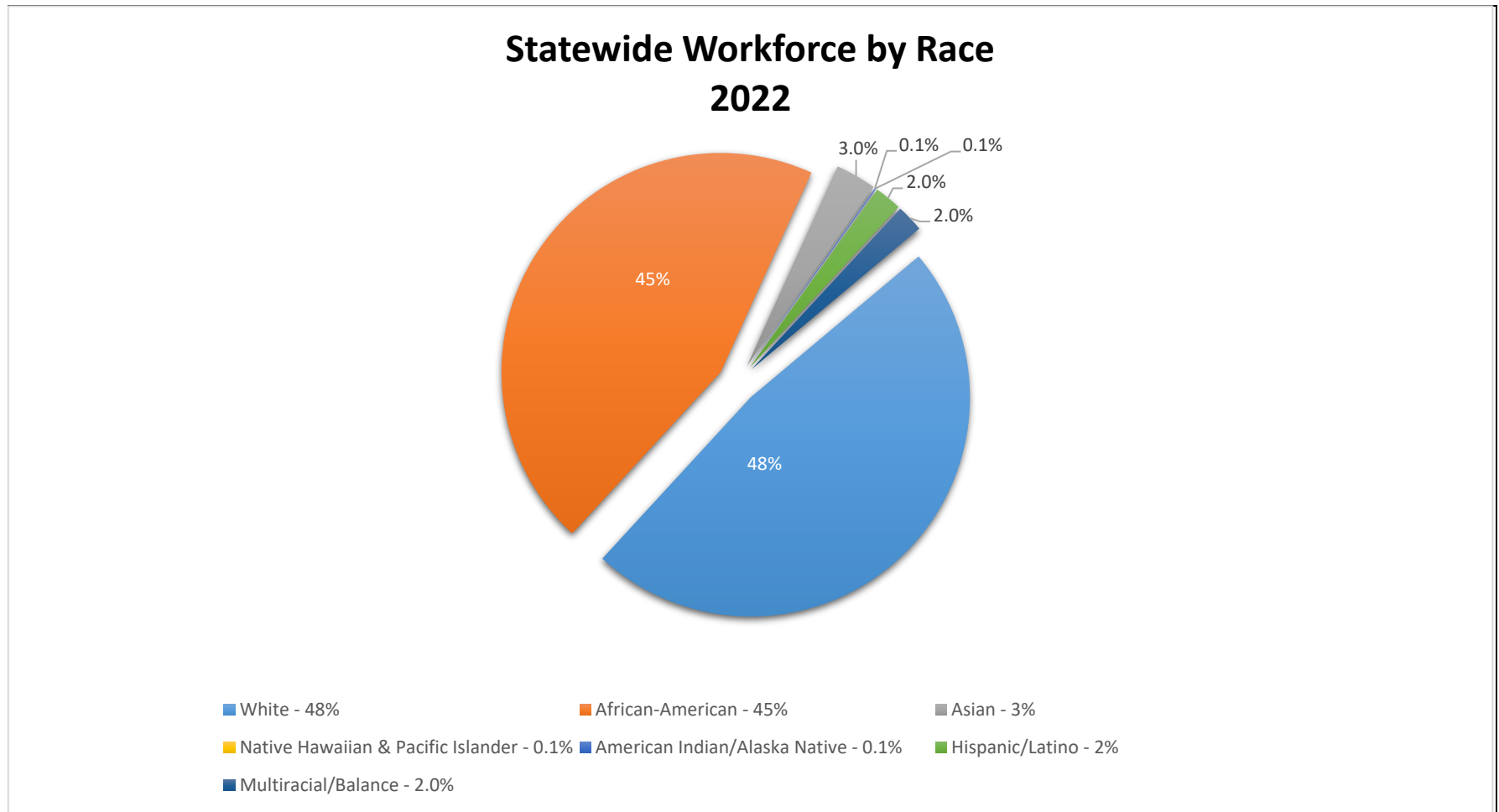
Finally, the State continues to update and expand its online learning management system, The HUB, which provides State employees the ability to browse and register for training on various professional development courses. Courses available on The Hub include training presentations on Equal Employment Opportunity (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, 2018, a new law went into effect making it mandatory that all State employees complete at least a cumulative 2 hours of in person or virtual, interactive training on sexual harassment prevention 6 months after the employee’s initial appointment; and every 2 years thereafter (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 applicants and workers with disabilities, trends in discrimination complaints, and employment at public higher education institutions. Notable findings include:

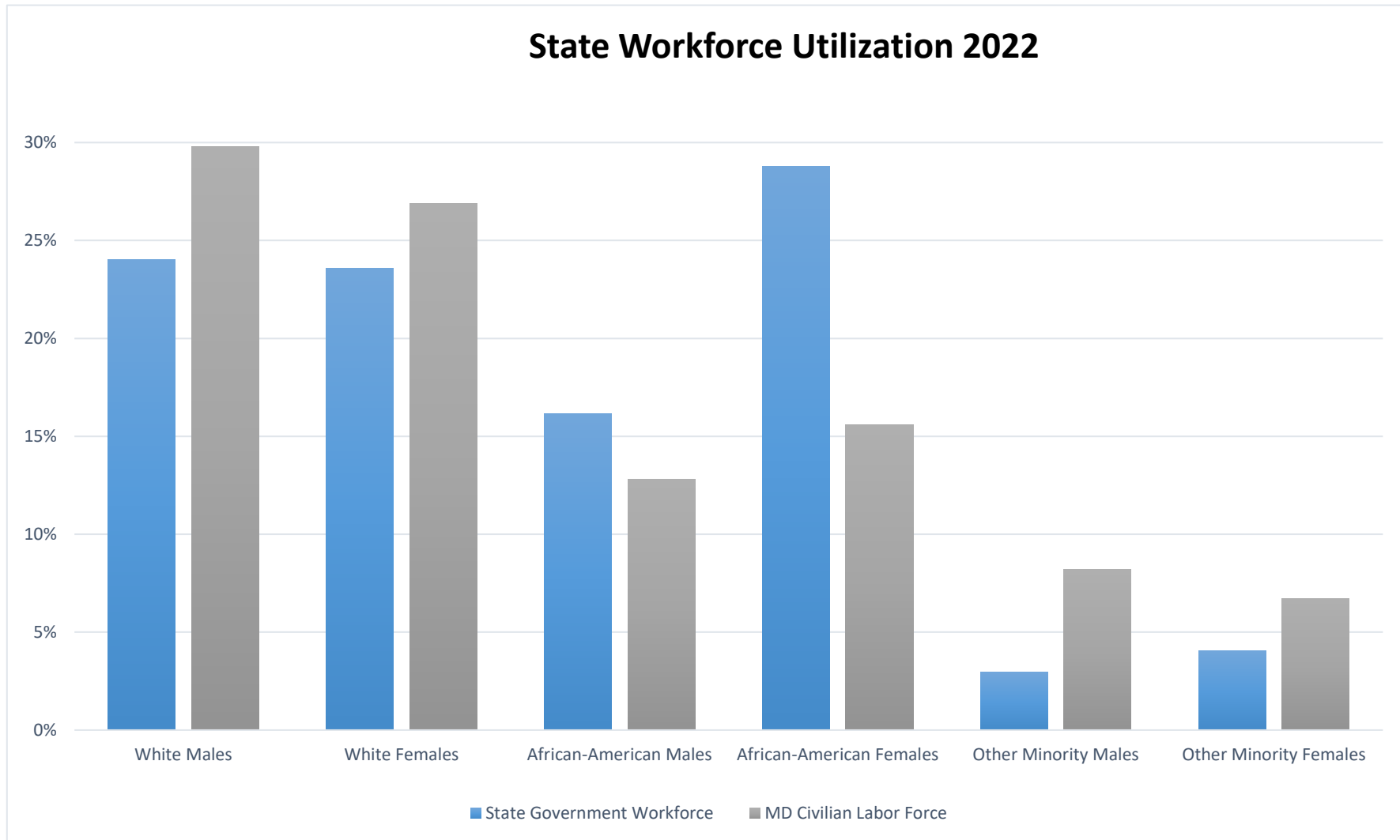
- 1,062 reasonable accommodation requests were received from State employees and applicants for State employment in FY 2022 -- 74% of the requests were granted;
- Complaints of discrimination increased from 382 in fiscal 2021 to 419 in 2022;
- The majority of employees at the University System of Maryland (53%) and St. Mary’s College of Maryland (77%) were white, with approximately 41% 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 comprised the majority of employees at Morgan State University (76%) and Baltimore City Community College (67%), with women holding 50% of the positions at Morgan State University and 58% of the positions at Baltimore City Community College.

Exhibit 1



Note: A total of 253 individuals did not disclose their race.

Exhibit 2



Note: A total of 253 individuals did not disclose their race.

Exhibit 3

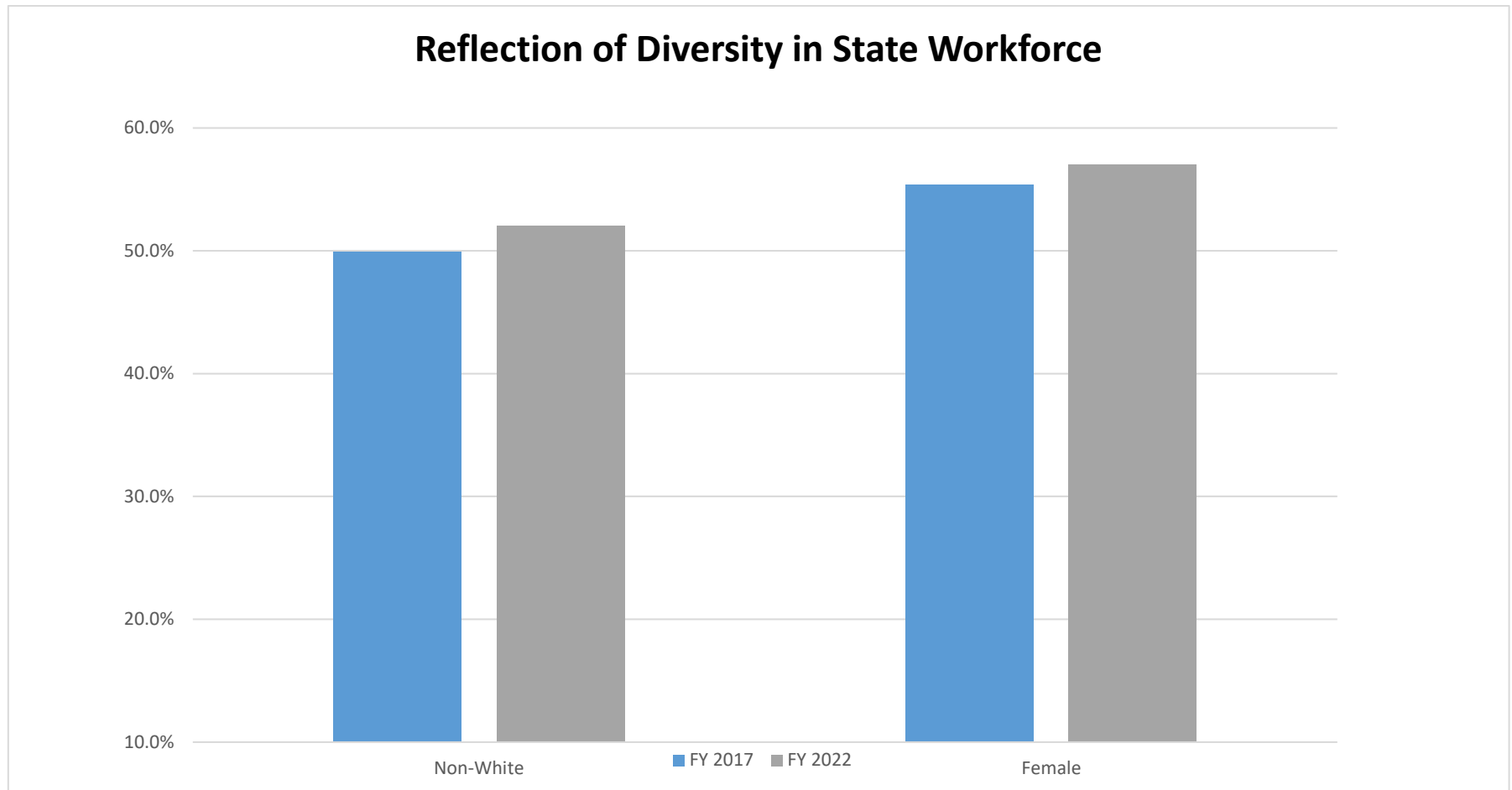


Exhibit 4

Percentage of Women as New Hires

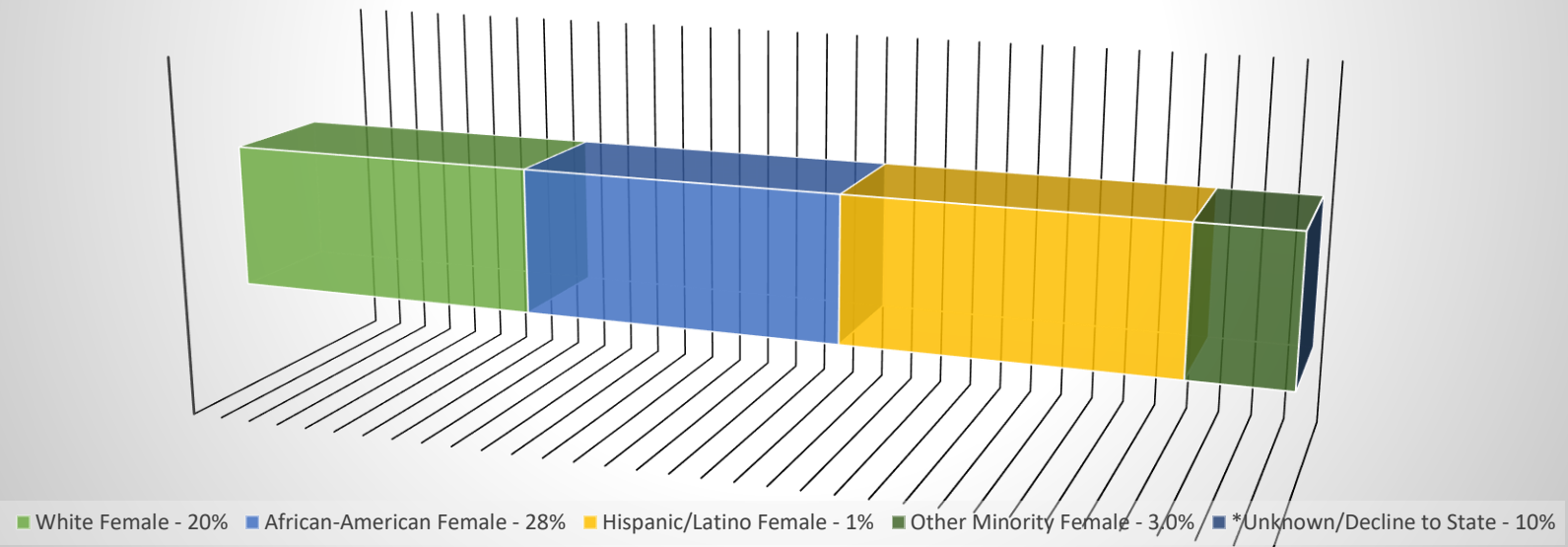


Exhibit 5

Percentage of Minorities as New Hires

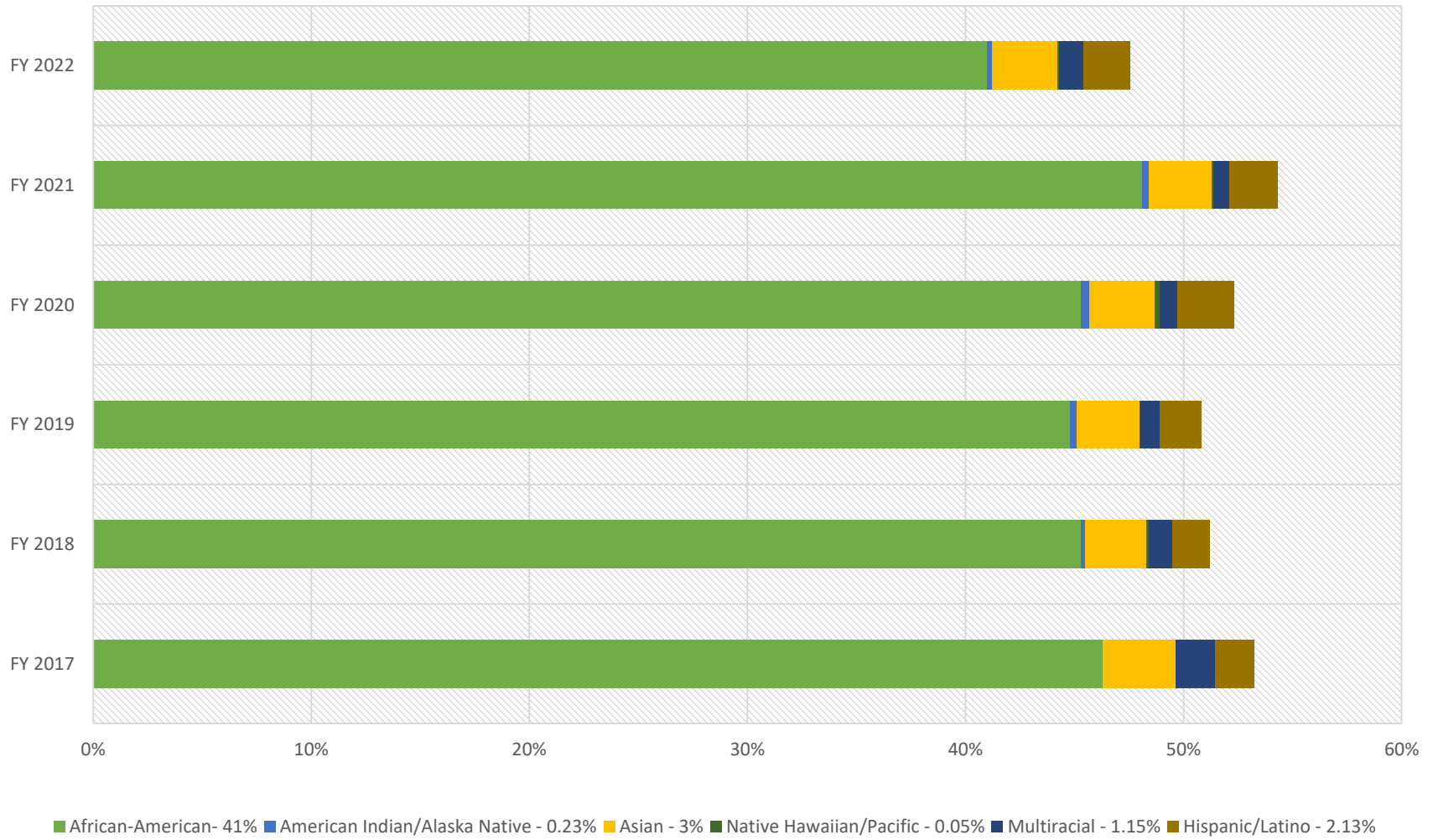


Exhibit 6

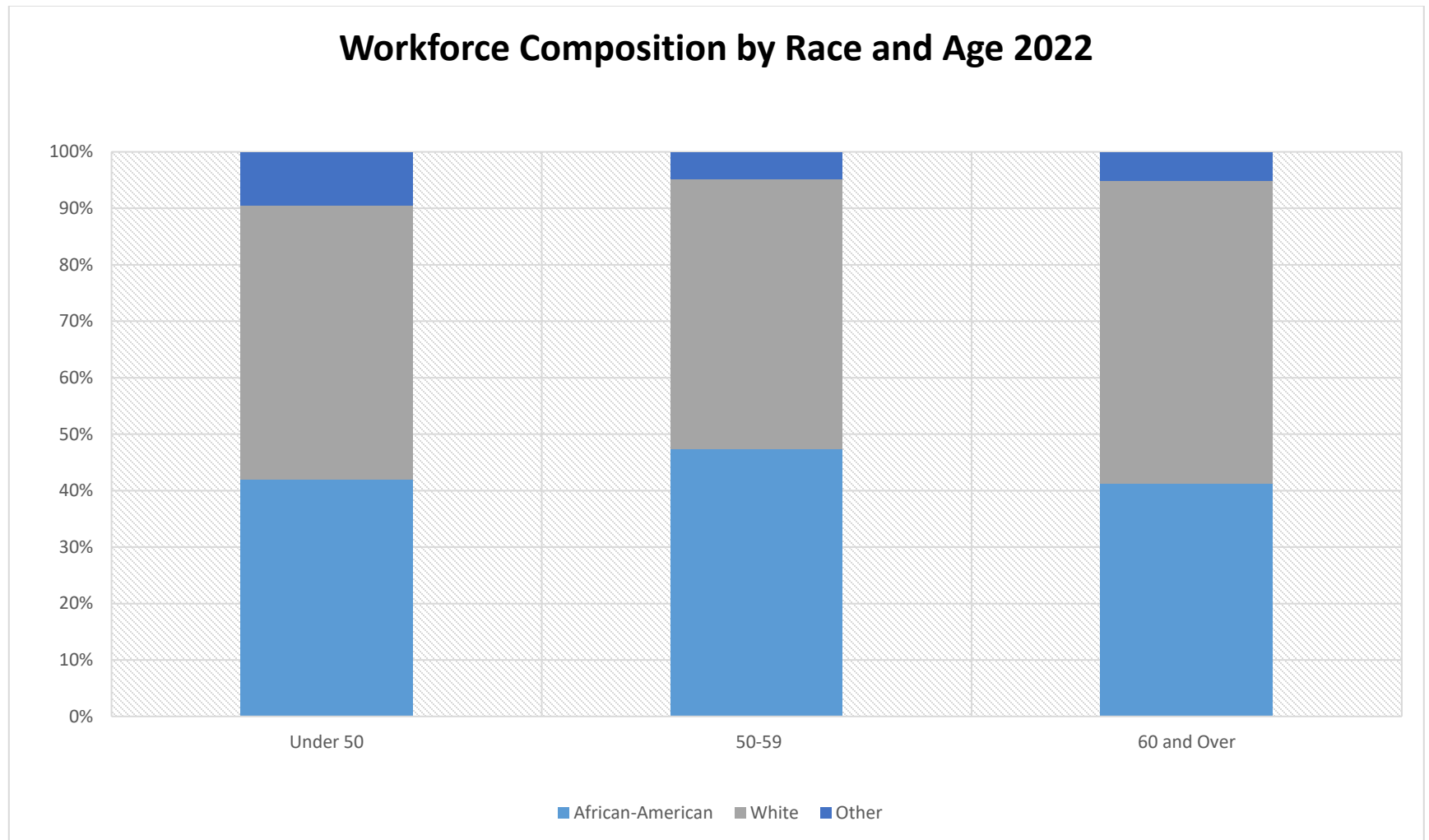


Exhibit 7

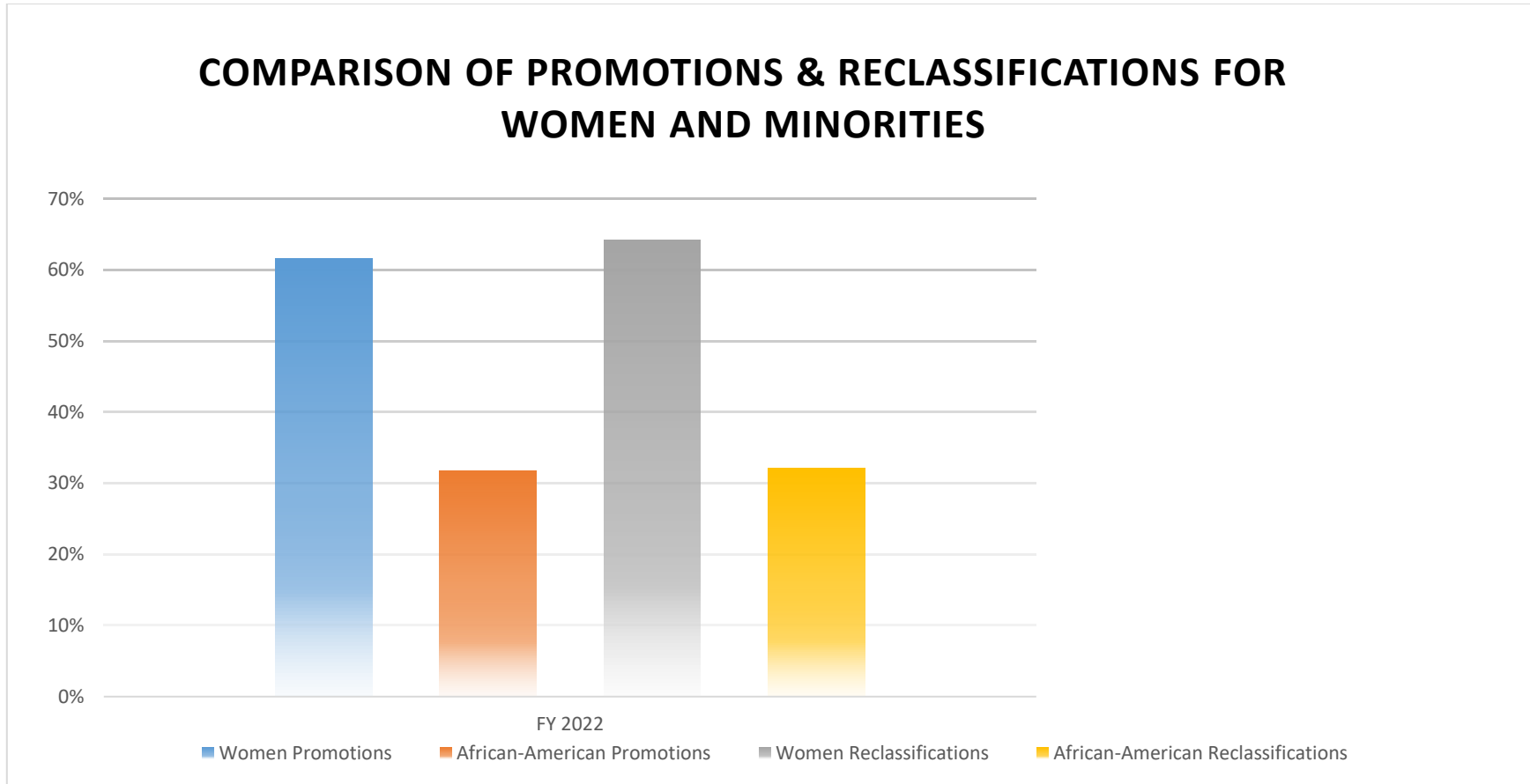


Exhibit 8

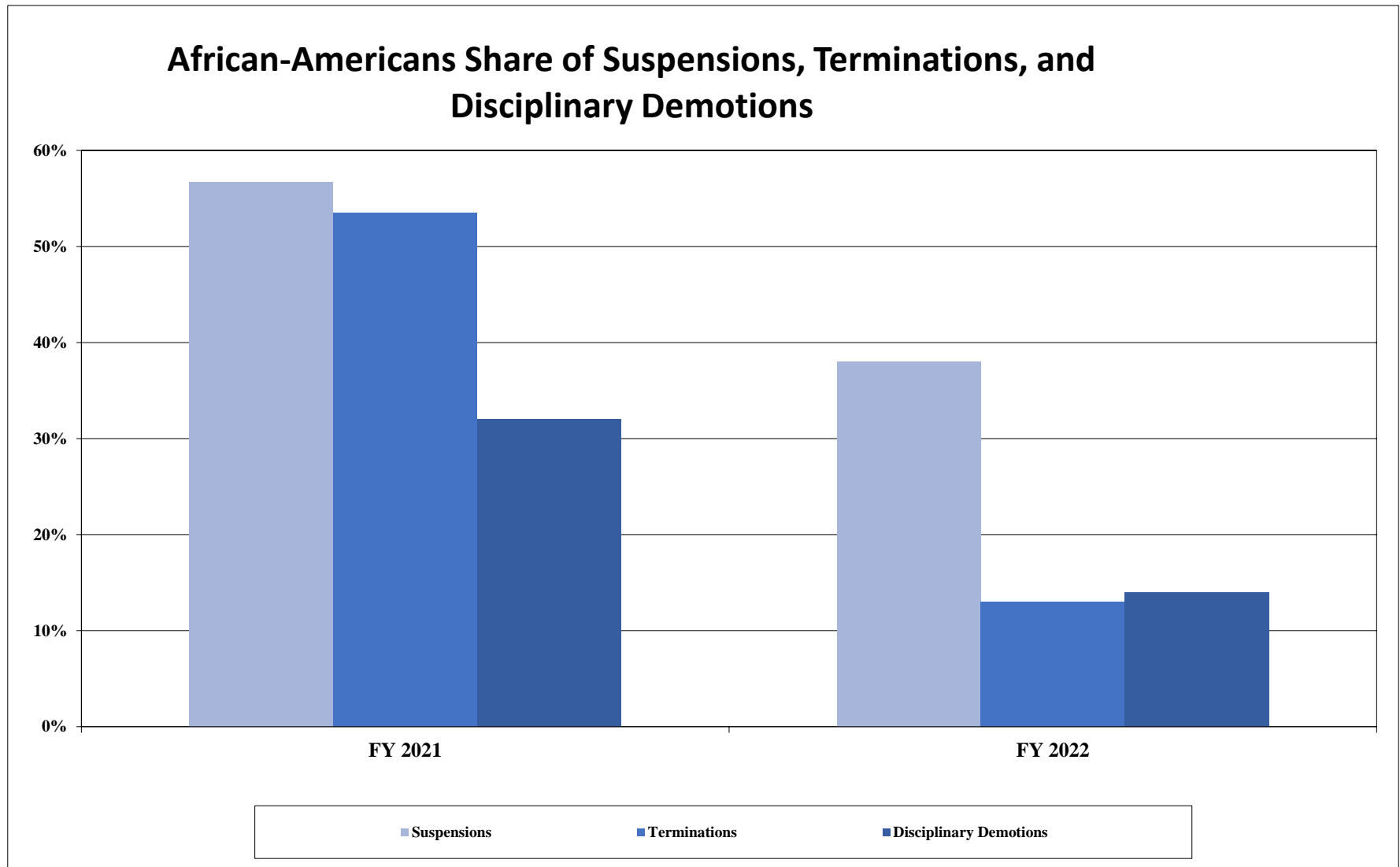
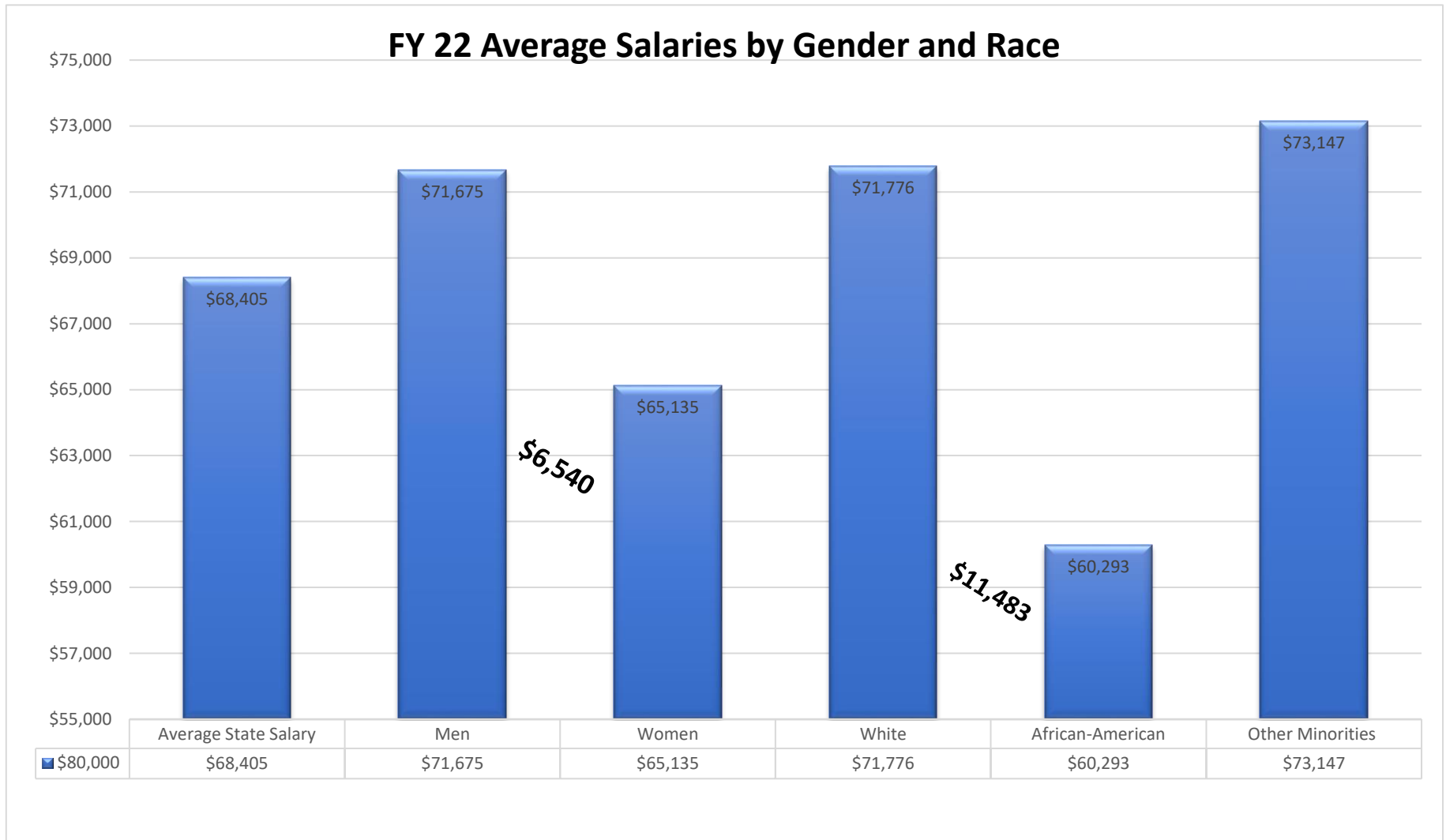


Exhibit 9



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 Officer or Americans with Disabilities Act Coordinator. 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 DBM 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

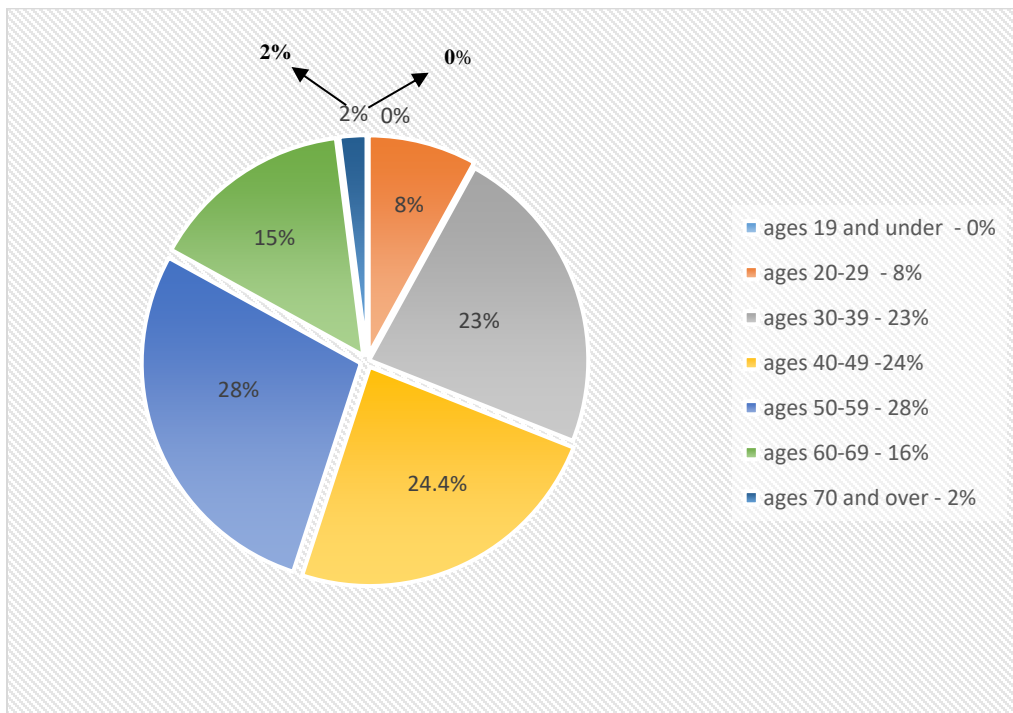
SECTION 3: STATEWIDE WORKFORCE STATISTICS

The FY 2022 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:

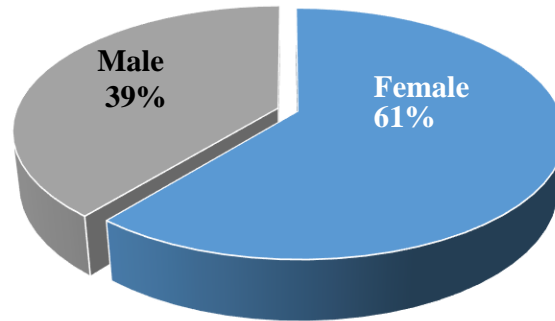
- Maryland has a racially diverse workforce with African Americans holding 45% of State positions and workers identifying themselves as belonging to other minority groups holding 7% of positions;
- Females represented 61% of the State’s workforce in FY 2022;
- 46% of the State’s workforce in FY 2022 was age 50 or older.

Statewide Workforce by Age

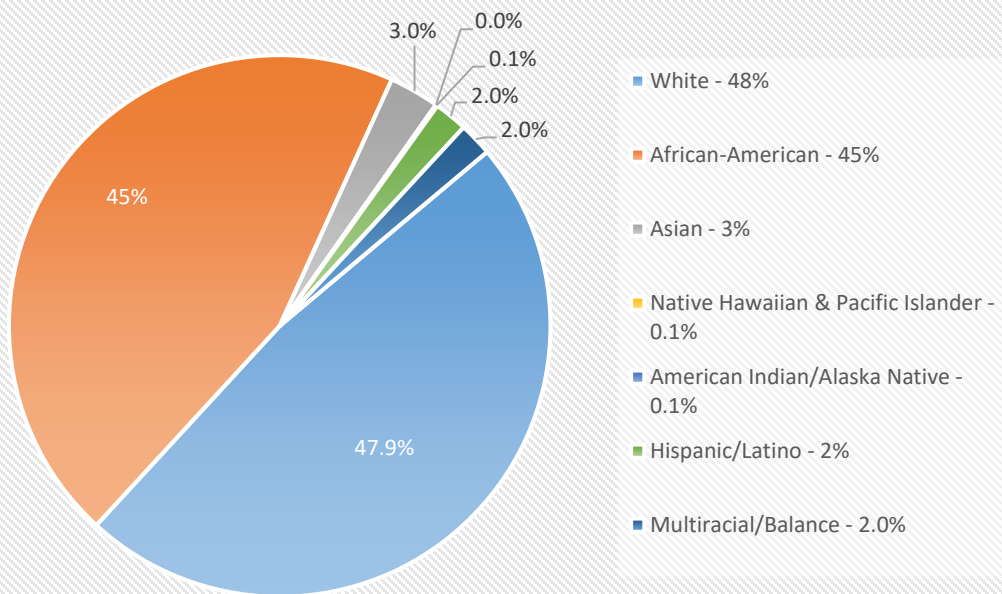


SECTION 3 - SUMMARY HIGHLIGHTS

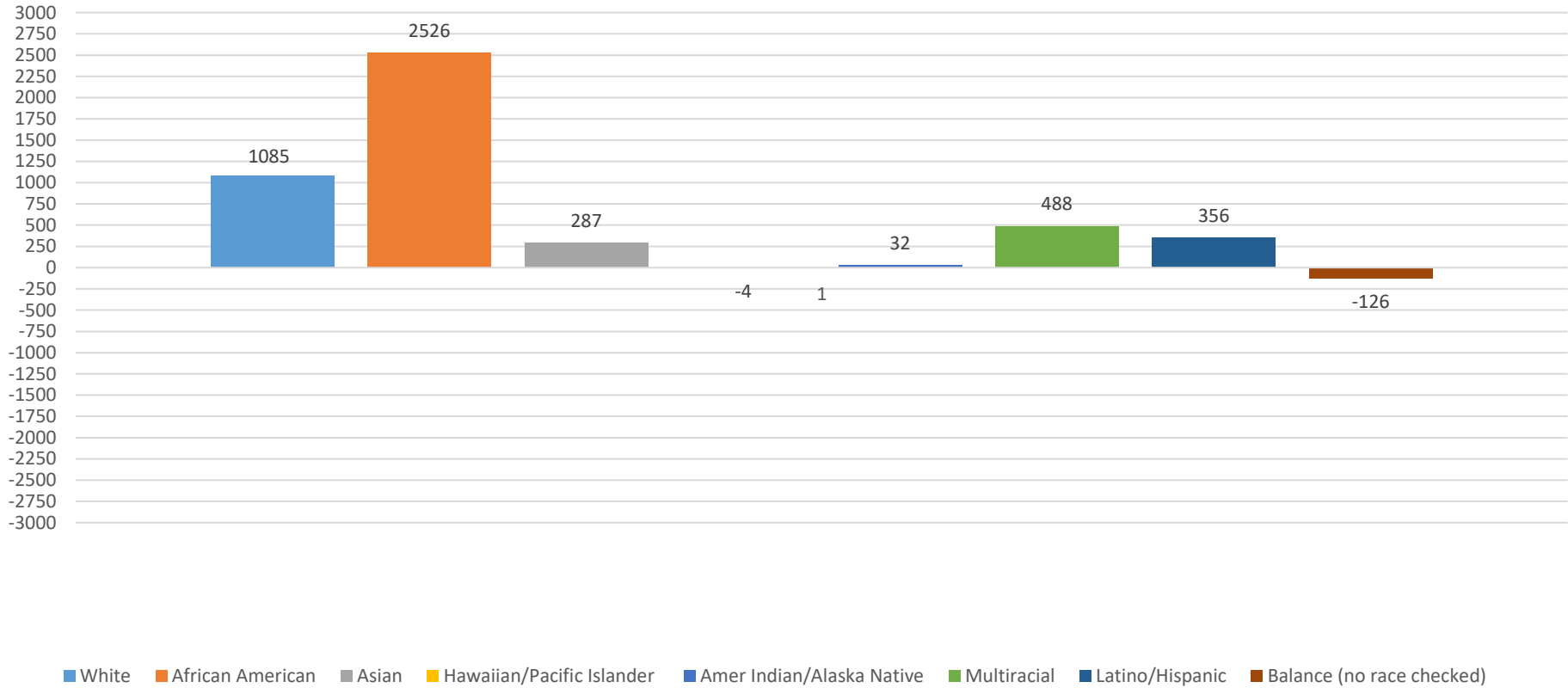
Statewide Workforce by Gender



Statewide Workforce by Race



Change in Employees by Race from Fiscal Year 2017 and 2022



TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FY 2022

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	6,107	2,736	3,371	1797	2063	620	956	9	22	117	133	6	1	98	100	47	53	42	43
		45%	55%	29%	34%	10%	16%	0.15%	0.36%	5.00%	2.18%	0.10%	0.02%	1.60%	1.64%	0.77%	0.87%	0.69%	0.70%
Professionals	21,959	7,161	14,798	3985	6815	2445	6769	24	38	362	441	4	36	56	75	135	343	150	281
		33%	67%	18%	31%	11%	31%	0.11%	0.17%	1.65%	2.01%	0.02%	0.16%	0.26%	0.34%	0.61%	1.56%	0.68%	1.28%
Technicians	3,066	1,934	1,132	1469	499	364	586	8	0	32	10	2	1	9	10	22	7	28	19
		63%	37%	48%	16%	12%	19%	0.26%	0.00%	1.04%	0.33%	0%	0.03%	0.29%	0.33%	0.72%	0.23%	0.91%	0.62%
Protective Service Workers: Sworn	2,340	1,922	418	1260	219	491	175	43	0	25	8	1	0	11	3	27	6	64	7
		82%	18%	54%	9%	21%	7%	1.84%	0%	1.07%	0.34%	0.04%	0%	0.47%	0.13%	1.15%	0.26%	2.74%	0.30%
Protective Service Workers: Non-Sworn	8,038	4,786	3,252	2263	587	2361	2528	4	5	54	49	1	2	1	2	42	45	60	34
		60%	40%	28%	7%	29%	31%	0.05%	0.06%	0.67%	0.61%	0.01%	0.02%	0.01%	0.02%	0.52%	0.56%	0.75%	0.42%
Administrative Support	7,210	941	6,269	327	2311	463	3432	2	18	48	115	2	9	8	39	49	129	42	216
		13%	87%	5%	32%	6%	48%	0.03%	0.25%	0.67%	1.60%	0.03%	0.12%	0.11%	0.54%	0.68%	1.79%	0.58%	3.00%
Skilled Craft Workers	2,477	2,305	172	1496	51	617	60	15	1	51	30	1	1	9	0	34	17	82	12
		93%	7%	60%	2%	25%	2%	0.61%	0%	2.06%	1%	0.04%	0%	0.36%	0%	1.37%	1%	3.31%	0.48%
Service/Maintenance	2,953	1,830	1,123	358	119	1336	954	8	4	27	18	4	1	75	26	11	0	11	1
		62%	38%	12%	4%	45%	32%	0.27%	0.14%	0.91%	0.61%	0.14%	0.03%	2.54%	0.88%	0.37%	0.00%	0.37%	0.03%
TOTAL	54,150	23,615	30,535	12,955	12,664	8,697	15,460	113	88	716	804	21	51	267	255	367	600	479	613
		44%	56%	23.9%	23.4%	16.1%	28.6%	0.21%	0.16%	1.32%	1.48%	0.04%	0.09%	0.49%	0.47%	0.68%	1.11%	0.88%	1.13%

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

FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2017 & FY 2022

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)	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Officials and Administrators	2022	TOTAL	6,107	2,736	3,371	1,797	2,063	620	956	9	22	117	133	6	1	98	100	47	53	42	43	
				44.8%	55.2%	29.4%	33.8%	10.15%	15.7%	0.15%	0.36%	1.92%	2.18%	0.10%	0.02%	1.60%	1.64%	0.77%	0.87%	0.69%	0.70%	
Professionals	2017	TOTAL	4,864	2,403	2,461	1,813	1,594	424	690	10	8	81	85	3	2	33	22	10	26	29	34	
				49.4%	50.6%	37.3%	32.8%	8.72%	14.19%	0.21%	0.16%	1.67%	1.75%	0.06%	0.04%	0.68%	0.45%	0.21%	0.53%	0.60%	0.70%	
Technicians	2022	TOTAL	3,066	1,934	1,132	1,469	499	364	586	8	-	32	10	2	1	9	10	22	7	28	19	
				63.1%	36.9%	47.9%	16.3%	11.87%	19.1%	0.26%	0.00%	1.04%	0.33%	0%	0.03%	0.29%	0.33%	0.72%	0.23%	0.91%	0.62%	
Protective Service Workers: Sworn	2017	TOTAL	2,614	1,732	882	1,261	464	389	377	6	2	31	7	1	-	9	4	9	11	26	17	
				66.3%	33.7%	48.2%	17.8%	14.88%	14.4%	0.23%	0.08%	1.19%	0.27%	0.04%	0.00%	0.34%	0.15%	0.34%	0.42%	0.99%	0.65%	
Protective Service Workers: Non-Sworn	2022	TOTAL	2,340	1,922	418	1,260	219	491	175	43	-	25	8	1	-	11	3	27	6	64	7	
				82.1%	17.9%	53.8%	9.4%	20.98%	7.5%	1.84%	0%	1.07%	0.34%	0.04%	0%	0.47%	0.13%	1.15%	0.26%	2.74%	0.30%	
Administrative Support	2017	TOTAL	1,940	1,749	191	1,277	106	387	80	6	-	24	-	3	-	10	1	6	1	36	3	
				90.2%	9.8%	65.8%	5.5%	19.95%	4.1%	0.31%	0%	1.24%	0%	0.15%	0%	0.52%	0.05%	0.31%	0.05%	1.86%	0.15%	
Skilled Craft Workers	2022	TOTAL	8,038	4,786	3,252	2,263	587	2,361	2,528	4	5	54	49	1	2	1	2	42	45	60	34	
				59.5%	40.5%	28.2%	7.3%	29.37%	31.5%	0.05%	0.06%	0.67%	0.61%	0.01%	0.02%	0.01%	0.02%	0.52%	0.56%	0.75%	0.42%	
Service Maintenance	2017	TOTAL	8,255	5,071	3,184	2,615	543	2,301	2,576	8	4	45	11	3	1	20	7	51	19	28	23	
				61.4%	38.6%	31.7%	6.6%	27.87%	31.21%	0.10%	0.05%	0.55%	0.13%	0.04%	0.01%	0.24%	0.08%	0.62%	0.23%	0.34%	0.28%	
Administrative Support	2022	TOTAL	7,210	941	6,269	327	2,311	463	3,432	2	18	48	115	2	9	8	39	49	129	42	216	
				13.1%	86.9%	4.5%	32.1%	6.42%	47.6%	0.03%	0.25%	0.67%	1.60%	0.03%	0.12%	0.11%	0.54%	0.68%	1.79%	0.58%	3.00%	
Skilled Craft Workers	2017	TOTAL	5,350	666	4,684	244	1,937	348	2,504	-	8	38	70	2	5	9	29	7	57	18	74	
				12.4%	87.6%	4.6%	36.2%	6.50%	46.8%	0.00%	0.15%	0.71%	1.31%	0.04%	0.09%	0.17%	0.54%	0.13%	1.07%	0.34%	1.38%	
Service Maintenance	2022	TOTAL	2,477	2,305	172	1,496	51	617	60	15	1	51	30	1	1	9	-	34	17	82	12	
				93.1%	6.9%	60.4%	2.1%	24.91%	2.4%	0.61%	0%	2.06%	1%	0.04%	0.0%	0.36%	0.00%	1.37%	0.69%	3.31%	0.48%	
Service Maintenance	2017	TOTAL	1,834	1,783	51	1,194	27	517	21	8	-	23	-	2	-	6	-	11	-	22	3	
				97.2%	2.8%	65.1%	1.5%	28.19%	1.15%	0.44%	0%	1.25%	0%	0.11%	0.0%	0.33%	0.00%	0.60%	0.00%	1.20%	0%	
Service Maintenance	2022	TOTAL	2,953	1,830	1,123	358	119	1,336	954	8	4	27	18	4	1	75	26	11	-	11	1	
				62.0%	38.0%	12.1%	4.0%	45.24%	32.3%	0.27%	0.14%	0.91%	0.61%	0.14%	0.03%	2.54%	0.88%	0.37%	0.00%	0.37%	0.03%	
Service Maintenance	2017	TOTAL	3,224	1,948	1,276	466	232	1,373	975	4	5	18	9	5	4	49	36	13	2	20	13	
				60.4%	39.6%	14.5%	7.2%	42.59%	30.2%	0.12%	0.16%	0.56%	0.28%	0.16%	0.12%	1.52%	1.12%	0.40%	0.06%	0.62%	0.40%	

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	36	10	26	3	19	3	5	0	0	1	0	0	0	1	0	1	0	1	2
		27.8%	72.2%	8.3%	52.8%	8.3%	13.9%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	2.8%	0.0%	2.8%	0.0%	2.8%	5.6%
20-29	3,035	1,460	1,575	914	724	418	734	4	0	47	34	1	0	17	2	20	33	39	48
		48.1%	51.9%	30.1%	23.9%	13.8%	24.2%	0.1%	0.0%	1.5%	1.1%	0.0%	0.0%	0.6%	0.1%	0.7%	1.1%	1.3%	1.6%
30-39	9,731	4,260	5,471	2,748	2,201	1,297	2,804	9	17	87	145	8	4	11	26	2	118	98	156
		43.8%	56.2%	28.2%	22.6%	13.3%	28.8%	0.1%	0.2%	0.9%	1.5%	0.1%	0.0%	0.1%	0.3%	0.0%	1.2%	1.0%	1.6%
40-49	9,288	3,630	5,658	1,994	2,192	1,389	3,053	8	21	112	172	5	5	2	22	45	77	75	116
		39.1%	60.9%	21.5%	23.6%	15.0%	32.9%	0.1%	0.2%	1.2%	1.9%	0.1%	0.1%	0.0%	0.2%	0.5%	0.8%	0.8%	1.2%
50-59	12,210	4,746	7,464	2,836	3,247	1,619	3,741	16	20	121	194	5	8	18	22	37	100	94	132
		38.9%	61.1%	23.2%	26.6%	13.3%	30.6%	0.1%	0.2%	1.0%	1.6%	0.0%	0.1%	0.1%	0.2%	0.3%	0.8%	0.8%	1.1%
60-69	9,402	3,525	5,877	2,405	3,476	916	2,182	25	15	114	96	4	2	0	3	27	38	34	65
		37.5%	62.5%	25.6%	37.0%	9.7%	23.2%	0.3%	0.2%	1.2%	1.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.4%	0.4%	0.7%
70 and over	869	454	415	289	214	136	177	2	0	21	14	1	0	0	0	2	7	3	3
		52.2%	47.8%	33.3%	24.6%	15.7%	20.4%	0.2%	0.0%	2.4%	1.6%	0.1%	0.0%	0.0%	0.0%	0.2%	0.8%	0.3%	0.3%
TOTAL	44,571	18,085	26,486	11,189	12,073	5,778	12,696	64	73	503	655	24	19	49	75	134	373	344	522
		41%	59%	25.1%	27.1%	13.0%	28.5%	0.14%	0.16%	1.13%	1.47%	0.05%	0.04%	0.11%	0.17%	0.30%	0.84%	0.77%	1.17%

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	1,427	813	614	583	382	148	183	1	3	33	26	4	0	28	4	6	7	10	9
		57.0%	43.0%	40.9%	26.8%	10.4%	12.8%	0.1%	0.2%	2.3%	1.8%	0.3%	0.0%	2.0%	0.3%	0.4%	0.5%	0.7%	0.6%
Independent	113	55	58	51	50	2	7	0	0	0	0	0	0	0	0	1	0	1	1
		49%	51%	45.1%	44.2%	1.8%	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.9%	0.9%
Management	3,188	1,343	1,845	926	905	278	776	6	1	73	69	1	1	28	43	11	27	20	23
		42%	58%	29.0%	28.4%	8.7%	24.3%	0.2%	0.0%	2.3%	2.2%	0.0%	0.0%	0.9%	1.3%	0.3%	0.8%	0.6%	0.7%
Professional	5,937	1,550	4,387	978	2,692	429	1,358	2	8	57	141	3	7	42	85	13	31	26	65
		26%	74%	16.5%	45.3%	7.2%	22.9%	0.0%	0.1%	1.0%	2.4%	0.1%	0.1%	0.7%	1.4%	0.2%	0.5%	0.4%	1.1%
Skilled Service	31,578	13,050	18,528	7,146	6,710	5,168	10,457	31	44	301	356	10	16	98	319	101	228	195	398
		41%	59%	22.6%	21.2%	16.4%	33.1%	0.1%	0.1%	1.0%	1.1%	0.0%	0.1%	0.3%	2.4%	0.3%	0.7%	0.6%	1.3%
Special Appointment	3,106	1,278	1,828	897	994	253	642	4	2	40	42	1	1	39	96	14	24	30	27
		41%	59%	28.9%	32.0%	8.1%	20.7%	0.1%	0.1%	1.3%	1.4%	0.1%	0.0%	1.3%	3.1%	0.5%	0.8%	1.0%	0.9%
Designated Political Appointment	417	164	253	105	142	34	77	0	0	4	6	0	0	20	23	0	2	1	3
		39%	61%	25.2%	34.1%	8.2%	18.5%	0.0%	0.0%	1.0%	1.4%	0.0%	0.0%	4.8%	5.5%	0.0%	0.5%	0.2%	0.7%
MDOT Commission	-	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Permanent MTA Union	2,474	1,554	920	230	13	1,220	869	8	2	12	0	2	2	70	33	0	0	12	1
		63%	37%	9.3%	0.5%	49.3%	35.1%	0.3%	0.1%	0.5%	0.0%	0.1%	0.1%	2.8%	1.3%	0.0%	0.0%	0.5%	0.0%
Uniform Police	-	-	-	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Transportation Service	5,910	3,571	2,339	2,055	886	1,202	1,203	17	11	139	78	3	2	37	60	44	30	74	69
		60%	40%	34.8%	15.0%	20.3%	20.4%	0.3%	0.2%	2.4%	1.3%	0.1%	0.0%	0.6%	1.0%	0.7%	0.5%	1.3%	1.2%
TOTAL	54,150	23,378	30,772	12,971	12,774	8,734	15,572	50	71	659	718	24	29	362	663	190	349	369	596
		43%	57%	24.0%	23.6%	16.1%	28.8%	0.1%	0.1%	1.2%	1.3%	0.0%	0.1%	0.7%	1.2%	0.4%	0.6%	0.7%	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.

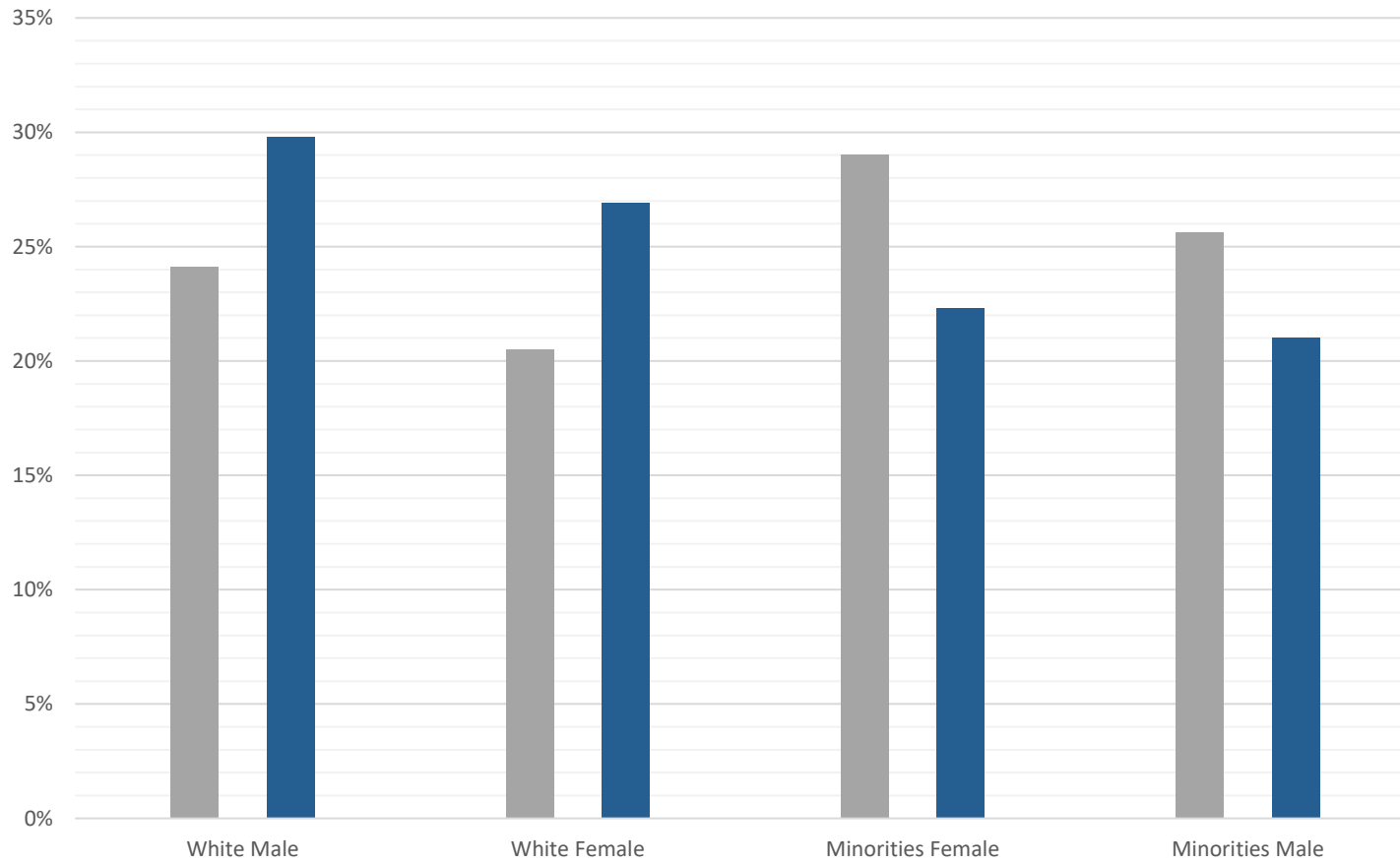
SUMMARY HIGHLIGHTS

Trends displayed in the following charts are highlighted as follows:

- White males and females represent a higher proportion of the CLF than State government's workforce, while Minority males and females represent a higher proportion of the State government's workforce than the CLF;
- Minorities hold 38% 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, Skilled Craft Workers, and Service Maintenance categories. African American males exceeded the CLF availability in the Officials and Administrators, 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 2022 was in the Professional job category (5,436).

Comparison of State Employees/Civilian Labor Force

■ State Employees ■ Civilian Labor Force



STATEWIDE WORKFORCE UTILIZATION ANALYSIS — FISCAL YEAR 2022

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	#	2,279	39.9%		1,738	27.0%		785	9.5%		1,072	13.1%		313	5.7%		332	4.5%		6,519
	%	35.0%		-4.9%	26.66%		-0.3%	12.0%		2.5%	16.4%		3.3%	4.80%		-0.9%	5.09%		1%	
Professionals	#	4,301	30%		5,436	33.9%		2,199	8.2%		3,958	14.0%		1,462	7.3%		2,189	7.0%		19,545
	%	22.0%		-7.5%	27.8%		-6.1%	11.3%		3.1%	20.3%		6.3%	7.5%		0%	11.2%		4.2%	
Technicians	#	1,016	27%		492	28.3%		479	10.7%		593	20.5%		265	7.2%		103	6.7%		2,948
	%	34.5%		8%	16.7%		-11.6%	16.2%		5.5%	20.1%		-0.4%	9.0%		1.79%	3.5%		-3.21%	
Protective Service Workers: Sworn	#	1,603	37.7%		53	7.9%		604	30.9%		127	17.6%		147	4.3%		15	1.5%		2,549
	%	62.9%		25%	2.1%		-5.8%	23.7%		-7.2%	5.0%		-12.6%	5.8%		1%	0.6%		-1%	
Protective Service Workers: Non-Sworn	#	106	31.0%		29	28.5%		162	14.3%		179	17.8%		32	4.3%		12	4.1%		520
	%	20.4%		-10.6%	6%		-22.9%	31%		16.9%	34%		14.5%	6.2%		1.9%	2.3%		-1.79%	
Administrative Support	#	608	20.0%		2,897	36.4%		820	10.3%		3,665	21.7%		252	4.6%		804	7.2%		9,046
	%	6.7%		-13.3%	32.0%		-4.4%	9.1%		-1.2%	40.5%		18.8%	2.8%		-1.81%	8.9%		2%	
Skilled Craft Workers	#	2,184	57.5%		63	2.6%		1,094	17.5%		64	1.6%		242	19.8%		37	1.0%		3,684
	%	59.3%		1.8%	1.7%		-0.9%	29.7%		12.2%	1.7%		0.1%	3.9%		-15.90%	1.0%		0.0%	
Service-Maintenance	#	1,086	24.2%		398	20.1%		3,025	18.5%		1,956	15.5%		2,015	11.7%		859	10.0%		9,339
	%	11.6%		-13%	4.3%		-15.84%	32.4%		13.9%	20.9%		5.4%	21.6%		9.88%	9.2%		-0.8%	
TOTALS	#	13,183	29.8%		11,106	26.9%		9,168	12.8%		11,614	15.6%		4,728	8.2%		4,351	6.7%		54,150
	%	24.3%		-5.5%	20.5%		-6.4%	16.9%		4.1%	21.4%		5.8%	8.7%		0.53%	8.0%		1.3%	

2022 SUMMARY OF AGENCY WORKFORCE ANALYSIS

AGENCY	White		TOTAL	African-American		TOTAL	Other Minorities		TOTAL	TOTAL Employees
	Male	Female		Male	Female		Male	Female		
Baltimore City Community College	94	98	192	222	328	550	30	40	70	812
Baltimore City Sheriff's Office	1	0	1	80	21	101	0	0	0	102
Canal Place	1	3	4	0	0	0	0	0	0	4
Commission on Civil Rights	1	2	3	8	19	27	1	1	2	32
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	60	111	7	36	43	3	9	12	166
Dept of General Services	176	65	241	163	129	292	30	11	41	574
Dept of Housing and Community Development	61	63	124	50	95	145	8	15	23	292
Dept of Human Services	271	1,257	1,528	508	2808	3,316	71	168	239	5,083
Dept of Information Technology	57	32	89	31	20	51	15	7	22	162
Dept of Juvenile Services	323	268	591	438	824	1,262	19	42	61	1,914
Dept of Natural Resources	618	361	979	60	71	131	32	28	60	1,170
Dept of Public Safety and Correctional Services	2,354	823	3,177	2,099	2,636	4,735	166	131	297	8,209
Dept of Veteran's Affairs	41	18	59	33	8	41	3	1	4	104
Executive Department	79	81	160	20	40	60	9	10	19	239
Historic St Mary's City Commission	16	14	30	0	0	0	0	0	0	30

2022 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	531	1,279	1,810	368	972	1,340	100	287	387	3,537
Maryland 529	1	5	6	1	9	10	2	3	5	21
Maryland African American Museum Corporation	1	2	3	5	15	20	1	0	1	24
Maryland Automobile Insurance Fund	54	78	132	10	43	53	19	21	40	225
Maryland Dept of Agriculture	133	137	270	16	33	49	12	13	25	344
Maryland Dept of Disabilities	9	13	22	3	6	9	2	1	3	34
Maryland Dept of Health	1,164	3,292	4,456	997	2,275	3,272	173	487	656	8,388
Maryland Dept of Labor	367	282	649	206	417	623	45	75	120	1,392
Maryland Dept of Planning	37	51	88	6	13	19	5	6	11	118
Maryland Dept of the Environment	279	208	487	72	111	183	49	45	94	764
Maryland Dept of Transportation	2,722	1,159	3,881	2,558	2,238	4,796	479	342	821	9,498
Maryland Emergency Management Agency	29	17	46	0	6	6	4	3	7	59
Maryland Environmental Services	367	187	554	107	38	145	45	37	82	781
Maryland Food Center Authority	6	8	14	5	2	7	2	1	3	24
Maryland Health Benefit Exchange	5	17	22	5	19	24	5	8	13	59

2022 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	8	25	33	1	3	4	56
Maryland Insurance Administration	52	47	99	26	64	90	7	14	21	210
Maryland Lottery & Gaming Control Agency	107	54	161	70	57	127	6		10	294
Maryland Public Television	43	38	81	8	15	23	5	5	10	114
Maryland School for the Deaf	71	167	238	17	28	45	13	23	36	319
Maryland Stadium Authority	50	16	66	19	25	44	8	7	15	125
Maryland State Library	5	9	14	3	10	13	0	1	1	28
Maryland State Police	1,433	327	1,760	202	125	327	84	22	106	2,193
Maryland State Retirement and Pension Systems	46	30	76	23	65	88	17	8	25	189
Maryland Supplemental Retirement Plans	2	3	5	0	8	8	0	0	0	13
Maryland Tax Court	5	2	7	1	1	2	0	0	0	9
MD Institute for Emer Medical Servs Systems	39	22	61	6	5	11	2	5	7	79
MD State Dept of Education	164	428	592	106	421	527	35	52	87	1,206
Military Department Operations and Maintenance	97	20	117	51	38	89	6	1	7	213
Morgan State University	157	100	257	640	749	1,389	112	70	182	1,828
Office of Administrative Hearings	23	52	75	7	35	42	2	3	5	122
Office of the Attorney General	217	273	490	40	104	144	17	27	44	678
Office of the Comptroller	125	216	341	92	305	397	48	89	137	875
Office of the Governor	1	1	2	1	0	1	0	0	0	3

2022 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	3	11	2	5	7	2	1	3	21
Office of Public Defender	307	292	599	45	206	251	28	45	73	923
Office of State Prosecutor	6	4	10	3	1	4	1	0	1	15
Office of the Treasurer	11	17	28	1	8	9	1	1	2	39
Property Tax Assessment Appeals Board	58	27	85	9	12	21	1	0	1	107
Public Service Commission	32	29	61	20	22	42	12	10	22	125
SPMS/Agency Heads <i>(Gov, AG, Trea, Comp, Secretaries)</i>	30	14	44	11	19	30	2	3	5	79
St. Mary's College of Maryland	119	149	268	24	26	50	16	15	31	349
State Archives	17	20	37	8	7	15	1	2	3	55
State Board of Elections	43	84	127	27	48	75	6	8	14	216
State Dept of Assessment and Taxation	95	129	224	44	162	206	21	28	49	479
Subsequent Injury Fund	1	6	7	0	3	3	0	0	0	10
Uninsured Employer's Fund	2	1	3	0	2	2	0	0	0	5
University of Maryland Systems	9,929	11,267	21,196	2,982	5,103	8,085	5,190	5,557	10,747	40,028
Worker's Compensation Commission	11	29	40	9	42	51	3	6	9	100
TOTAL-Maryland	23,210	23,851	47,061	12,613	21,091	33,704	6,984	7,811	14,801	95,560
State Work Force	24.3%	25.0%	49.2%	13.2%	22.1%	35.3%	7.3%	8.2%	15.5%	
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 2017 through 2022.

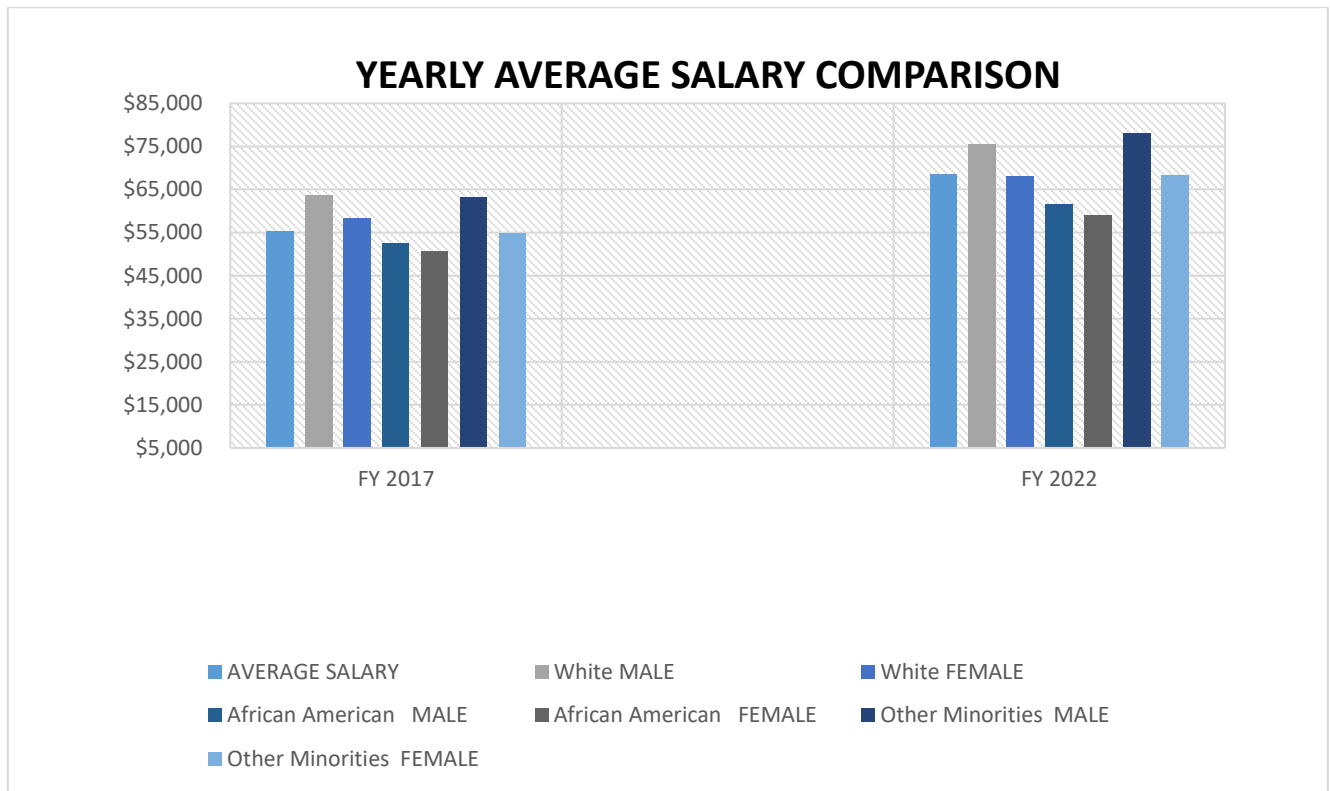
SUMMARY HIGHLIGHTS

Trends displayed in the following charts include:

- Male employees were paid an average of \$6,540.00 more than female employees in FY 2022;
- The salary gap between men and women of the same race increased from 2017 to 2022 for Whites and African Americans;
- The salary of white men exceeded the salary of white women by \$5,233 in 2017 and by \$7,352 in 2022. The salary gap between African American males and females rose from \$1,861 in 2017 to \$2,536 in 2022;
- White employees were paid an average of \$71,776 in FY 2022 compared to \$60,293 for African American employees, and \$73,147 for other minority employees.

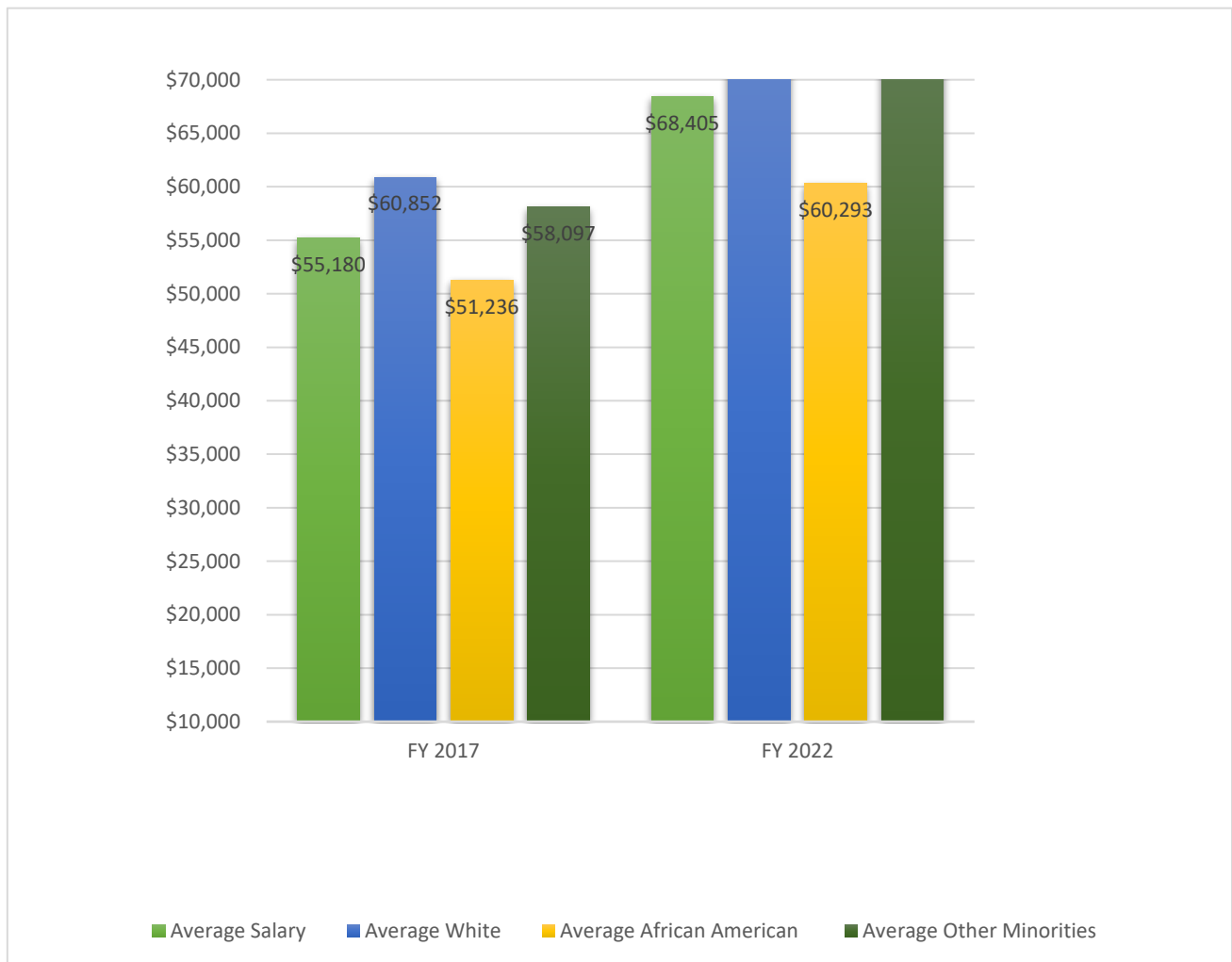
COMPARISON OF AVERAGE SALARIES BY RACE AND GENDER FOR FY 2017 AND FY 2022

YEAR	AVERAGE SALARY	White		African American		Other Minorities	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FY 2017	\$55,180	\$63,557	\$58,324	\$52,517	\$50,656	\$63,272	\$54,839
FY 2022	\$68,405	\$75,452	\$68,100	\$61,561	\$59,025	\$78,012	\$68,282



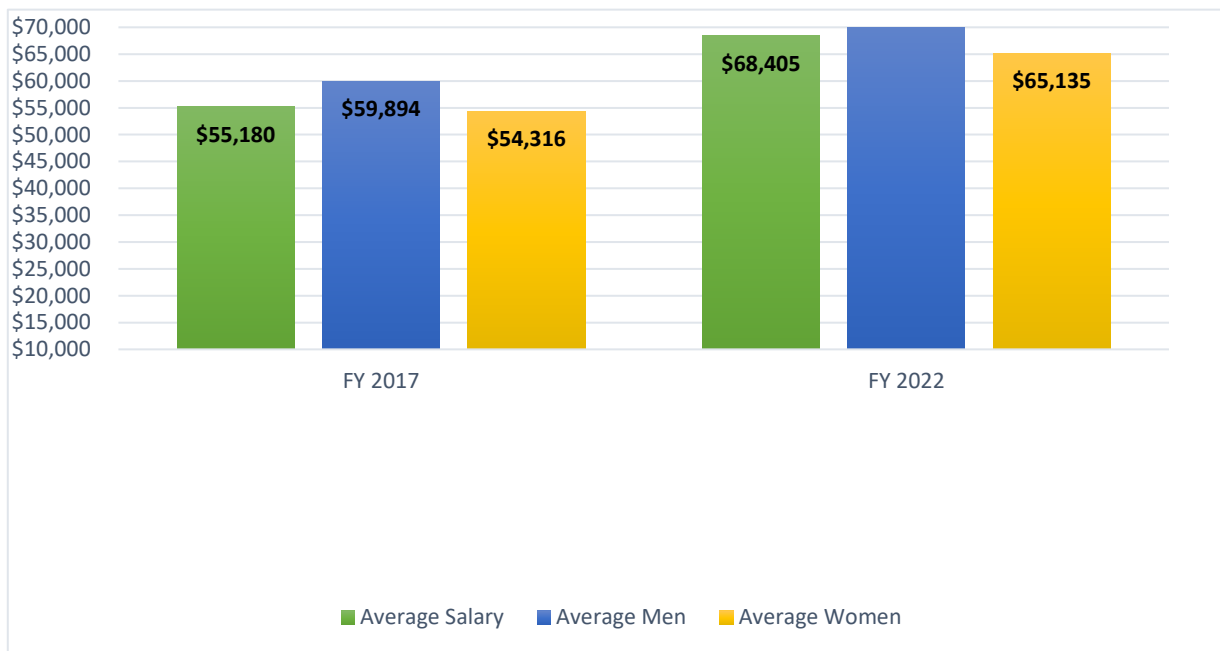
COMPARISON OF AVERAGE SALARIES BY RACE FOR FY 2017 AND FY 2022

Year	Average Salary	White	African American	Other Minorities
FY 2017	\$55,180	\$60,852	\$51,236	\$58,097
FY 2022	\$68,405	\$71,776	\$60,293	\$73,147



COMPARISON OF AVERAGE SALARIES BY GENDER FOR FY 2017 AND FY 2022

Year	Average Salary	Men	Women
FY 2017	\$55,180	\$59,894	\$54,316
FY 2022	\$68,405	\$71,675	\$65,135



WORKFORCE BY SALARY, RACE AND GENDER — FISCAL YEAR 2022

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	324	208	116	146	37	40	52	1	0	2	2	0	0	11	23	1	0	7	2
		64%	36%	45%	11%	12%	16%	0%	0%	1%	1%	0%	0%	3%	7%	0%	0%	2%	1%
\$10,001 - \$20,000	146	54	92	32	43	17	43	0	0	0	3	0	0	1	0	1	1	3	2
		37%	63%	22%	29%	12%	29%	0%	0%	0%	2%	0%	0%	1%	0%	1%	1%	2%	1%
\$20,001 - \$30,000	301	99	202	45	92	53	104	0	0	0	2	0	0	0	1	0	1	1	2
		33%	67%	15%	31%	18%	35%	0.00%	0.0%	0.0%	0.7%	0.00%	0.00%	0.0%	0.3%	0.0%	0.3%	0.3%	0.7%
\$30,001 - \$40,000	6,038	1,926	4,112	964	1,508	878	2,410	3	10	40	56	1	1	13	53	7	17	20	57
		32%	68%	16%	25%	15%	40%	0.0%	0.2%	0.7%	0.9%	0.02%	0.02%	0.2%	0.9%	0.1%	0.3%	0.3%	0.9%
\$40,001 - \$50,000	8,682	2,964	5,718	1,355	2,192	1,445	3,163	5	8	30	56	3	1	42	112	26	59	58	127
		34%	66%	16%	25%	17%	36%	0.1%	0.1%	0.3%	0.6%	0.03%	0.01%	0.5%	1.3%	0.3%	0.7%	0.7%	1.5%
\$50,001 - \$60,000	10,567	4,885	5,682	2,428	2,110	2,195	3,132	9	23	83	94	5	3	55	159	47	52	63	109
		46%	54%	23%	20%	21%	30%	0.09%	0.2%	0.8%	0.9%	0.05%	0.03%	0.5%	1.5%	0.4%	0.5%	0.6%	1.0%
\$60,001 and Over	25,612	11,788	13,824	7,855	6,819	2,949	5,854	38	32	466	475	16	17	134	236	133	165	197	226
		46%	54%	31%	27%	12%	23%	0.1%	0.12%	1.8%	1.9%	0.1%	0.07%	0.5%	0.9%	0.5%	0.6%	0.8%	0.9%
Hourly/Daily	2,480	1,559	921	230	13	1,220	870	13	2	12	0	2	2	70	33	0	0	12	1
		63%	37%	9%	1%	49%	35%	0.5%	0.1%	0.5%	0.0%	0.1%	0.1%	2.8%	1.3%	0.0%	0.0%	0.5%	0.04%
TOTAL	54,150	23,483	30,667	13,055	12,814	8,797	15,628	69	75	633	688	27	24	326	617	215	295	361	526
		43%	57%	24%	24%	16%	29%	0.13%	0.14%	1.17%	1.27%	0.05%	0.04%	0.60%	1.14%	0.40%	0.54%	0.67%	0.97%

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

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2022

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)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Flat/Slope	992	441	551	289	350	84	126	1	0	28	29	0	0	25	24	3	5	11	17
		44%	56%	29%	35%	8%	13%	0%	0.0%	3%	2.9%	0.00%	0.00%	2.5%	2%	0.3%	1%	1%	1.7%
Grade 5 – (\$31,286 - \$38,069)	17	9	8	2	3	6	1	0	0	0	0	0	0	0	1	0	0	1	3
		53%	47%	12%	18%	35%	6%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	5.88%	17.65%
Grade 6 – (\$31,286 - \$40,471)	169	158	11	57	0	90	9	0	0	1	0	0	0	2	0	2	1	6	1
		93%	7%	34%	0%	53%	5%	0.00%	0.00%	0.59%	0.00%	0.00%	0.00%	1.18%	0.00%	1.18%	0.59%	3.55%	0.59%
Grade 7 – (\$31,286 - \$43,049)	69	40	29	20	7	15	21	0	0	0	0	0	0	2	0	0	0	3	1
		58%	42%	29%	10%	22%	30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.90%	0.00%	0.00%	0.00%	4.35%	1.45%
Grade 8 – (\$31,286 - \$45,798)	431	220	211	91	53	103	128	3	2	6	5	0	0	8	11	4	1	5	11
		51%	49%	21%	12%	24%	30%	0.70%	0.46%	1.39%	1.16%	0.00%	0.00%	1.86%	2.55%	0.93%	0.23%	1.16%	2.55%
Grade 9 – (\$31,286 - \$48,747)	125	50	75	23	21	23	47	1	0	1	0	0	0	0	2	0	0	2	5
		40%	60%	18%	17%	18%	38%	0.80%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%	1.60%	0.0%	0.00%	1.60%	4.00%
Grade 10 – (\$33,148 - \$51,889)	1,335	571	764	293	273	218	399	1	4	32	15	1	0	12	31	5	5	9	37
		43%	57%	22%	20%	16%	30%	0.07%	0.30%	2.40%	1.12%	0.07%	0.00%	0.90%	2.32%	0.37%	0.37%	0.67%	2.77%
Grade 11 – (\$35,207-55,279)	685	177	508	93	180	68	288	2	2	4	7	1	0	4	13	1	7	4	11
		26%	74%	14%	26%	10%	42%	0.29%	0.29%	0.58%	1.02%	0.15%	0.00%	0.58%	1.90%	0.15%	1.02%	0.58%	1.61%
Grade 12 – (\$37,410-58,943)	1,529	697	832	445	304	202	454	2	4	13	13	0	1	15	18	8	13	12	25
		46%	54%	29%	20%	13%	30%	0.13%	0.26%	0.85%	0.85%	0.00%	0.07%	0.98%	1.18%	0.52%	0.85%	0.78%	1.64%
Grade 13 – (\$39,768-62,882)	1,066	265	801	140	350	99	371	0	6	3	14	0	1	10	24	4	14	9	21
		25%	75%	13%	33%	9%	35%	0.00%	0.56%	0.28%	1.31%	0.00%	0.09%	0.94%	2.25%	0.38%	1.31%	0.84%	1.97%
Grade 14 – (\$42,294 - \$67,106)	1,612	604	1,008	365	461	184	468	0	3	18	21	1	0	21	28	8	13	7	14
		37%	63%	23%	29%	11%	29%	0.00%	0.19%	1.12%	1.30%	0.06%	0.00%	1.30%	1.74%	0.50%	0.81%	0.43%	0.87%
Grade 15 – (\$44,989 - 71,606)	2,042	715	1,327	408	544	234	682	7	3	24	39	1	1	23	28	8	14	10	16
		35%	65%	20%	27%	11%	33%	0.34%	3.00%	1.18%	1.91%	0.05%	0.05%	1.13%	1.37%	0.39%	0.69%	0.49%	0.78%

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)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 16 — (\$47,881 - \$76,432)	2,023	772	1,251	429	562	268	567	0	3	17	40	1	1	31	40	10	19	16	19
38%		62%	21%	28%	13%	28%	0.00%	0.15%	0.84%	1.98%	0.05%	0.05%	1.53%	1.98%	0.49%	0.94%	0.79%	0.94%	
Grade 17 — (\$50,971 - \$81,596)	2,184	956	1,228	524	547	319	549	2	7	44	58	1	1	35	28	14	15	17	23
44%		56%	24%	25%	15%	25%	0.09%	0.32%	2.01%	2.66%	0.05%	0.05%	1.60%	1.28%	0.64%	0.69%	0.78%	1.05%	
Grade 18 — (\$54,279 - \$87,106)	2,637	968	1,669	552	906	296	592	8	3	56	69	1	2	29	39	18	27	8	31
37%		63%	21%	34%	11%	22%	0.30%	0.11%	2.12%	2.62%	0.04%	0.08%	1.10%	1.48%	0.68%	1.02%	0.30%	1.18%	
Grade 19 — (\$57,862 - \$92,897)	2,004	789	1,215	489	636	203	445	2	2	51	73	0	3	20	25	9	13	15	18
39%		61%	24%	32%	10%	22%	0.10%	0.10%	2.54%	3.64%	0.00%	0.15%	1.00%	1.25%	0.45%	0.65%	0.75%	0.90%	
Grade 20 — (\$61,725 - \$99,103)	1,610	669	941	391	477	175	352	2	3	58	52	1	1	16	34	9	10	17	12
42%		58%	24%	30%	11%	22%	0.12%	0.19%	3.60%	3.23%	0.06%	0.06%	0.99%	2.11%	0.56%	0.62%	1.06%	0.75%	
Grade 21 — (\$65,857 - \$105,735)	1,342	647	695	429	379	134	237	6	0	41	34	1	1	11	22	10	5	15	17
48%		52%	32%	28%	10%	18%	0.45%	0.00%	3.06%	2.53%	0.07%	0.07%	0.82%	1.64%	0.75%	0.37%	1.12%	1.27%	
Grade 22 — (\$70,280 - \$112,848)	1,326	613	713	441	452	103	187	1	2	29	34	0	1	22	19	5	12	12	6
46%		54%	33%	34%	8%	1%	0.08%	5.00%	9.00%	2.56%	0.00%	0.08%	1.66%	1.43%	0.38%	0.90%	0.90%	0.45%	
Grade 23 — (\$75,012 - \$120,447)	635	265	370	191	237	38	94	0	1	19	16	1	0	8	12	1	5	7	5
42%		58%	30%	37%	6%	15%	0.00%	0.16%	2.99%	2.52%	0.16%	0.00%	1.26%	1.89%	0.16%	0.79%	1.10%	0.79%	
Grade 24 — (\$80,074 - \$128,568)	570	264	306	183	207	52	77	0	1	10	16	1	0	9	4	3	1	6	0
46%		54%	32%	36%	9%	14%	0.00%	0.18%	1.75%	2.81%	0.18%	1.58%	3.41%	0.70%	0.53%	0.18%	1.05%	0.00%	
Grade 25 — (\$85,493 - \$137,260)	258	125	133	90	86	22	33	0	0	6	6	1	0	4	7	2	0	0	1
48%		52%	35%	33%	9%	13%	0.00%	0.00%	2.33%	2.33%	0.39%	0.00%	1.55%	2.71%	2.00%	0.00%	0.00%	0.39%	
Grade 26 — (\$91,195 - \$146,573)	166	82	84	5	64	60	14	4	0	10	4	0	0	0	0	2	0	1	2
49%		51%	3%	39%	36%	8%	2.41%	0.00%	6.02%	2.41%	0.00%	0.00%	0.00%	0.00%	1.20%	0.00%	0.60%	1.20%	
Hourly/ Daily	2,724	1,717	1,007	346	43	1,244	902	9	2	14	0	2	2	83	55	0	0	19	3
63%		37%	13%	2%	46%	33%	0.33%	0.07%	0.51%	0.00%	0.07%	0.07%	3.05%	2.02%	0.00%	0.00%	0.70%	0.11%	
MRT*	3,353	2,720	629	2,050	371	462	173	8	1	53	25	4	0	58	29	16	12	69	18
81%		19%	61%	11%	14%	5%	0.24%	0.03%	1.58%	0.75%	0.12%	0.00%	1.73%	0.86%	0.48%	0.36%	2.06%	0.54%	
TOTAL	30,904	14,534	16,366	8,346	7,513	4,702	7,216	59	49	538	570	18	24	326	494	142	192	281	317
47%		53%	27%	24%	15%	23%	0.19%	0.16%	1.74%	1.84%	0.06%	0.08%	1.05%	1.60%	0.46%	0.62%	0.91%	1.03%	

*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: While the total MRT is 3,353, four individuals did not disclose their gender and race and is not reflected in the race/gender chart.

NOTE: Data includes standard salary schedule for SPMS, MDOT and Independent agencies (with the exception of Maryland Environmental Service) full-time and part-time employees.

EXECUTIVE PAY PLAN WORKFORCE BY SALARY, GRADE, RACE AND GENDER — FISCAL YEAR 2022

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— (\$86,971- \$115,960)	1	1	0			1													
		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EPP2— (\$93,443- \$124,658)	13	8	5	6	5	1								1					
		62%	38%	46%	38%	8%	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	0%	0%	0%
EPP3 — (\$100,436- \$134,051)	26	12	14	9	6	1	4	0	0	0	1	1	0	1	0	0	1	0	2
		46%	54%	35%	23%	4%	15%	0%	0%	0%	4%	4%	0%	4%	0%	0%	4%	0%	8%
EPP4 — (\$107,989 - \$144,203)	36	21	15	16	10	1	5	0	0	1	0	0	0	3	0	0	0	0	0
		58%	42%	44%	28%	3%	14%	0%	0%	3%	0%	0%	0%	8%	0%	0%	0%	0%	0%
EPP5 — (\$116,144 - \$155,164)	41	26	15	19	11	3	2			2	0			2	2				0
		63%	37%	46%	27%	7%	5%	0%	0%	5%	0%	0%	0%	5%	5%	0%	0%	0%	0%
EPP6 — (\$124,955 - \$167,006)	36	22	14	16	13	2	1			1				2		0	0	1	0
		61%	39%	44%	36%	6%	3%	0%	0%	3%	0%	0%	0%	6%	0%	0%	0%	3%	0%
EPP7 — (\$134,467 - \$179,785)	20	13	7	7	6	3	1		0	0	0	0	0	3	0	0	0	0	0
		65%	35%	35%	30%	15%	5%	0%	0%	0%	0%	0%	0%	15%	0%	0%	0%	0%	0%
EPP8 — (\$144,748 - \$193,595)	30	23	7	15	4	1		0	0	4	0	0	0	2	2	0	0	1	1
		77%	23%	50%	13%	3%	0%	0%	0%	13%	0%	0%	0%	7%	7%	0%	0%	3%	3%
EPP9 — (\$166,456 - \$279,407)	13	8	5	3	2	2	3	0	0	1	0	0	0	2	0	0	0	0	0
		62%	38%	23%	15%	15%	23%	0%	0%	8%	0%	0%	0%	15%	0%	0%	0%	0%	0%
	216	134	82	91	57	15	16	0	0	9	1	1	0	16	4	0	1	2	3
		62.0%	38.0%	42.1%	26.4%	6.9%	7.4%	0%	0%	4.2%	0%	0%	0%	7.4%	1.9%	0%	0%	0.9%	1%

NOTE: The data includes SPMS, and Independent agencies full-time and part-time employees; contractuales 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 2017 and FY 2022. 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 2022 was 4,450. Of this number, 59% were females and 51% were minorities;
- Females – who represent 61% of the workforce – received 56% of all promotions in FY 2022 and African Americans - who represent 45% of the workforce - received 42% of all promotions;
- Females accounted for 61% of reclassifications in FY 2022, while African Americans accounted for 45% of the reclassifications;
- The total number of demotions in FY 2022 was 416. This represents an increase of 102 actions from FY 2017. During FY 2022, African Americans accounted for 50% of demotions, while females accounted for 67%;
- The total number of suspensions for FY 2022 was 280; 230 fewer actions than in FY 2017. Minorities accounted for approximately 64% of suspension actions in FY 2022;
- There were 895 terminations made in FY 2022. Females constituted 49% of these actions and minorities accounted for 62%.

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2022

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	4,450	1,841	2,609	681	812	716	1228	6	8	70	81	1	1	306	388	18	30	43	61
		41%	59%	15.3%	18.2%	16.1%	27.6%	0.1%	0.2%	1.6%	1.8%	0.0%	0.0%	6.9%	8.7%	0.4%	0.7%	1.0%	1.4%
Reinstatements	162	90	72	39	23	37	38	2	0	3	0	0	0	4	6	2	0	3	5
		56%	44%	24.1%	14.2%	22.8%	23.5%	1%	0.0%	1.9%	0.0%	0%	0.0%	2%	3.7%	1.2%	0.0%	1.9%	3.1%
Promotions	2,446	1,066	1,380	673	551	314	705	2	1	22	44	1	0	18	19	19	33	17	27
		44%	56%	27.5%	22.5%	12.8%	28.8%	0.08%	0.04%	0.9%	1.8%	0.04%	0.00%	0.7%	0.8%	0.8%	1.3%	0.7%	1.1%
Reclassifications	5,786	2,268	3,518	1165	1428	861	1765	10	8	81	106	1	6	73	81	29	50	48	74
		39%	61%	20.1%	24.7%	14.9%	30.5%	0.17%	0.1%	1.4%	1.8%	0.0%	0.1%	1.3%	1.4%	0.5%	0.9%	0.8%	1.3%
Demotions	416	139	277	64	103	49	159	0	1	6	2	0	0	7	4	4	3	9	5
		33%	67%	15.4%	24.8%	11.8%	38.2%	0%	0%	1%	0.5%	0%	0%	2%	1%	1.0%	0.7%	2.2%	1%
Suspensions	280	164	116	72	27	82	84	2	0	1	1	0	0	0	2	0	0	7	2
		59%	41%	25.7%	9.6%	29.3%	30.0%	0.7%	0%	0.4%	0.4%	0.0%	0%	0.0%	0.7%	0.0%	0.0%	2.5%	0.7%
TOTAL	13,540	5,568	7,972	2,694	2,944	2,059	3,979	22	18	183	234	3	7	408	500	72	116	127	174

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2022

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	3,150	1,182	1,968	538	693	474	1048	4	4	41	59	2	2	75	80	16	34	32	48
		38%	62%	17.1%	22.0%	15.0%	33.3%	0.1%	0.1%	1.3%	1.9%	0.06%	0.1%	2.4%	2.5%	0.5%	1.1%	1.0%	1.5%
Rejections on Probation	117	53	64	10	11	30	36	0	0	5	0	0	1	7	16	1	0	0	0
		45%	55%	8.5%	9.4%	25.6%	30.8%	0%	0%	4.3%	0%	0%	1%	6%	14%	1%	0%	0.0%	0.0%
Retired	1,562	686	876	441	450	215	397	3	1	14	16	0	1	5	3	3	4	5	4
		44%	56%	28.2%	28.8%	13.8%	25.4%	0.2%	0.1%	0.9%	1.0%	0%	0%	0.3%	0.2%	0.2%	0.3%	0.3%	0.3%
Terminations	895	454	441	183	101	207	288	1	1	16	10	1	2	30	28	4	3	12	8
		51%	49%	20.4%	11.3%	23.1%	32.2%	0%	0%	1.8%	1.1%	0%	0%	3.4%	3.1%	0%	0.3%	1.3%	0.9%
TOTAL	5,724	2,375	3,349	1,172	1,255	926	1,769	8	6	76	85	3	6	117	127	24	41	49	60

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, 2017 and June 30, 2022

TYPE OF TRANSACTIONS	YEAR	WHITE		AFRICAN-AMERICAN		OTHER MINORITIES		TOTAL		Grand Total
		Male	Female	Male	Female	Male	Female	Male	Female	
Appointments	2017	716 19%	869 23%	633 16%	1,155 30%	204 5%	284 7%	1,553 40%	2,308 60%	3,861
	2022	681 18%	812 22%	716 19%	1,228 33%	138 4%	181 5%	1,535 41%	2,221 59%	3,756
Reinstatements	2017	527 18%	782 27%	348 12%	842 29%	162 6%	244 8%	1,037 36%	1,868 64%	2,905
	2022	39 26%	23 15%	37 24%	38 25%	10 7%	5 3%	86 57%	66 43%	152
Promotions	2017	586 30%	517 27%	219 11%	472 24%	70 4%	65 3%	875 45%	1,054 55%	1,929
	2022	673 28%	551 23%	314 13%	705 29%	61 3%	105 4%	1,048 44%	1,361 56%	2,409
Reclassifications	2017	891 27%	901 27%	430 13%	878 26%	107 3%	147 4%	1,428 43%	1,926 57%	3,354
	2022	1,165 21%	1,428 25%	861 15%	1,765 31%	169 3%	244 4%	2,195 39%	3,437 61%	5,632
Demotions	2017	69 22%	77 25%	42 13%	104 33%	8 3%	14 4%	119 38%	195 62%	314
	2022	64 16%	103 25%	49 12%	159 39%	19 5%	11 3%	132 33%	273 67%	405
Suspensions	2017	112 22%	57 11%	138 27%	184 36%	4 1%	15 3%	254 50%	256 50%	510
	2022	72 26%	27 10%	82 29%	84 30%	10 4%	5 2%	164 59%	116 41%	280
Resignations	2017	500 20%	603 24%	394 15%	781 30%	92 4%	193 8%	986 38%	1577 62%	2,563
	2022	538 18%	693 23%	474 16%	1048 35%	95 3%	147 5%	1,107 37%	1,888 63%	2,995
Terminations	2017	88 16%	125 22%	108 19%	170 31%	25 4%	41 7%	221 40%	336 60%	557
	2022	183 22%	101 12%	207 25%	288 34%	34 4%	24 3%	424 51%	413 49%	837

STATEWIDE PERSONNEL TRANSACTION ANALYSIS -- Comparison of June 30, 2017 and June 30, 2022										
TYPE OF TRANSACTIONS	YEAR	WHITE		AFRICAN-AMERICAN		OTHER MINORITIES		TOTAL		Grand Total
		Male	Female	Male	Female	Male	Female	Male	Female	
Rejections on Probation	2017	15 13%	19 16%	25 21%	39 33%	11 9%	11 9%	51 43%	69 58%	120
	2022	10 11%	11 12%	30 32%	36 38%	6 6%	1 1%	46 49%	48 51%	94
Deaths	2017	23 28%	13 16%	22 27%	22 27%	0 0%	3 4%	45 54%	38 46%	83
	2022	27 33%	9 11%	16 20%	28 34%	1 1%	1 1%	44 54%	38 46%	82
Disciplinary Demotion	2017	8 28%	1 3%	9 31%	10 34%	1 3%	0 0%	18 62%	11 38%	29
	2022	6 30%	0 0%	7 35%	6 30%	1 5%	0 0%	14 70%	6 30%	20
Retired	2017	531 31%	489 28%	217 12%	430 25%	37 2%	33 2%	785 45%	952 55%	1,737
	2022	441 28%	450 29%	215 14%	397 26%	25 2%	26 2%	681 44%	873 56%	1,554
Transfer	2017	587 31%	468 25%	213 11%	454 24%	55 3%	96 5%	855 46%	1,018 54%	1,873
	2022	324 26%	242 20%	169 14%	406 33%	43 3%	46 4%	536 44%	694 56%	1,230
Forfeiture of Annual Leave	2017	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0
	2022	57 30%	22 11%	64 33%	46 24%	4 2%	0 0%	125 65%	68 35%	193

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 2022

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	1	1	0	0	0	1	1	0	0	0	0	0	0	3	1	0	0	0	0
20 - 29	538	202	336	95	123	68	165	0	0	6	9	0	1	19	24	3	5	11	9
30 - 39	1,100	388	712	166	214	165	419	1	1	17	18	1	0	27	25	3	16	8	19
40 - 49	654	220	434	83	143	101	245	2	1	10	17	1	1	15	10	2	5	6	12
50 - 59	456	155	301	67	111	71	158	1	1	5	9	0	0	9	12	1	5	1	5
60 - 69	198	88	110	51	55	24	46	0	0	2	0	0	0	6	7	2	0	3	2
70 PLUS	48	25	23	12	15	13	8	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2,995	1,079	1,916	474	661	443	1,042	4	3	40	53	2	2	79	79	11	31	29	47
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	25	15	10	4	1	10	9	0	0	0	0	0	0	0	0	1	0	0	0
30 - 39	40	21	19	3	6	15	13	0	0	3	0	0	0	0	0	0	0	0	0
40 - 49	15	3	12	0	3	1	7	0	0	1	0	0	0	1	2	0	0	0	0
50 - 59	7	3	4	0	0	3	4	0	0	0	0	0	0	0	0	0	0	0	0
60 - 69	7	3	4	2	0	0	3	0	0	1	0	0	1	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	94	45	49	9	10	29	36	0	0	5	0	0	1	1	2	1	0	0	0
TERMINATIONS																			
19 OR LESS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20 - 29	31	12	19	0	0	11	15	0	0	0	0	0	0	1	2	0	1	0	1
30 - 39	49	20	29	9	7	10	17	0	0	0	1	0	0	1	3	0	0	0	1
40 - 49	49	24	25	7	10	14	15	0	0	0	0	0	0	3	0	0	0	0	0
50 - 59	57	26	31	9	8	13	20	0	0	2	0	0	0	1	3	0	0	1	0
60 - 69	34	18	16	5	4	8	8	0	0	0	0	0	0	4	4	1	0	0	0
70 PLUS	12	6	6	3	1	0	2	0	0	0	0	0	0	3	2	0	0	0	1
TOTAL	232	106	126	33	30	56	77	0	0	2	0	0	0	13	1	1	1	1	3
GRAND TOTAL	3,321	1,230	2,091	516	701	528	1,155	4	3	47	0	2	3	93	82	13	32	30	50

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

Note: Age, race and gender data was unavailable for the 605 remaining individuals who were terminated in fiscal 2022.

SECTION SEVEN

REASONABLE

ACCOMMODATIONS

SECTION 7: REASONABLE ACCOMMODATIONS

In FY 2022 there were 1,062 requests for reasonable accommodations from State employees and applicants for State employment. Of this amount, 785 or 74% of the requests were granted. There were 35 agencies that reported data on reasonable accommodation requests, with the Department of Human Services, MDOT, and Department of Health accounting for 555 or 52% of the total employee/applicant reasonable accommodation requests reported.

STATEWIDE REQUESTS FOR REASONABLE ACCOMMODATION — FISCAL YEAR 2022

Agency	Applicants	Employees	STATUS		
			Granted	Denied	Pending
Aging, MD Dept of		1	1		
Agriculture, MD Dept of		2	2		
Assessment and Taxation, State Dept. of		14	9	5	
Attorney General, Office of the		6	6		
Baltimore City Community College		12	8	3	1
Budget and Management, Dept. of		6	3	1	2
Commerce, Dept of		5	5		
Deaf, MD School for the		3	2		1
Education, MD State Dept. of	13	146	130	29	
Elections, State Board of		1	1		
Environment, MD Dept of the	2	8	10		
General Services, Dept of		3	3		
Health, MD Dept of		236	197	39	
Health Benefit Exchange		2	2		
Housing and Community Development, MD Dept	1	18	18	1	
Human Services, Dept of		111	111		
Information and Technology, Dept of		8	3	3	2
Juvenile Services		67	52	15	
Labor, Dept of		15	15		
Library, Maryland State		1		1	
Lottery & Gaming Control Agency, MD State		2	2		
MD529		3	1	2	
Maryland Environmental Services		1	1		
Maryland Insurance Administration		4	4		
Military Department		7	7		
Morgan State University		12	10	2	
Natural Resources, Dept. of		5	3	2	
Police, MD State		1	1		
Public Defender, Office of the		27	20	7	
Public Safety and Correctional Services, Dept. of		104	32	72	
Public Service Commission		2	1	1	
St. Mary's College		1	1		
Transportation, MD Dept of		208	121	76	11
Treasurer, Office of the		1	1		
Veterans Affairs, MD Dept of		2	2		
Worker's Compensation Commission		1	1		
TOTAL	16	1046	786	259	17

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 2022 was 419. Of these, 284 were internal complaints and 135 were external complaints;
- The most common basis for internal complaints was Race and Sex/Gender;
- The number of statewide discrimination complaints has decreased from 595 in FY 2017 to 419 in FY 2022;
- The Office of the Statewide Equal Employment Opportunity Coordinator processed a total of 45 EEO appeals in FY 2022;
- The Office investigated 10 Whistleblower complaints. Nine were found to have “no probable cause” finding and one was dismissed.

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.

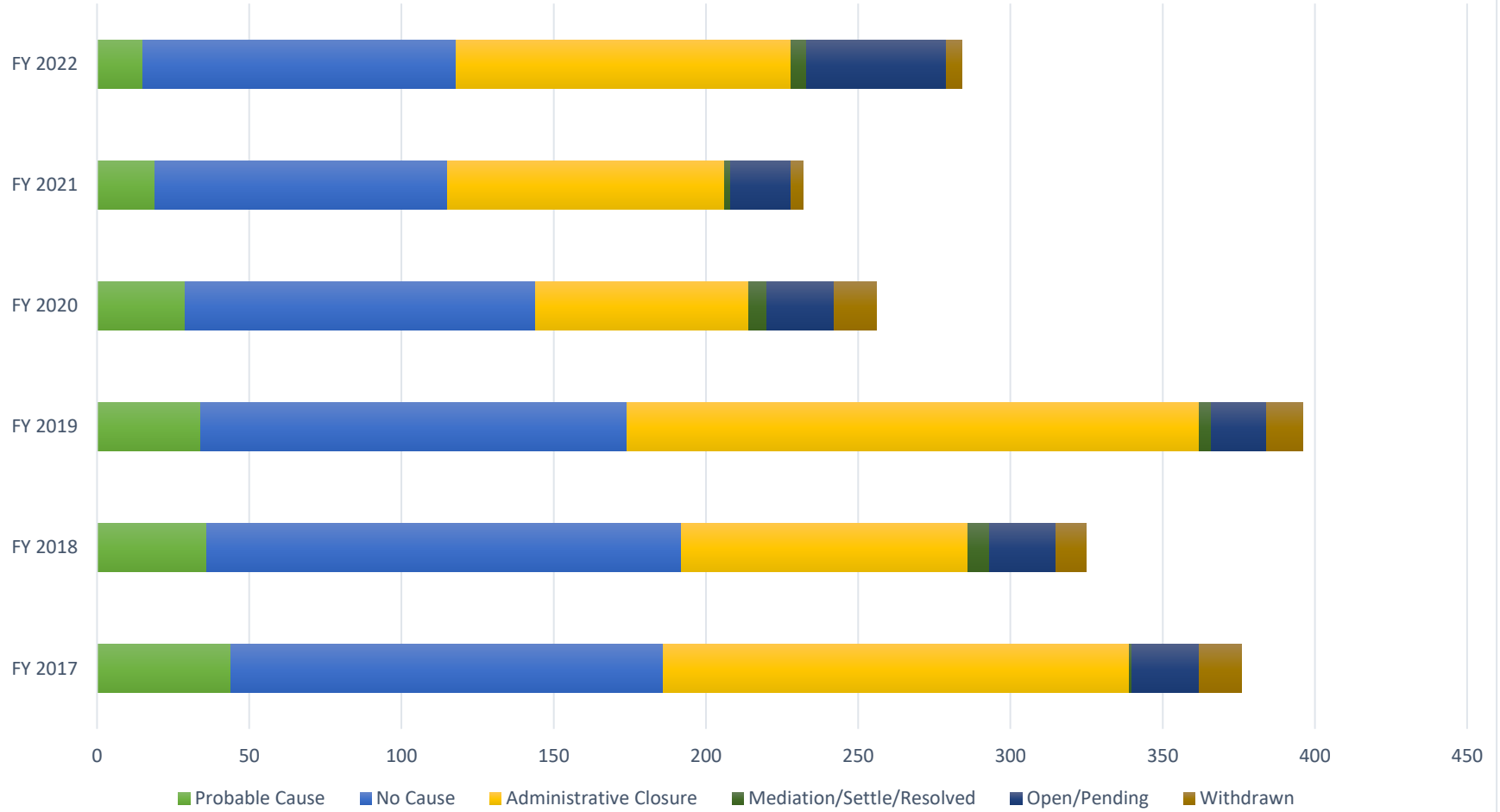
STATEWIDE DISCRIMINATION COMPLAINTS BY AGENCY, BASIS, ISSUE AND DISPOSITION — FISCAL YEAR 2022

Agency	Agency Employees	External	Internal	Other	Basis*											Issue*				Disposition*							
					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 Community College	812	4	0	1		1				2								1	3	1			1	2			
Baltimore City Sheriff's Department	104	0	1										1						1				1				
Dept of Budget & Management	281	0	4	4					1									2	2		4						
Dept of Commerce	215	0	1								1				1						1						
Dept of General Services	722	1	0								1									1				1			
Dept of Human Services	6,395	11	4	1		1				9		2	2	1	4		1	4		13	1		6	3	6		
Dept of Juvenile Services	1,892	13	21	1	1	5	2	1		5		4	8		8		14	2	20	15		27	1	6			
Dept of Natural Resources	1847	3	3	2	2					2				3				3		3		2		1	3		
Dept of Public Safety & Correctional Services	7769	15	135	72		11	5	19	4	8	3	19	29	6	22	3	3	56	12	26	128	1	9	99	41		
MD 529	11	1	0							1											1		1				
MD Dept of Agriculture	425	0	2			1				1			2		1		2		1			2					
MD Dept of Health	9,900	28	11	19		8		3		9		2	17	2	9	1	2	10	2	3	30	1	8	8	20	2	
MD Dept of Labor	1,516	2	5	1				1		1			4		2			5	1	3	4	1	3		1	2	
MD Dept of the Environment	828	1	0	1											1						1				1		
MD Dept of Transportation	9,498	36	45	39		14		4		14		4	16	1	14		1	21	14	4	59	6	39	5	2	26	3
MD Environmental Services	903	2	1										1					1			3		1			2	
MD State Library Agency	32	0	1							1											1				1		
MD Lottery Gaming & Control Agency	313	1	3										3		3						4		4				
MD State Dept of Education	1,245	5	2	2						5		1	1		3		1	6	1	5		1	2			4	
MD State Police	2,226	7	12	3		5		5				4	15		2				1	8	17		6	1		12	
Military Department	240	1	9	4									5		3				1	1	8	1	7		1	1	
Morgan State University	1,828	3	16			2		1		4	1	3	2	1	13		1	9	6	4	5	1	7	3		7	1
Office of the Public Defender	889	0	3	1											1		1		2		1	1	1		1		
St. Mary's College	349	1	1	2						1					1		1				4		1			1	
State Dept of Assessment and Taxation	528	3	3	4		2							2		1				1		6	1	4			1	
Uninsured Employer's Fund	5	1	1	1						1			1		1			1			2					2	
TOTAL	49,961	135	284	157	3	49	7	34	5	62	4	39	112	11	93	4	10	131	46	90	297	14	135	120	8	136	6

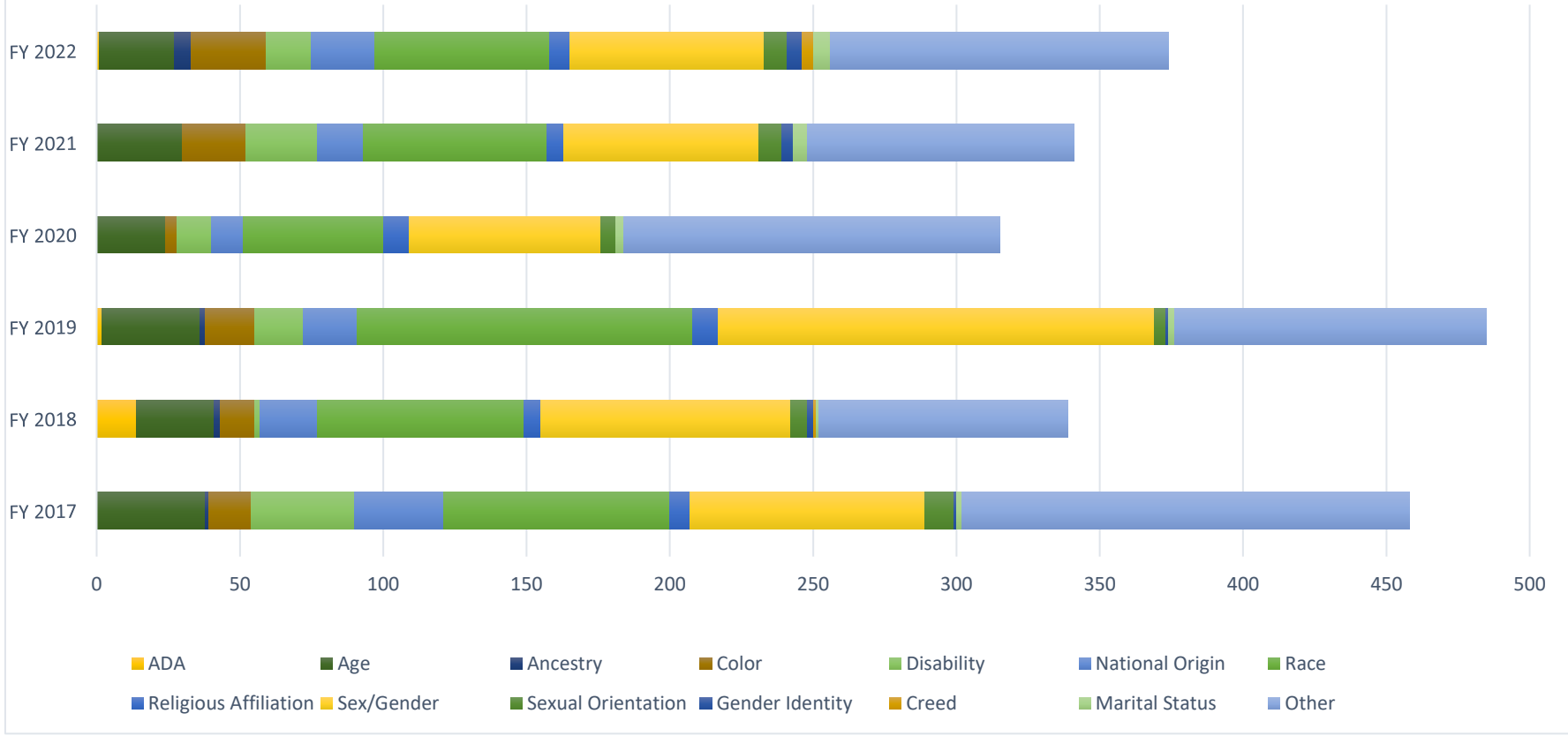
*In order to avoid duplication, Basis, Issues, and Dispositions are only counted on Internal complaints. Please note: Some complaints have multiple basis. An employee may file a complaint alleging that more than one protected class has been violated; therefore, the total number of internal complaints 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 40,028 employees in the University System of Maryland.
 - Of the total employees, 21,196 (53%) were White, 8,085 (20%) were African American, 100 (0.2%) were American Indian and Alaska Native, 5,336 (13%) were Asian, 1,727 (4.3%) were Hispanic or Latino, 601 (1.5%) were Multiracial, and 2,922 (7.3%) were Balance (no race checked).
 - Males comprised 18,101 (45%) of the workforce.
 - Females comprised 21,927 (55%) of the workforce.
 - The majority of Faculty and Instructor positions were filled by Whites (63%) and males (50%).

UNIVERSITY SYSTEM OF MARYLAND

TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FY 2022

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	2,602	1,026	1,576	674	953	201	414	5	1	53	79	2	2	48	63	10	21	33	43
		39%	61%	25.9%	36.6%	7.7%	15.9%	0.2%	0.0%	2.0%	3.0%	0.1%	0.1%	1.8%	2.4%	0.4%	0.8%	1.3%	1.7%
Professionals	9,800	3,482	6,318	2,024	3,202	699	1,658	1	14	305	544	7	12	234	479	51	111	161	298
		36%	64%	20.7%	32.7%	7.1%	16.9%	0.0%	0.1%	3.1%	5.6%	0.1%	0.1%	2.4%	4.9%	0.5%	1.1%	1.6%	3.0%
Technical-Paraprofessionals	460	127	333	80	190	23	88	0	0	13	33	0	0	6	6	1	10	4	6
		28%	72%	17.4%	41.3%	5.0%	19.1%	0.0%	0.0%	2.8%	7.2%	0.0%	0.0%	1.3%	1.3%	0.2%	2.2%	0.9%	1.3%
Faculty/Instructors	14,027	7,000	7,027	4,522	4,342	918	1,303	29	25	967	742	13	8	324	326	36	56	191	225
		50%	50%	32.2%	31.0%	6.5%	9.3%	0.2%	0.2%	6.9%	5.3%	0.1%	0.1%	2.3%	2.3%	0.3%	0.4%	1.4%	1.6%
Faculty/ Research	2,536	1,430	1,106	700	595	53	67	2	1	458	289	1	0	161	92	9	20	46	42
		56%	44%	27.6%	23.5%	2.1%	2.6%	0.1%	0.0%	18.1%	11.4%	0.0%	0.0%	6.3%	3.6%	0.4%	0.8%	1.8%	1.7%
Faculty/Public Service	22	14	8	9	7	2	0	0	0	2	0	0	0	0	1	0	0	1	0
		64%	36%	41%	32%	9%	0%	0.0%	0.0%	9.1%	0.0%	0%	0%	0.0%	4.5%	0.0%	0.0%	4.5%	0.0%
Teachers' Assistant/Assoc	5,957	2,906	3,051	1,023	1,167	186	366	6	2	992	724	7	4	509	501	81	125	102	162
		49%	51%	17.2%	19.6%	3.1%	6.1%	0.1%	0.0%	16.7%	12.2%	0.1%	0.1%	8.5%	8.4%	1.4%	2.1%	1.7%	2.7%
Administrative Support	2,076	447	1,629	180	705	193	736	0	5	22	47	2	0	30	56	11	32	9	48
		22%	78%	8.7%	34.0%	9.3%	35.5%	0.0%	0.2%	1.1%	2.3%	0.1%	0.0%	1.4%	2.7%	0.5%	1.5%	0.4%	2.3%
Skilled Craft Workers	771	738	33	413	8	203	14	4	0	27	1	1	0	17	3	10	0	63	7
		96%	4%	53.6%	1.0%	26.3%	1.8%	0.5%	0.0%	3.5%	0.1%	0.1%	0.0%	2.2%	0.4%	1.3%	0.0%	8.2%	0.9%
Service-Maintenance	1,777	931	846	304	98	504	457	4	1	19	19	1	1	24	42	8	9	67	219
		52%	48%	17.1%	5.5%	28.4%	25.7%	0.2%	0.1%	1.1%	1.1%	0.1%	0.1%	1.4%	2.4%	0.5%	0.5%	3.8%	12.3%
TOTAL	40,028	18,101	21,927	9,929	11,267	2,982	5,103	51	49	2,858	2,478	34	27	1,353	1,569	217	384	677	1,050
		45.2%	54.8%	24.8%	28.1%	7.4%	12.7%	0.1%	0.1%	7.1%	6.2%	0.1%	0.1%	3.4%	3.9%	0.5%	1.0%	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 812 employees in the Baltimore City Community College workforce.
 - 550 or 68% are African American employees
 - 468 or 58% are female employees

MORGAN STATE UNIVERSITY

- There are 1828 employees in the Morgan State University workforce.
 - 1389 or 76% are African American employees
 - 919 or 50% are female employees

ST. MARY'S COLLEGE OF MARYLAND

- There are 349 employees in the St. Mary's College of Maryland workforce.
 - 50 or 14% are African American employees
 - 190 or 54% are female employees

BALTIMORE CITY COMMUNITY COLLEGE
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2022

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)		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Administrators	43	23	20	11	7	11	11	0	0	1	1	0	0	0	0	0	0	0	1
		53%	47%	26%	16%	26%	26%	0%	0%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%
Professionals	639	258	381	75	87	154	261	0	0	19	17	0	0	5	7	0	0	3	11
		40%	60%	12%	14%	24%	41%	0%	0%	3%	3%	0%	0%	1%	1%	0%	0%	0%	0%
Technicians	51	24	27	4	2	19	24	0	0	1	1	0	0	0	0	0	0	0	0
		47%	53%	8%	4%	37%	47%	0%	0%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	17%	0%	83%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	20	8	12	0	0	8	10	0	1	0	0	0	0	0	0	0	0	0	1
		40%	60%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	18	2	16	0	2	1	14	0	0	1	0	0	0	0	0	0	0	0	0
		11%	89%	0%	11%	6%	78%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Skilled Craft Workers	15	15	0	3	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	20%	0%	80%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service-Maintenance	20	8	12	0	0	12	8	0	0	0	0	0	0	0	0	0	0	0	0
		40%	60%	0%	0%	60%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	812	344	468	94	98	222	328	0	1	22	19	0	0	5	7	0	0	3	13
		42%	58%	12%	12%	27%	40%	0%	0%	2.7%	2.3%	0%	0%	1%	1%	0%	0%	0.4%	1.6%

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

**BALTIMORE CITY COMMUNITY COLLEGE
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2022**

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	207	89	118	28	26	54	77	0	0	3	6	0	0	3	2	0	0	1	7
		43%	57%	14%	13%	26%	37%	0%	0%	1%	3%	0%	0%	1%	1%	0%	0%	0%	0%
Reinstatements	1	-	1				1												
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	10	4	6	1	0	3	6	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%
Reclassifications	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%	0%	0%
Demotions	1	1	-	0	0	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%
Transfers	6	1	5	0	0	1	5	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%
Suspensions	0		-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	225	95	130	29	26	59	89	0	0	3	6	0	0	3	2	0	0	1	7
		42%	58%	13%	12%	26%	40%	0%	0%	1%	3%	0%	0%	1%	1%	0%	0%	0%	3%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2022

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	73	27	46	6	6	19	37	0	0	1	1	0	0	0	0	0	0	1	2
		37%	63%	8%	8%	26%	51%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%
Rejection on Probation	1	-	1	0	0	0	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%
Terminations	6	4	2	1	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0
		67%	33%	17%	0%	50%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	80	31	49	7	6	22	40	0	0	1	1	0	0	0	0	0	0	1	2
		39%	61%	9%	8%	28%	50%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	1%	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 2022

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	255	126	129	20	5	96	120	4	0	3	4	2	0	1	0	0	0	0	0
		49%	51%	8%	2%	38%	47%	2%	0%	1%	2%	1%	0%	0%	0%	0%	0%	0%	0%
Professionals	1,131	573	558	124	86	356	418	10	9	69	27	2	2	12	16	0	0	0	0
		51%	49%	11%	8%	31%	37%	1%	1%	6%	2%	0%	0%	1%	1%	0%	0%	0%	0%
Technicians	8	3	5	1	0	2	5	0	0	0	0	0	0	0	0	0	0	0	0
		38%	63%	13%	0%	25%	63%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	37	31	6	2	0	29	5	0	0	0	1	0	0	0	0	0	0	0	0
		84%	16%	5%	0%	78%	14%	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	23	13	10	0	0	12	10	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%	0%	0%	0%	0%
Administrative Support	201	43	158	1	7	38	141	0	3	2	4	0	0	2	3	0	0	0	0
		21%	79%	0%	3%	19%	70%	0%	1%	1%	2%	0%	0%	1%	1%	0%	0%	0%	0%
Skilled Craft Workers	16	16	0	2	0	14	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	13%	0%	88%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service-Maintenance	157	104	53	7	2	93	50	2	0	0	0	0	0	2	1	0	0	0	0
		66%	34%	4%	1%	59%	32%	1%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%
TOTAL	1,828	909	919	157	100	640	749	16	12	74	36	4	2	18	20	0	0	0	0
		50%	50%	9%	5%	35%	41%	0.9%	0.7%	4.0%	2.0%	0.2%	0.1%	1%	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 2022**

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	190	91	99	17	15	58	73	2	1	10	7	0	0	4	3	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reinstatements	1	-	1	0	0	0	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%
Promotions	94	33	61	8	7	21	49	0	1	4	4	0	0	0	0	0	0	0	0
		35%	65%	9%	7%	22%	52%	0%	1%	4%	4%	0%	0%	0%	0%	0%	0%	0%	0%
Reclassifications	7	3	4	0	0	3	3	0	0	0	1	0	0	0	0	0	0	0	0
		43%	57%	0%	0%	43%	43%	0%	0%	0%	14%	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	292	127	165	25	22	82	126	2	2	14	12	0	0	4	3	0	0	0	0
		43%	57%	9%	8%	28%	43%	1%	1%	5%	4%	0%	0%	1%	1%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2022

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	18	10	8	3	2	3	3	0	1	2	1	1	0	1	1	0	0	0	0
		56%	44%	17%	11%	17%	17%	0%	6%	11%	6%	6%	0%	6%	6%	0%	0%	0%	0%
Rejection on Probation	2	1	1	0	0	1	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%
Terminations	3	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
		67%	33%	33%	0%	33%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	23	13	10	4	2	5	5	0	1	2	1	1	0	1	1	0	0	0	0
		57%	43%	17%	9%	22%	22%	0%	4%	9%	4%	4%	0%	4%	4%	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 2022

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	107	50	57	38	47	6	8	0	0	3	1	0	0	0	0	0	0	0	3	1
		47%	53%	36%	44%	6%	7%	0%	0%	3%	1%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Professionals	133	61	72	51	60	3	2	0	0	5	5	0	0	0	0	0	0	0	2	5
		46%	54%	38%	45%	2%	2%	0%	0%	4%	4%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Technicians	4	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		50%	50%	50%	50%	0%	0%	0%	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%	0%
Protective Service Workers: Non-Sworn	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%	0%	0%	0%	0%
Administrative Support	43	4	39	4	30	0	6	0	0	0	2	0	0	0	0	0	0	1	0	0
		9%	91%	9%	70%	0%	14%	0%	0%	0%	5%	0%	0%	0%	0%	0%	0%	0%	2%	0%
Skilled Craft Workers	54	35	19	20	9	13	10	0	0	0	0	0	0	0	0	0	0	0	2	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service-Maintenance	8	7	1	4	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0
		88%	13%	50%	13%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	0%
TOTAL	349	159	190	119	149	24	26	0	0	8	8	0	0	0	0	0	0	0	8	6
		46%	54%	34%	43%	7%	7%	0.0%	0%	2.3%	2.29%	0%	0%	0%	0.00%	0%	0%	0%	2.29%	1.72%

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

**ST. MARY'S COLLEGE OF MARYLAND
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2022**

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	26	10	16	8	15	2	1	0	0	0	0	0	0	0	0	0	0	0	0
		38%	62%	31%	58%	8%	4%	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	8	3	5	3	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		38%	63%	38%	50%	0%	13%	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%
Suspensions	3	1	2	1	1	1	1												
		33%	67%	0%	33%	33%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	1	1	-			1													
		100%	0%	0%	0%	100%	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	38	15	23	11	20	4	3	0	0	0	0	0	0	0	0	0	0	0	0
		39%	61%	29%	53%	11%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2022

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	31	17	14	14	12	3	2	0	0	0	0	0	0	0	0	0	0	0	0
		55%	45%	45%	39%	10%	6%	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%
Terminations	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%	0%	0%
TOTAL	31	17	14	14	12	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%

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;

Appendix A

- (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 departments 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

Appendix A

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 2015, Governor Larry Hogan issued a new Standards of Conduct for Executive Branch Employees and Reporting of Misconduct, Executive Order 01.01.2015.08. 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.

Appendix B

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 workplace.

Appendix C

AGENCY	ACRONYM	FAIR PRACTICES	EEO	ADA
Administrative Hearings, Office of	OAH	Danara Harvell	Kelly Valentine	Kelly Valentine
African American Museum Corp., MD	MAAMC	Terri Lee Freeman	Terri Lee Freeman	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	Jaimonese Clark	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 Cheryl Wilson	Leda Favor
Baltimore City Community College	BCCC	Charles Hall Nina Mason	Afryea Lucas	Afryea Lucas
Baltimore City Sheriff's Office	BCS	Eness Brown	Tyra Stewart	Chari Walker
Bowie State University	BOWIE	Sheila Hobson	Adonna Green	Adonna Green
Budget and Management, Dept of	DBM	Marc Nicole	JoVerne Holloway	JoVerne Holloway
Canal Place	CANAL	Deidra Ritchie	Nicole Gray	Deidra Ritchie
Commerce, Dept of	COMMERCE	Daniel Leonard	Daniel Leonard	Daniel Leonard
Commission on Civil Rights, MD	MCCR	Martine Chery, <i>Interim</i>	Martine Chery, Interim	Martine Chery, Interim
Comptroller, Office of the	COMP	Vacant	Vacant	Vacant
Coppin University	CSU	Lisa Early	Lisa Early	Lisa Early
Deaf, MD School for the	MSD	Deborah Colon-Martin	Deborah Colon-Martin Christine Travers	Deborah Colon-Martin
Disabilities, MD Dept of	MDOD	John Brennan	John Brennan	Kim McKay Keyonna Baker
Education, MD State Dept of	MSDE	Delinda Johnson-Blake	JaCina Stanton-Buttrom	JaCina Stanton-Buttrom
Elections, State Board of	SBEL	Nikki Charlson	Ebony Sherbert-Parran Michelle Holland Marina Rodriguez	Whitney LeRoux
Environment, MD Dept of the	MDE	Elaine McNeil	Tenelle S. Chambers Linda K. Mason	Elaine McNeil
Environmental Services, MD	MES	Carla Loving	Carla Loving	Carla Loving
Food Center Authority, MD	MFCA	Margaret (Peggy) Torre	Jessica Binstock	Margaret (Peggy) Torre
Frostburg State University	FSU	Benjamin Brauer	Benjamin Brauer	Benjamin Brauer
General Services, Dept of	DGS	Nelson Reichart	Nelson Reichart	Tonya Sturdivant
Governor, Office of the/Executive	GOV	Mona Vaidya	Mona Vaidya	Mona Vaidya
Health, MD Dept of	MDH	Keneithia Taylor	Edgar Freeman Andrea Gillespie Janelle Robinson	Janelle Robinson
Health Benefit Exchange, MD	MHBE	Michele Eberle	JasCiel Stamp Tammy Austin	JasCiel Stamp
Higher Education Commission, MD	MHEC	Geoffrey Newman	Lee Towers	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	Gerald Stansbury	Cynthia Joseph	Cynthia Joseph
Information Technology, Dept of	DoIT	Melissa Leaman	JoVerne Holloway	JoVerne Holloway
Institute for Emer Medical Servs	MIEMSS	Patricia Gainer	Lisa Chervon	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	Sherrie Howell	Sherrie Howell

AGENCY	ACRONYM	FAIR PRACTICES	EEO	ADA
Labor, MD Dept of	LABOR	Yvette Dickens	Robert Goodman Keith Merkey	Yvette Dickens
Library, MD State	MSL	Tamar Sarnoff	John Owen	Elizabeth Fletcher
Lottery & Gaming Control Agency, Maryland 529	MSLA	Joanne Grant	James Butler	Joanne Grant
Military Department	CSPM	Anthony Savia	Michelle Winner	Maria Dodge
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 Planning, MD Dept of	DNR	Allan Fisher	Paulette Walker	Paulette Walker
Police, MD State	PCPS	Brandi Nieland	Brandi Nieland	Brandi Nieland
Property Tax Assessment Appeals Board	MDP	Jeffrey Cann	Jeffrey Cann	Jeffrey Cann
Public Broadcasting Commission, MD	MSP	Gail V. Tucker	Gail V. Tucker Atto Commey	Denise Wallace
Public Defender, Office of	PTAAB	Caroline Holt	Julie Greene-Crist Caroline Holt	Caroline Holt
Public Safety and Correctional Services, Dept of	MPT	Colette Colclough Susan Schmitt	Colette Colclough Susan Schmitt	Susan Schmitt Colette Colclough
Public Service Commission	PDS	Keith Lotridge	Priscilla Johnson	Priscilla Johnson
Retirement and Pension Systems, MD	DPSCS	Angela Washington	Genice Fowler Schmeka Roane Jesse Alexander	Yasmeen Johnson
Salisbury University	PSC	Chuck McLean	Vincent Tyler	Kimberly Shearin
St. Mary's College of Maryland	MSRA	Melody Countess	Patricia Fitzhugh	Jacqueline Wallace
Stadium Authority, MD	SU	Humberto Aristizabel	Humberto Aristizabel	Humberto Aristizabel
State Prosecutor, Office of	SMCM	Shannon Jarboe	Melvin McClintock	Melvin McClintock
Subsequent Injury Fund	STAD	Jocelyn Grogan-Jones	Altha Weaver	Vacant
Supplemental Retirement Plans, MD	SPO	Genie Gunthrop	Genie Gunthrop	Genie Gunthrop
Tax Court, MD	SIF	Lisa Sievers	Lisa Sievers	Lisa Sievers
Towson University	MSRP	Sharlene Matthews	Andrea Hill	Andrea Hill
Transportation, MD Dept of	MTC	John Hearn	John Hearn	John Hearn
MD Aviation Administration	TU	Patricia Bradley	Patricia Bradley	Lauren Evans, JD
MD Port Administration	MDOT	Tracie Watkins-Rhodes	Vacant	Vacant
MD Transit Administration	MAA	Angela Martin	Kim Johnson	Anita Patterson
MD Transportation Authority	MPA	Juanita Cobbs	Juanita Cobbs	Juanita Cobbs
Motor Vehicle Administration	MTA	Bart Plano	Emmanual Ansah	Joseph Calhoun
State Highway Administration	MDTA	Percy Dangerfield	Paris Lee, Sr.	Paris Lee, Sr.
Treasurer, Office of the	MVA	Vacant	Yvette Brown	Yvette Brown
Uninsured Employer's Fund	SHA	Wanda Dade	Khadriah Ward	Wanda Dade Khadriah Ward
University System of MD	TREA	Bernadette Benik	Cissy Blasi	Michelle Reid
University of Baltimore	UEF	Holly Isaacs	Phyllis Bond	Andrew Anderson
University of MD, Baltimore	UMS	Carolyn Skolnik	Carolyn Skolnik	Jessica Nappier
University of MD, Baltimore County	UB	Sally Reed-Aro	Sally Reed-Aro	David Elliott
University of MD, College Park	UMB	Sheila Blackshear	Sheila Blackshear	Sheila Blackshear
University of MD, Eastern Shore	UMBC	Bobbie Hoye	Bobbie Hoye	Stephanie Lazarus
University of MD for Environmental	UMCP	Jewel Washington	Mashonda Mosley	Jo Ann Hutchinson
University of MD Global Campus	UMES	Jason Casares	Jason Casares	Jason Casares
Veteran's Affairs, Dept of	UMCES	Peter Goodwin	Lisa Ross	Lisa Ross
Worker's Compensation Commission	UMUC	Kheshia Cashwell	Kheshia Cashwell	Steven Alfred
	MDVA	Mikel Hicks	Mikel Hicks	Mikel Hicks
	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 the 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.

(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.

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.

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

- **American Indian or Alaska Native (not Hispanic or Latino):** A person having origins in any of the original peoples of North and South America, including Central America, and who maintains cultural identification through tribal affiliation or community recognition.
- **Asian (not Hispanic or Latino):** A person having origins 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.
- **Black or African American (not Hispanic or Latino):** A person having origins in any of the black racial groups of Africa.
- **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- **Multiracial:** Two or More Races
- **Native Hawaiian or Other Pacific Islander (not Hispanic or Latino):** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **Unknown or Decline to State**
- **White (not Hispanic or Latino):** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

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.

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.