M-NCPPC

The Maryland-National Capital Park and Planning Commission

FY 2009 Personnel Management Review
Employee Demographic Profile

Prepared by
the Department of Human Resources and Management
April 2010

(A43)

The Maryland-National Capital Park and Planning Commission

Personnel Management Review
Fiscal Year 2009

Employee Demographic Profile

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Samuel J. Parker, Jr., Vice Chairman of the Commission

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The Maryland-National Capital Park and Planning Commission

Personnel Management Review

Fiscal Year 2009

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M-NCPPC Personnel Management Review FY2009

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April 12, 2010

TO: Royce Hanson, Chairman
Samuel J. Parker, Vice-Chairman

FROM: Patricia C. Barney, Executive Director

SUBJECT: Personnel Management Review (PMR), fiscal year 2009

I am pleased to submit to you the Commission's 16th edition of the Personnel Management Review (PMR) for fiscal year 2009. This document is a valuable tool for both workforce planning and budget work sessions with the County Councils:

- ***Trends*** examines tendencies in our workplace and how we compare to external sources.
- ***Selected Highlights*** provides analysis on current conditions of our workforce.
- ***Composition*** includes data on full- and part-time career employees, such as gender, race/ethnicity, age, employment category, length of service, coverage by collective bargaining, and retirement eligibility.
- ***Salary*** details wages and grade distribution by employment category, gender, race/ethnicity, average salaries by grade, number of employees at top of grade, promotions, and a comparison of Cost of Living Adjustments.
- ***Benefits*** contains data on enrollment in medical plans, participation in the Employees' Retirement System and leave usage, and participation in the Tuition Assistance Program.
- ***Turnover*** provides details on reasons for leaving by job category, gender, and race/ethnicity.
- ***Non-Career*** section presents demographics on seasonal, intermittent, temporary, and term employees.
- ***Department Demographics*** include composition, length of service, salary ranges, and turnover.
- ***Appendix*** section includes a listing of the job occupational groups, current pay schedules, and medical plan enrollment costs.

The PMR is available for internal review on the Commission's Intranet and the public can access it on the Internet at www.mncppc.org. The Commission remains committed to delivering a statistically sound report.

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

PERSONNEL MANAGEMENT REVIEW

Trends

1. **Over the past six years, there has been no significant change in the Commission's demographics.**

Six- Year Demographic Distribution
2004-2009

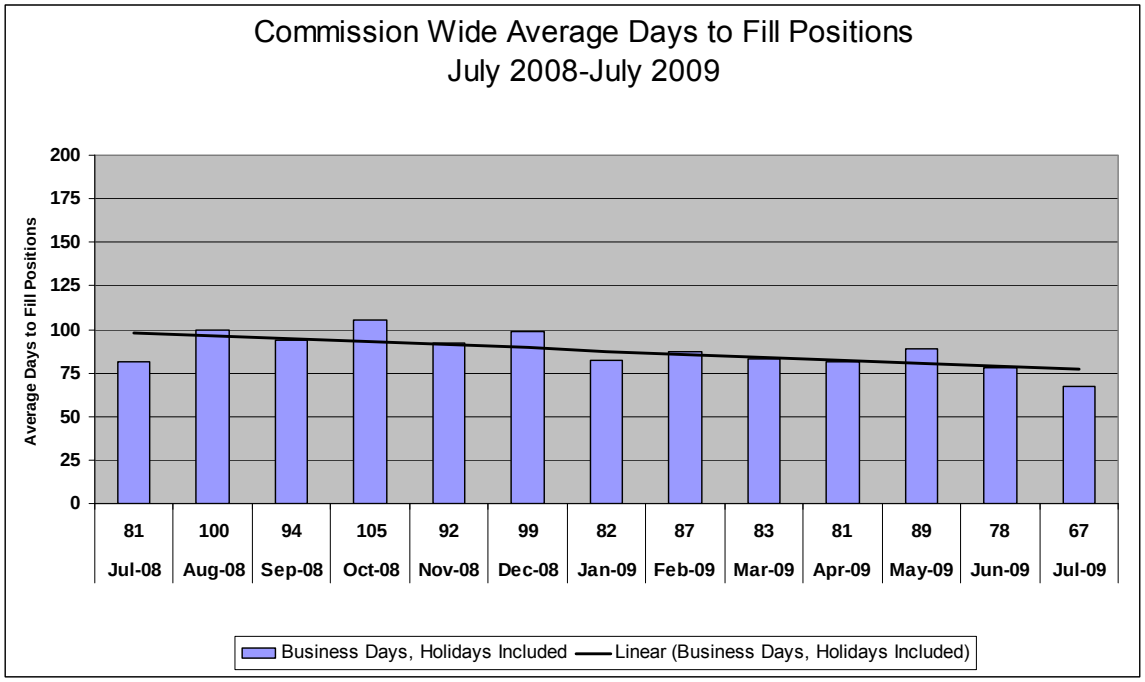
	2004	2005	2006	2007	2008	2009
Asian	4.0%	4.0%	4.0%	3.8%	3.7%	3.5%
Hispanic	3.9%	4.0%	4.3%	4.5%	4.9%	5.0%
Black	32.5%	33.0%	33.0%	33.6%	35.5%	36.6%
White	59.0%	58.5%	58.0%	58.1%	55.3%	54%
American Indian	0.6%	0.6%	0.7%	0.7%	0.6%	0.7%
Women	37.4%	38.0%	38.0%	38.0%	38.2%	39.0%
Men	62.6%	62.0%	62.0%	62.0%	61.8%	61.0%
Total Population	1,973	1,943	1,939	1,980	2,063	2,172

2. **The Commission's personnel turnover rate is slightly lower than the 7.2% average for 129 jurisdictions. Of those jurisdictions, 48 have a population over 100,000, 56 have a population between 25,000 and 100,000, and 25 are under 25,000.**
Source: ICMA Comparative Performance Measurement, FY 2008 Human Resources.

M-NCPPC Average Annual Turnover from FY04 to FY09

FY04	FY05	FY06	FY07	FY08	FY09
6.8%	6.8%	8.9%	7.7%	6.8%	6.2%

3. **In 2009, the Recruitment and Selection Services unit improved the recruitment process through the utilization of NEOGOV, an automated applicant tracking system, and by continuing a partnership with the hiring departments. This "green" initiative has resulted in a faster, more efficient recruitment process. The time to fill positions has continued to be reduced and the overall satisfaction from the hiring managers and applicants has improved.**



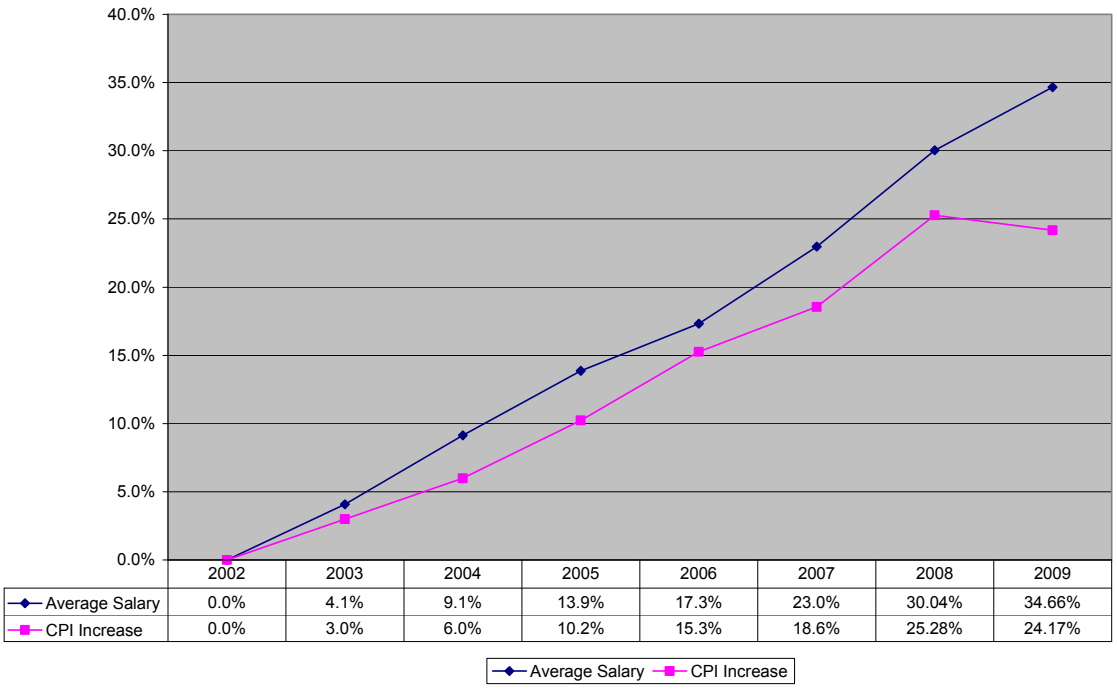
4. **In FY05, 466 or 24% of the total employee population were at top of grade. In July 2006, most employee pay scales were widened by the equivalent of two 3.5% steps. Although there were no employees at top of grade in FY07, by FY08 there were 308 or 15% of employees at the top of their respective grades, and in FY09 there are 211 or 9.7% at the top of their grade.**

5. **The Commission has 36.2% of employees in unions which is slightly lower than the national union membership rate for public sector workers of 37.4%.**
   Source: US Department of Labor Bureau of Labor Statistics, Union Members Summary.

6. From 2002-2009, Commission cumulative average growth has continued to be above the cumulative growth of the Consumer Price Index (CPI).

Source: US Department of Labor Consumer Price Index, Urban Consumer Series Baltimore-Washington Metropolitan Area.

CPI Growth vs. Growth in Average Salaries - FY2002-2009



	2002	2003	2004	2005	2006	2007	2008	2009
Average Salary	0.0%	4.1%	9.1%	13.9%	17.3%	23.0%	30.04%	34.66%
CPI Increase	0.0%	3.0%	6.0%	10.2%	15.3%	18.6%	25.28%	24.17%

7. Workers' Compensation Cost Per $100 Payroll Comparison

Agency	FY06	FY07	FY08	FY09	FY10
MC Government	1.93	2.64	2.35	2.55	2.81
MC Public Schools	0.61	0.51	0.45	0.50	.52
M-NCPPC	1.70	1.71	1.95	2.12	2.30
City of Rockville	2.20	2.35	2.33	2.42	2.45
City of Takoma Park	3.56	3.15	2.81	3.53	3.22
City of Gaithersburg	0.99	0.83	0.74	0.91	.97
Revenue Authority	1.69	1.18	1.06	0.99	1.04

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

PERSONNEL MANAGEMENT REVIEW
SELECTED HIGHLIGHTS: Work Force Profile

July 1, 2008 - June 30, 2009
(Fiscal Year 2009)

Composition - Career

- The total career work force for FY09 is 2,172. This includes 2,109 full-time career and 63 part-time career employees.

- Between FY08 and FY09, the Commission's career work force increased by 5.3% or a total of 109 employees.

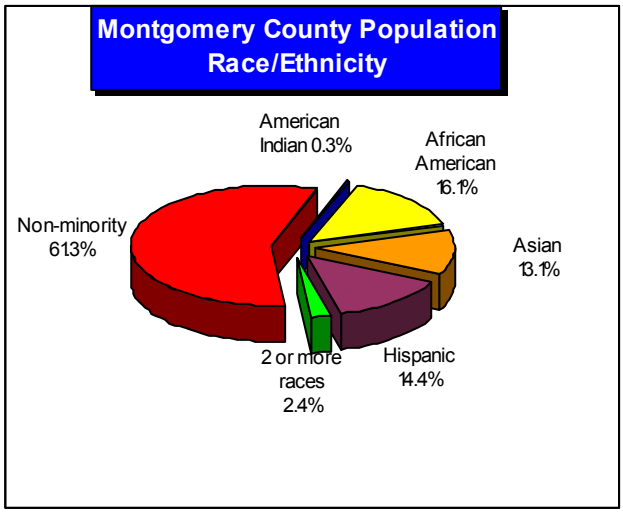
- The employee population by gender is 1,328 or 61.1% male and 844 or 38.9% female.

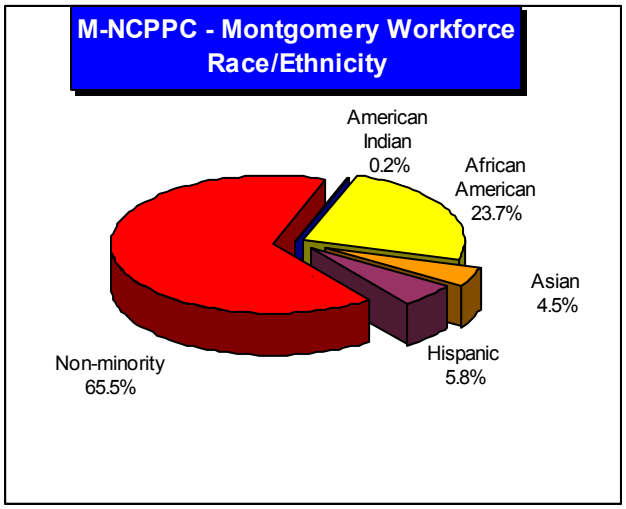
- The racial/ethnic composition of the workforce is 1,181 or 54.0% non-minority and 991 or 46.0% minority. The minority workforce as a percentage of the total workforce is 36.6% African American, 3.5% Asian/Pacific, 5.0% Hispanic, and 0.7% American Indian.

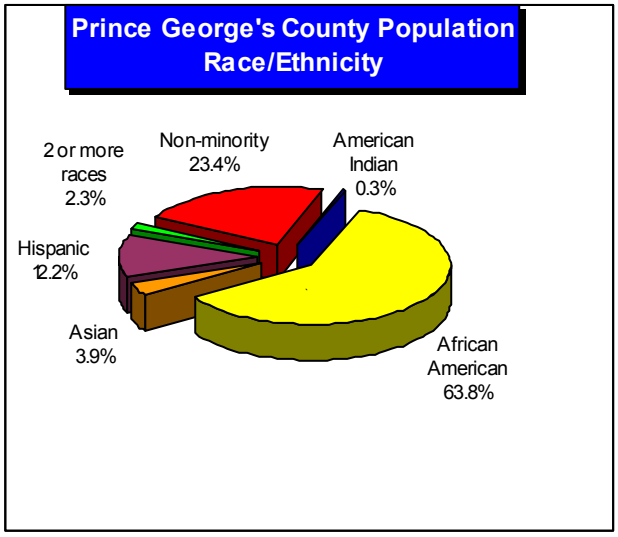
- The change by race/ethnic group between FY08 and FY09 is:

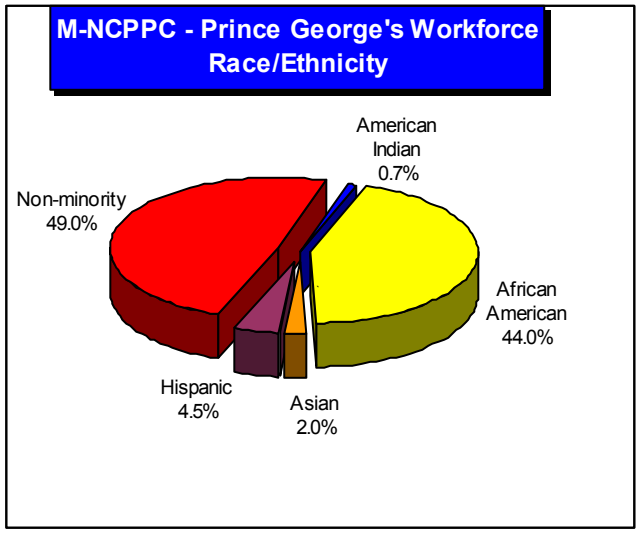
  Non-minorities increased by 3.6%
  African Americans increased by 8.5%
  Asians decreased by 1.4%
  Hispanics increased by 6.0%
  American Indians increased .08%

- The racial/ethnic demographics of the Commission workforce compared to the populations of the respective Counties are reflected in the charts below:









Source for County Demographics: 2006-2008 American Community Survey, Three Year Estimates and M-NCPPC employee self-identification data. M-NCPPC workforce does not include Central Administrative Services.

- In FY09, the largest number and percent of employees at the Commission falls into the Professional category. The greatest number of minority employees is in the Professional and Service Maintenance employment categories. Of the 991 minority employees, 42.0% or 417 are in the Professional category and 26.0% or 260 are in the Service/Maintenance category.

- The number of employees by job category is as follows:

	FY09	Change from FY08
Officials/Administrators	70	-.01%
Professionals	951	8.2%
Technicians	122	4.3%
Protective Service[1]	135	3.9%
Para-Professional	97	-.01%
Administrative	151	7.1%
Skilled Craft	206	4.1%
Service/Maintenance	440	2.6%

- The majority of female employees are in the Professional and Administrative employment categories. Of the 844 female employees, 58.3% or 492 are in the Professional category and 14.4% or 121 are in the Administrative category.

- By job category, the percent of positions held by minorities and females is as follows:

Job Category	Minorities (%)	Females (%)
Officials/Administrators	32.9	32.9
Professional	43.9	51.8
Technicians	35.3	39.4
Protective Service	37.1	26.0
Para-Professional	50.6	79.4
Administrative	59.6	80.2
Skilled Craft	28.7	.50
Service Maintenance	59.1	10.7

Note: Minority females will appear in both categories.

1 The definition of the Protective Services is found in the guidelines from the Equal Employment Opportunity Commission (EEOC). Under these guidelines, Officers in the ranks of Park Police Officer Candidate, Park Police Officer I through Park Police Officer IV are defined as Protective Services. EEOC defines the rank of Sergeant as Technical, Lieutenant and Captain are defined as Professional and the Commander is an Official/Administrator. These definitions differ from the rank determinations in Article 28, MD State Codes, which delineates members of the Park Police Collective Bargaining Unit as Park Police Officer 1 through IV, and Sergeant.

Tenure

- The average length of service is 10.84 years; 53.4% of the employees have been here 9 years or less.

- The average length of service for females is 11.0 years and for males is 12.0 years. The average length of service is 13.20 years for non-minority, 11.22 years for Asian Americans, 9.40 for African Americans, 11.77 years for American Indians, and 8.64 years for Hispanic American employees.

- The average age of career employees is 45.43 years, a slight increase from FY08.

- Using the current employee population, 292 or 13.5% of the employees will have reached normal retirement eligibility in FY10. From FY10 through FY14, 610 or 28.1% of the employees will be eligible for normal retirement. (For explanation of normal retirement eligibility, see Benefits Section of these Highlights.)

Collective Bargaining

- In FY09, 36.2% of the career full-time employees have an exclusive representative for the purposes of collective bargaining.

- In FY09, the Fraternal Order of Police Lodge #30 represented 143 Park Police officers. This is 6.6% of the work force.

- The Municipal and County Government Employees Organization (MCGEO), Local 1994, UFCW is the exclusive representative for the Service/Labor, Trades and Office bargaining units. Composition of the units:

  The Service/Labor Unit is composed of 335 employees or 15.5% of the work force.

  The Trades Unit is composed of 156 employees or 7.2% of the work force.

  The Office Unit is composed of 150 employees or 6.9% of the work force.

Salaries

- The Commission's pay schedule for General Service Employees is built on 12 grades, with minimum, midpoint and maximum steps for each grade. The pay scale was installed in mid FY98 and reduced by half the number of pay bands. Additionally, there are pay schedules for Park Police and the Service/Labor

bargaining units that are designed to accommodate the collective bargaining agreements. There are pay schedules for the Office/Clerical and Trades bargaining units that are derivatives of the General Service Pay Schedule, and there are pay schedules for Information Technology. Copies of pay schedules are included in the Appendix.

- The average salary for full-time Commission employees is $63,561. The actual distribution of full-time employees by pay range indicates that approximately 2.0% earn $29,000 or less; 46.4% earn between $30,000 and $59,000; and 51.5% earn $60,000 or more.

- A special pay scale was established in FY01 for Information Technology. Average salary for employees on the Information Technology pay scale is $85,012.

- The average salary for female employees is $57,863. The average salary for male employees is $58,540. The average salary for non-minority employees is $59,842, and the average salary for minority employees is $56,418.

- The salary disparity between majority and minority employees from FY08 to FY09 declined from 13.9% to 5.7%.

- The average salaries for represented employees are as follows:

FOP:	$62,281
Trades:	$55,509
Administrative:	$48,915
Service/Labor:	$42,630

Promotions and Cost of Living Adjustments

- In FY09, 125 or 5.8% of employees received promotions. Of that 49 or 39.2% were females and 76 or 60.8% were males; and 71 or 57% were non-minority and 54 or 43% were minority. The Professional category had the highest number of promotions.

- In FY09, there were 211 or 9.7% employees at top of grade.

- In FY09, the cost of living adjustment (COLA) for General Service employees, employees represented by MCGEO, and Officers in the FOP bargaining unit was a 3.25% increase.

- From FY99 through FY09, there has been a cumulative COLA of 29.1% for non-represented M-NCPPC employees as compared with a cumulative COLA of 35.6% for non-represented employees of Montgomery County Government; and 25.75% for non-represented employees of Prince George's County

Government.

- In FY09 M-NCPPC Park Police Officers have received a cumulative COLA of 30.5%. During the same period of time, police in Montgomery County received a cumulative COLA of 33.7%, and police in Prince George's County received a cumulative COLA of 27.7%.

Benefits – Career

- Employees may select from three medical plans for health insurance coverage. These include a Point of Service Plan (POS), a Health Maintenance Organizations (HMO), and an Exclusive Provider Organization (EPO). The Commission also offers employees vision, prescription, and dental plans; life, accidental death, dismemberment (AD&D), long term care, and long term disability insurance (LTD); employee assistance program (EAP), deferred compensation, access to legal services, and flexible spending accounts.

- The POS allows members to select a primary care physician (PCP) to coordinate all care, including referrals to participating specialists. There are no deductibles when network providers are appropriately used. Members can also by-pass their PCP to access other providers directly, but the reimbursement is lower, deductibles must be met, and the out-of-pocket cost is higher.

- The HMO is a gatekeeper system that uses individual doctor offices or group practices. This type of HMO is called an Individual Practice Association (IPA) model. Employees select a Primary Care Physician who monitors all of their treatment and they receive all of their medical treatment from HMO doctors and facilities. There is no benefit for out-of-network treatment. After the required co-payment, coverage is provided at 100%.

- The United Health Care Exclusive Provider Organization (UHC EPO) allows members to use any provider in the network without a referral. A Primary Care Physician (PCP) must be selected. Most services are covered in full with some requiring a co-payment. Visits to a specialist are covered subject to the office visit co-payment as long as the specialist is a participating provider in the United Health Care Select EPO Network. There are no out-of-network benefits.

- Distribution by Medical plan participation is 16.5% in the HMO, 48.6% in the POS, and 21.6% in the EPO. There are 13.4% career employees who elected not to participate in any medical plan.

- The Commission offers a retirement system which has been mandatory since 1979 and is composed of four defined benefit plans:

1. Defined Benefit Plan A is non-integrated with Social Security and has been closed to membership since December 31, 1978; 3.25% of the full and part-time career employees are in Plan A.

2. Defined Benefit Plan B is integrated with Social Security; 84.27% of full and part-time employees are in Plan B.

3. Normal retirement for employees in both Plan A and Plan B is age 60 with at least five years of credited service or 30 years of credited service regardless of age.

4. Defined Benefit Plans C and D are the retirement plans for the Park Police and account for 8.61% of the retirement plan participation. Normal retirement for Plan C is age 49 with 25 years of credited service or age 55 with at least five years of service. Normal retirement for Plan D is 49 with 22 years of credited service or age 55 with at least five years of service; Plan D was closed to new membership in 1993.

- Of the career employees, .57% are not enrolled in any retirement plan.
- At retirement from Commission employment, accumulated sick leave and approved long term disability (LTD) leave (so long as the employee retires from employment) are converted to service in the employee's defined benefit plan.
- In FY09, the Commission granted 10 Holidays and 3 personal days.
- In FY09, employees used an average of 53 hours or 6.6 days of sick leave; this is a 6.0% increase in usage of sick leave from FY08.
- In FY09, employees used an average of 69 hours or 8.6 days of annual leave; this is a decrease of 14.0% from FY08.
- In FY09, 108 employees utilized the Tuition Assistance Program. This is a usage increase of 1.0% from FY08.
- 5,000 hours were contributed to the Sick Leave Bank in the 2009 calendar year.
- 2,805 hours of the sick leave bank were used during calendar year 2009.

Turnover – Career

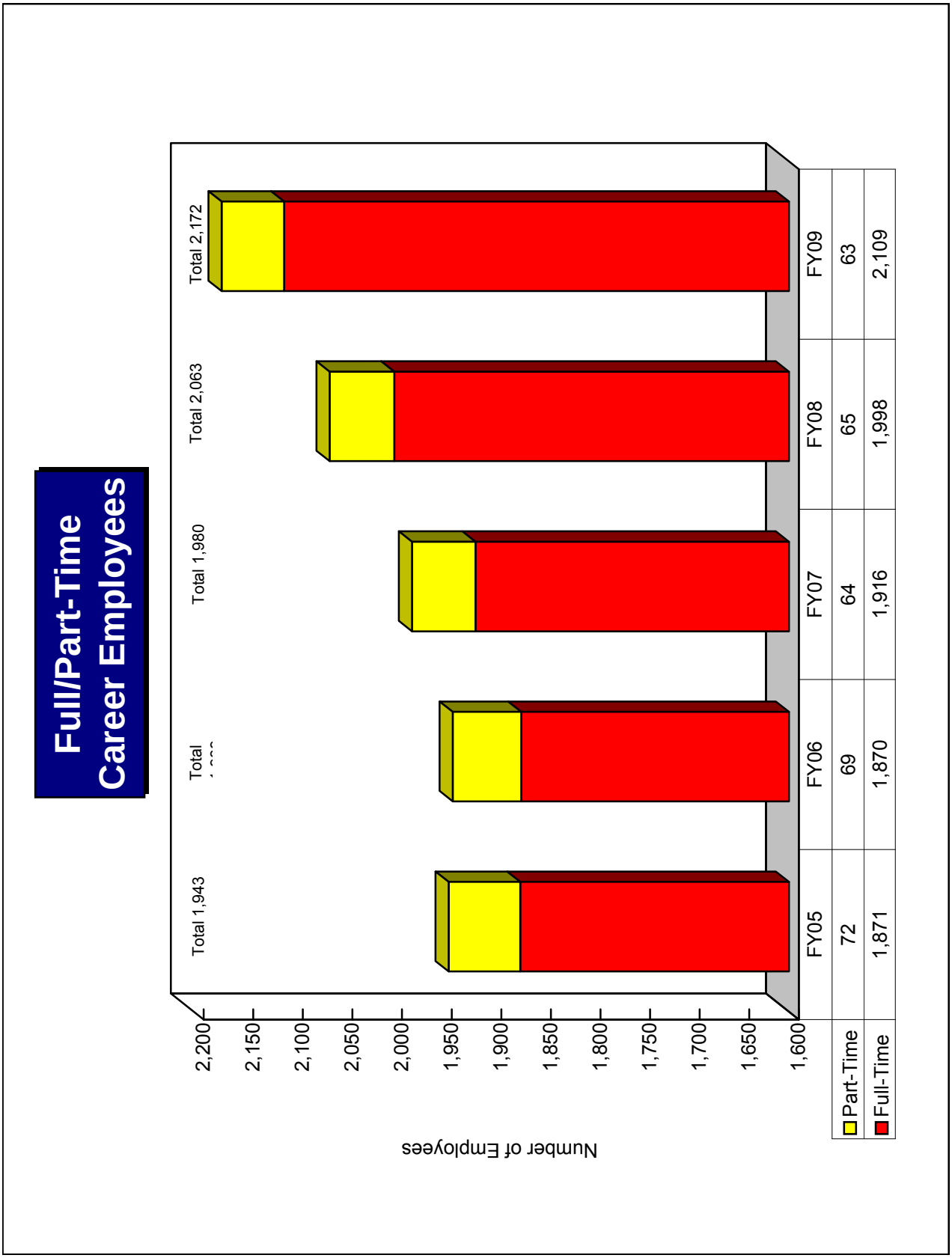
- The turnover rate in FY09 was 6.2% or 133 employees. The average

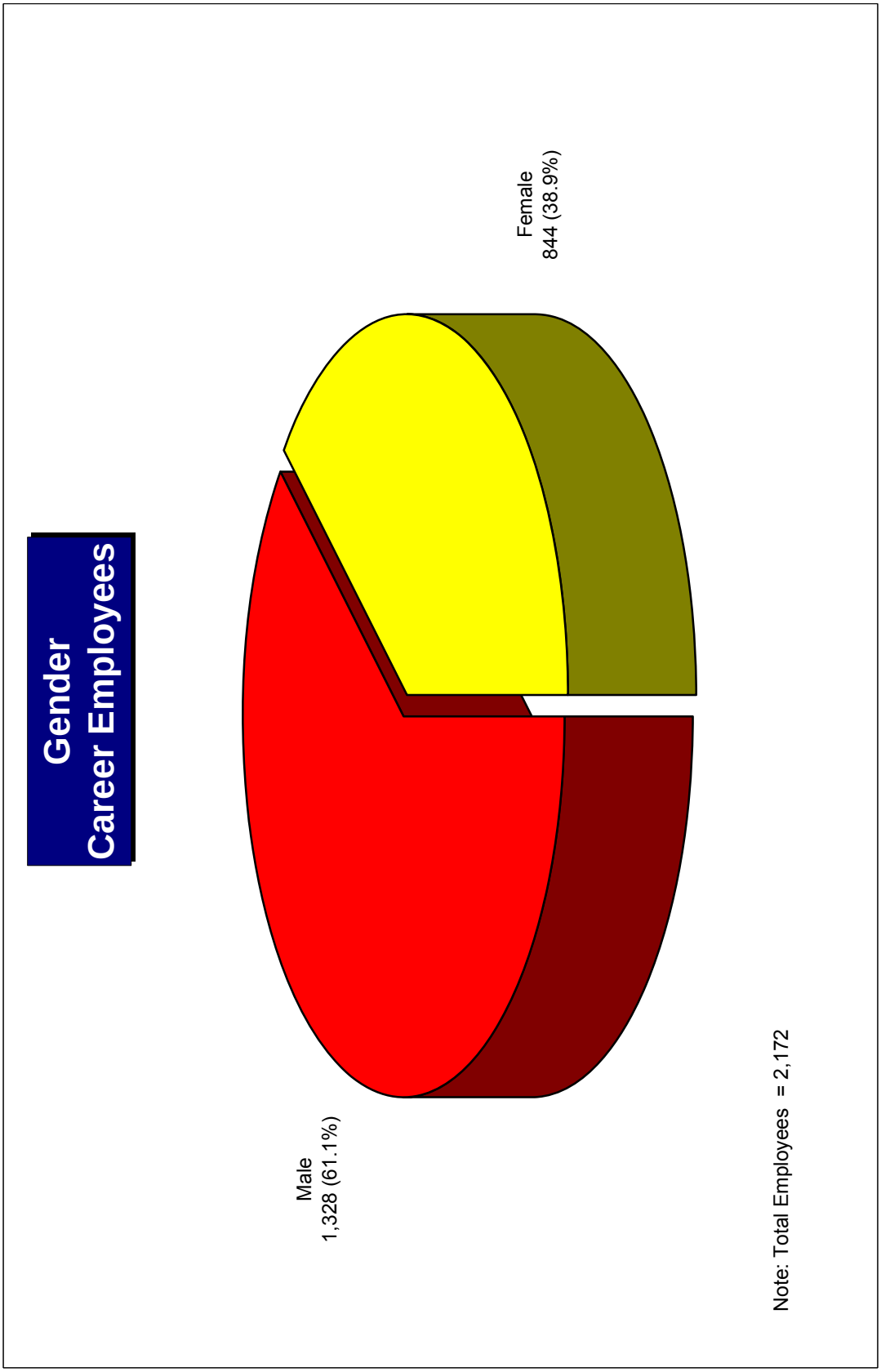
turnover rate for the past five fiscal years is 7.3%.

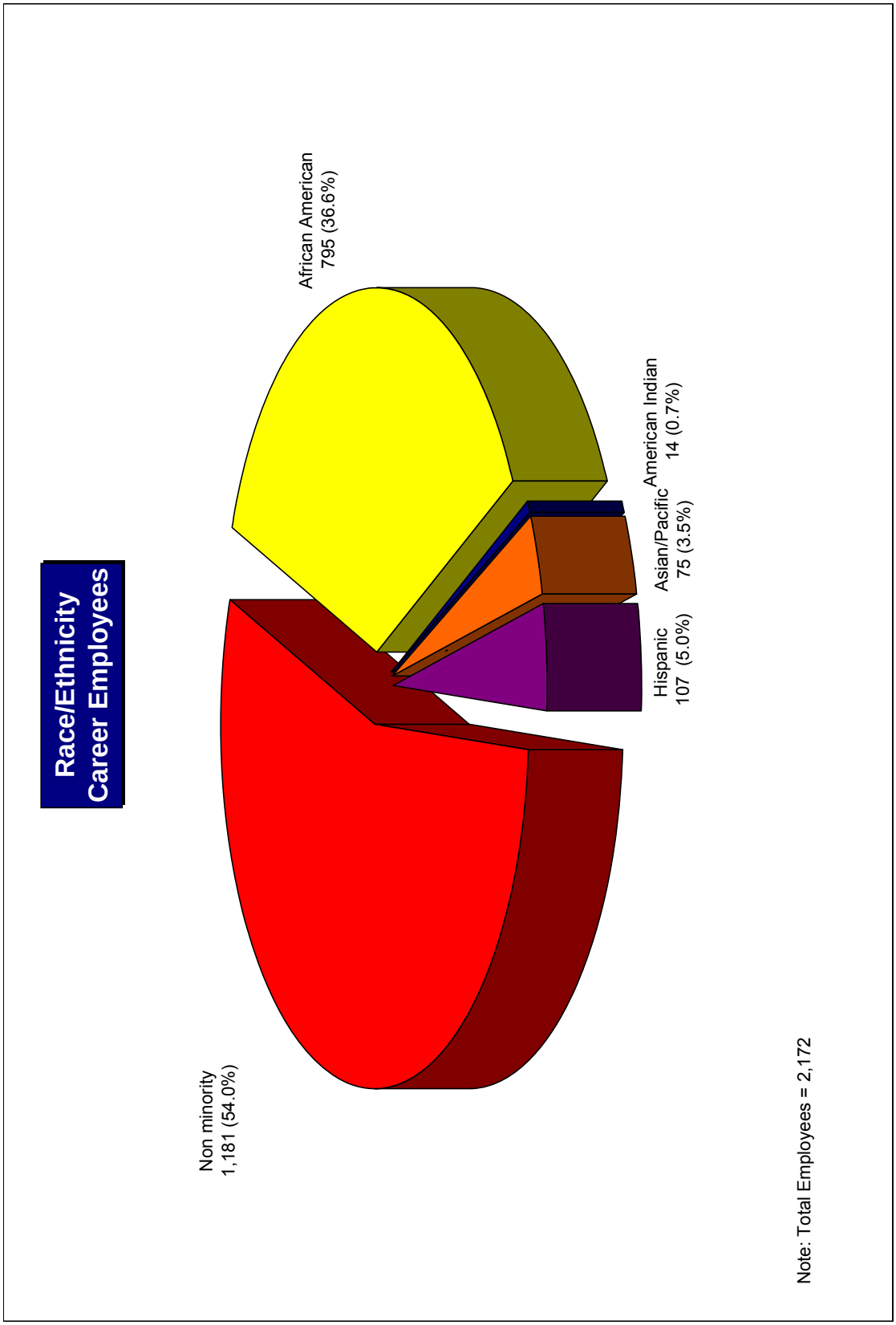
- In FY09, the employee turnover was 66.2% male and 33.8% female.
- In FY09, the employee turnover was 56.4% non-minority and 43.6% minority.
- The largest turnover, 41.0% occurred in the Professional employment category followed by 25.0% in Service/Maintenance. This is a twelve year trend for the professional job category.
- In FY09, the most common reasons for leaving were normal retirement, personal reasons, to accept a new job, and violation of rules.

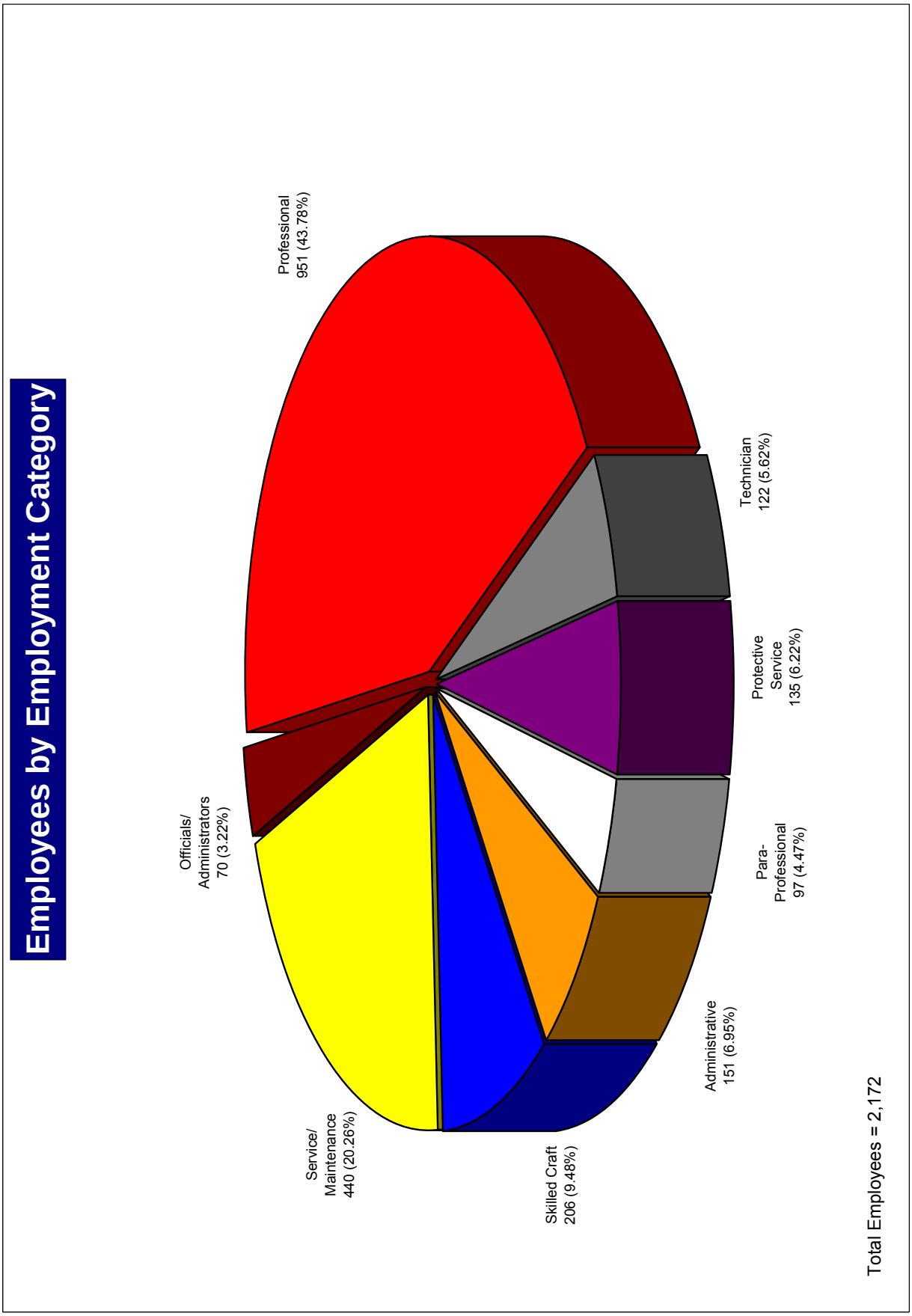
Composition - Non-Career

- In FY09, the non-career work force numbered 5,133. Of this number, 98.9% were seasonal or intermittent.
- Of the non-career employees, 90.49% work in the Prince George's County Department of Parks and Recreation and 8.88% work in Montgomery County Department of Parks.
- In FY09, 44 or 0.9% of non-career employees were classified as Term contract employees. These employees work at least 30 hours per week on a year-round basis. The average length of employment is two years. These employees receive a limited benefit package. As a percent of non-career employees, term employees increased by 0.3% from FY08.
- The gender make-up of non-career employees is 52.0% female and 48.0% male.
- The racial/ethnic make-up of non-career employees is 78.0% minority and 22.0% non-minority. The largest group is African American with 73.0%.
- Of non-career employees, 54.7% are 29 years or younger.

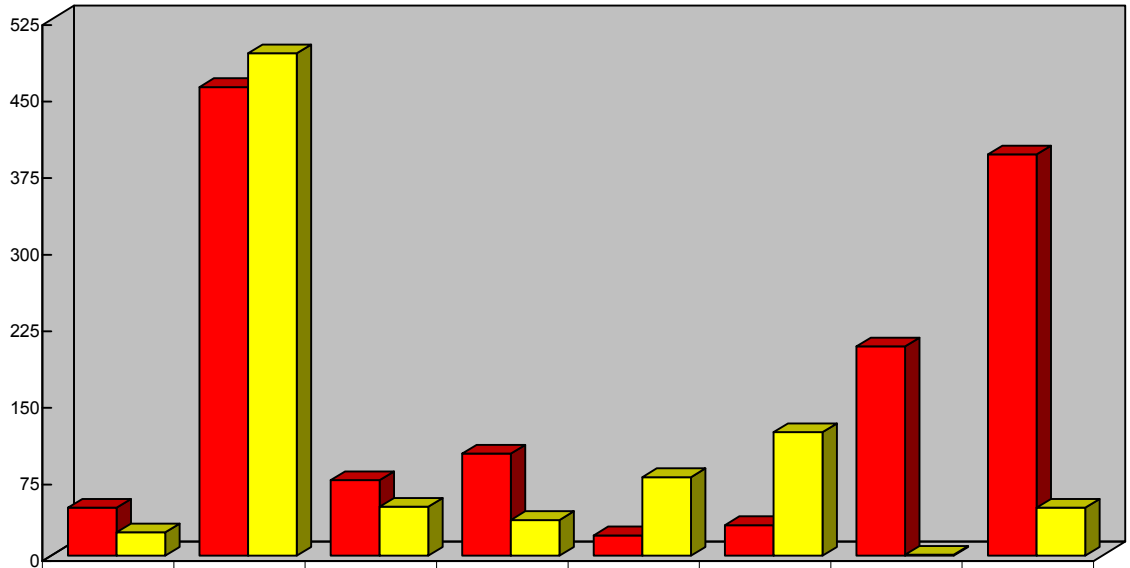

Full/Part-Time
Career Employees
Total 1,943
Total 1,980
Total 2,063
Total 2,172
2,200
2,150
2,100
2,050
2,000
1,950
1,900
1,850
1,800
1,750
1,700
1,650
1,600
Number of Employees
FY05
FY06
FY07
FY08
FY09
Part-Time
72
69
64
65
63
Full-Time
1,871
1,870
1,916
1,998
2,109


Gender
Career Employees
Male
1,328 (61.1%)
Female
844 (38.9%)
Note: Total Employees = 2,172


Race/Ethnicity
Career Employees
African American
795 (36.6%)
American Indian
14 (0.7%)
Asian/Pacific
75 (3.5%)
Hispanic
107 (5.0%)
Non minority
1,181 (54.0%)
Note: Total Employees = 2,172


Employees by Employment Category
Professional
951 (43.78%)
Technician
122 (5.62%)
Protective
Service
135 (6.22%)
Para-
Professional
97 (4.47%)
Administrative
151 (6.95%)
Skilled Craft
206 (9.48%)
Service/
Maintenance
440 (20.26%)
Officials/
Administrators
70 (3.22%)
Total Employees = 2,172

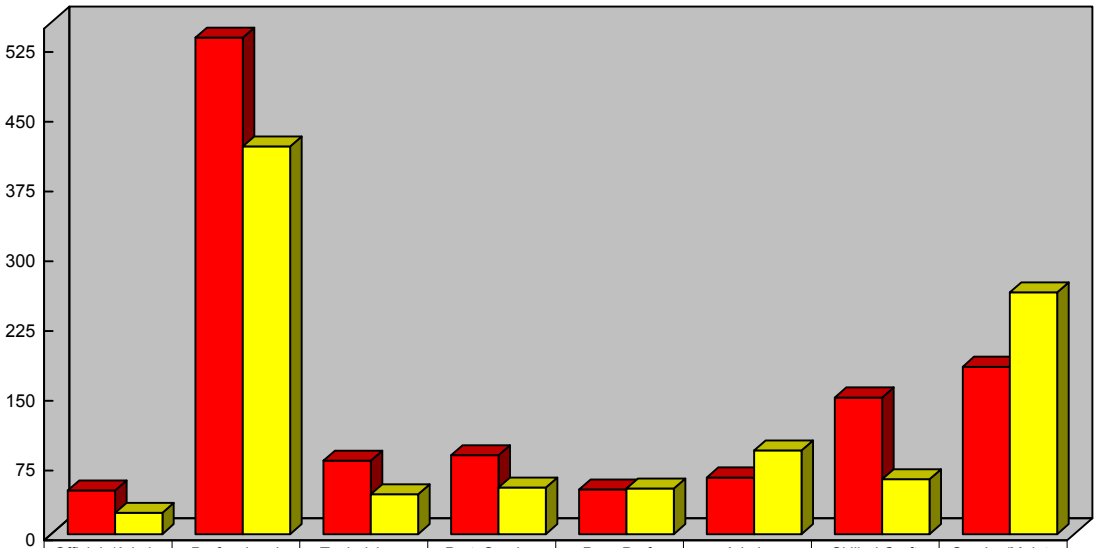
Distribution by Employment Category and Gender



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Admin	Skilled Craft	Service/Maint.
Male	47	459	74	100	20	30	205	393
Female	23	492	48	35	77	121	1	47

Total Employees = 2,172

Distribution by Employment Category and Race/Ethnicity



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Admin	Skilled Craft	Service/Maint.
Non-Minority	47	534	79	85	48	61	147	180
Minority	23	417	43	50	49	90	59	260

Total Employees = 2,172

Race/Ethnicity, Gender and Employment Category

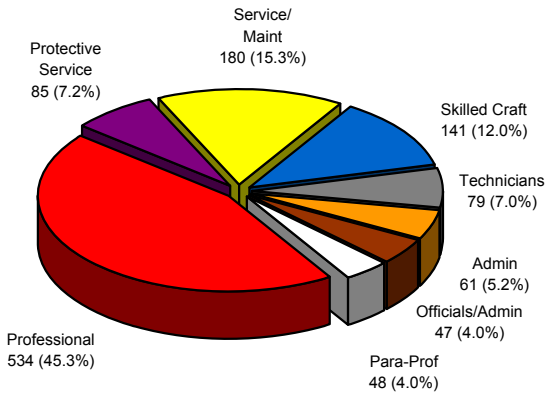
Non-Minority Male	Official/Administrator	33	1.52%
	Professional	258	11.88%
	Technical	49	2.26%
	Protective Service	57	2.62%
	Paraprofessional	15	0.69%
	Administrative	15	0.69%
	Skilled Craft	146	6.72%
	Service/Maintenance	163	7.50%
		736	33.89%
			0.00%
Non-Minority Female	Official/Administrator	14	0.64%
	Professional	276	12.71%
	Technical	30	1.38%
	Protective Service	28	1.29%
	Paraprofessional	33	1.52%
	Administrative	46	2.12%
	Skilled Craft	1	0.05%
	Service/Maintenance	17	0.78%
		445	20.49%
			0.00%
African American Male	Official/Administrator	10	0.46%
	Professional	160	7.37%
	Technical	18	0.83%
	Protective Service	28	1.29%
	Paraprofessional	4	0.18%
	Administrative	11	0.51%
	Skilled Craft	46	2.12%
	Service/Maintenance	184	8.47%
		461	21.22%
			0.00%
African American Female	Official/Administrator	8	0.37%
	Professional	178	8.20%
	Technical	15	0.69%
	Protective Service	7	0.32%
	Paraprofessional	38	1.75%
	Administrative	65	2.99%
	Skilled Craft	0	0.00%
	Service/Maintenance	23	1.06%
		334	15.38%
			0.00%
Hispanic Male	Official/Administrator	3	0.14%
	Professional	14	0.64%
	Technical	4	0.18%
	Protective Service	7	0.32%
	Paraprofessional	1	0.05%
	Administrative	4	0.18%
	Skilled Craft	10	0.46%
	Service/Maintenance	34	1.57%
		77	3.55%

Hispanic Female	Official/Administrator	0	0.00%
	Professional	10	0.46%
	Technical	2	0.09%
	Protective Service	0	0.00%
	Paraprofessional	3	0.14%
	Administrative	8	0.37%
	Skilled Craft	0	0.00%
	Service/Maintenance	7	0.32%
		30	1.38%
			0.00%
Asian/Pacific Male	Official/Administrator	0	0.00%
	Professional	22	1.01%
	Technical	2	0.09%
	Protective Service	8	0.37%
	Paraprofessional	0	0.00%
	Administrative	0	0.00%
	Skilled Craft	2	0.09%
	Service/Maintenance	11	0.51%
		45	2.07%
			0.00%
Asian/Pacific Female	Official/Administrator	1	0.05%
	Professional	23	1.06%
	Technical	1	0.05%
	Protective Service	0	0.00%
	Paraprofessional	3	0.14%
	Administrative	2	0.09%
	Skilled Craft	0	0.00%
	Service/Maintenance	0	0.00%
		30	1.38%
			0.00%
American Indian Male	Official/Administrator	1	0.05%
	Professional	5	0.23%
	Technical	1	0.05%
	Protective Service	0	0.00%
	Paraprofessional	0	0.00%
	Administrative	0	0.00%
	Skilled Craft	1	0.05%
	Service/Maintenance	1	0.05%
		9	0.41%
			0.00%
American Indian Female	Official/Administrator	0	0.00%
	Professional	5	0.23%
	Technical	0	0.00%
	Protective Service	0	0.00%
	Paraprofessional	0	0.00%
	Administrative	0	0.00%
	Skilled Craft	0	0.00%
	Service/Maintenance	0	0.00%
		5	0.23%

Percentages are based on total number of employees which is 2,172.

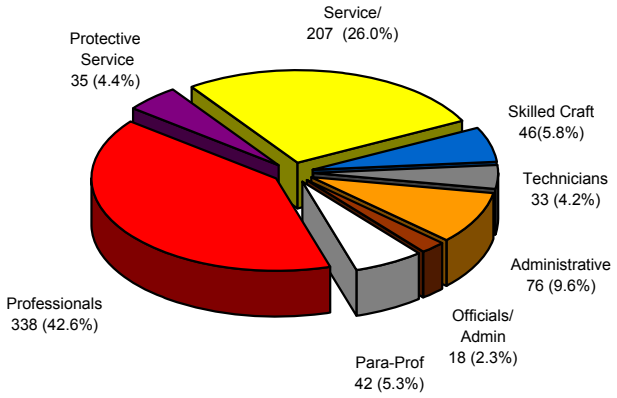
Employees by Race/Ethnicity and Employment Category

Non - Minority Employees



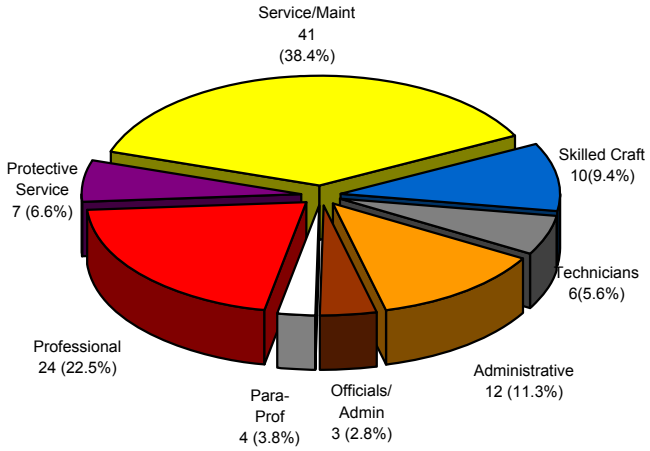
Total Non-Minority Employees = 1,181

African American Employees



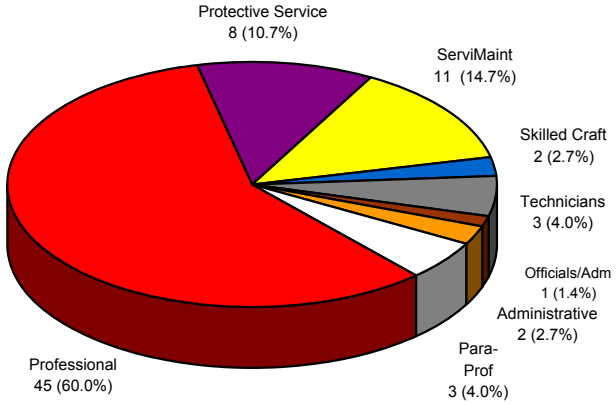
Total African American Employees = 795

Hispanic Employees



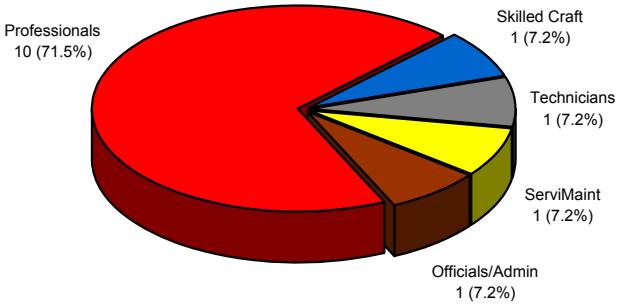
Total Hispanic Employees = 107

Asian Employees



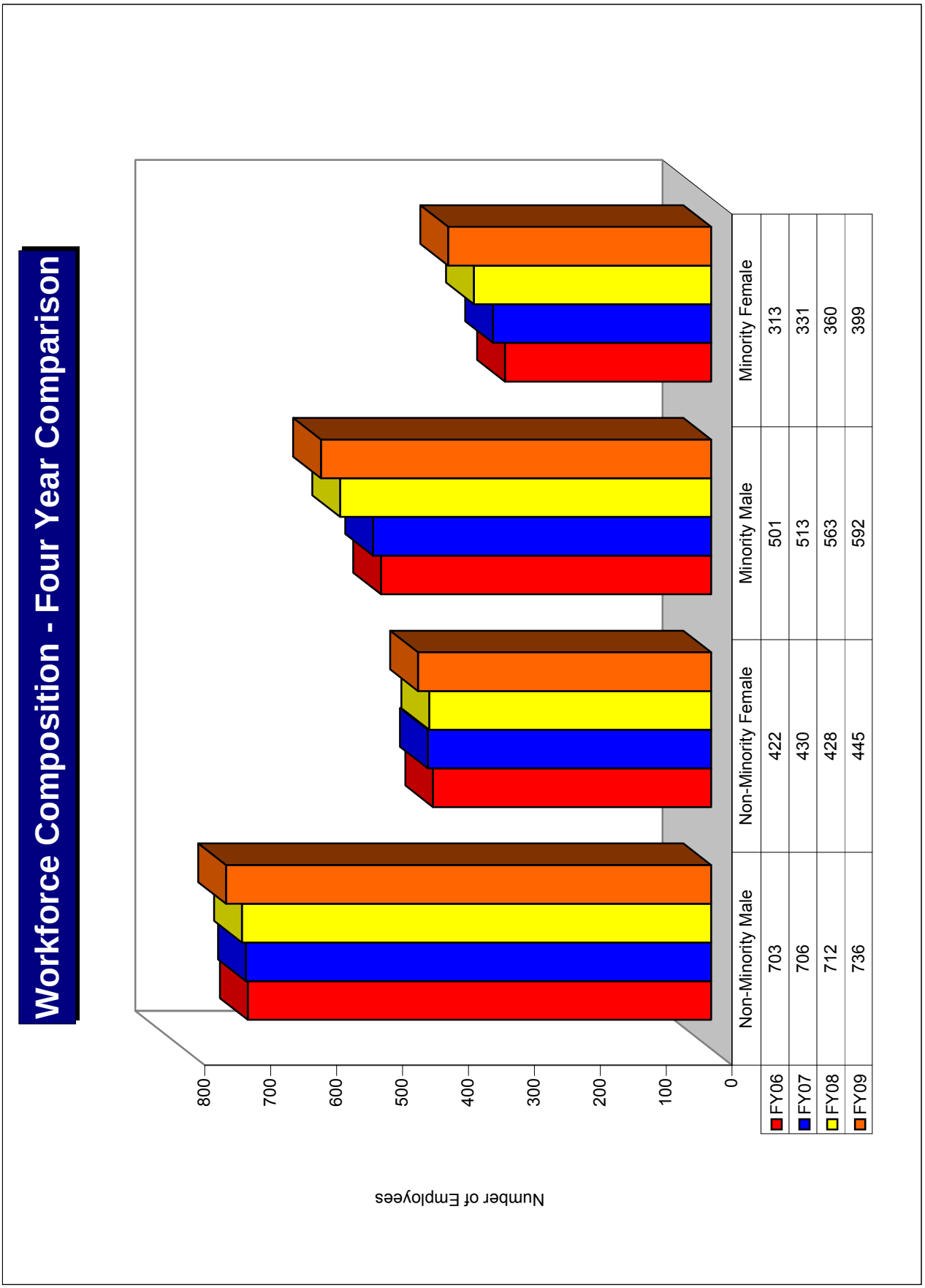
Total Asian Employees = 75

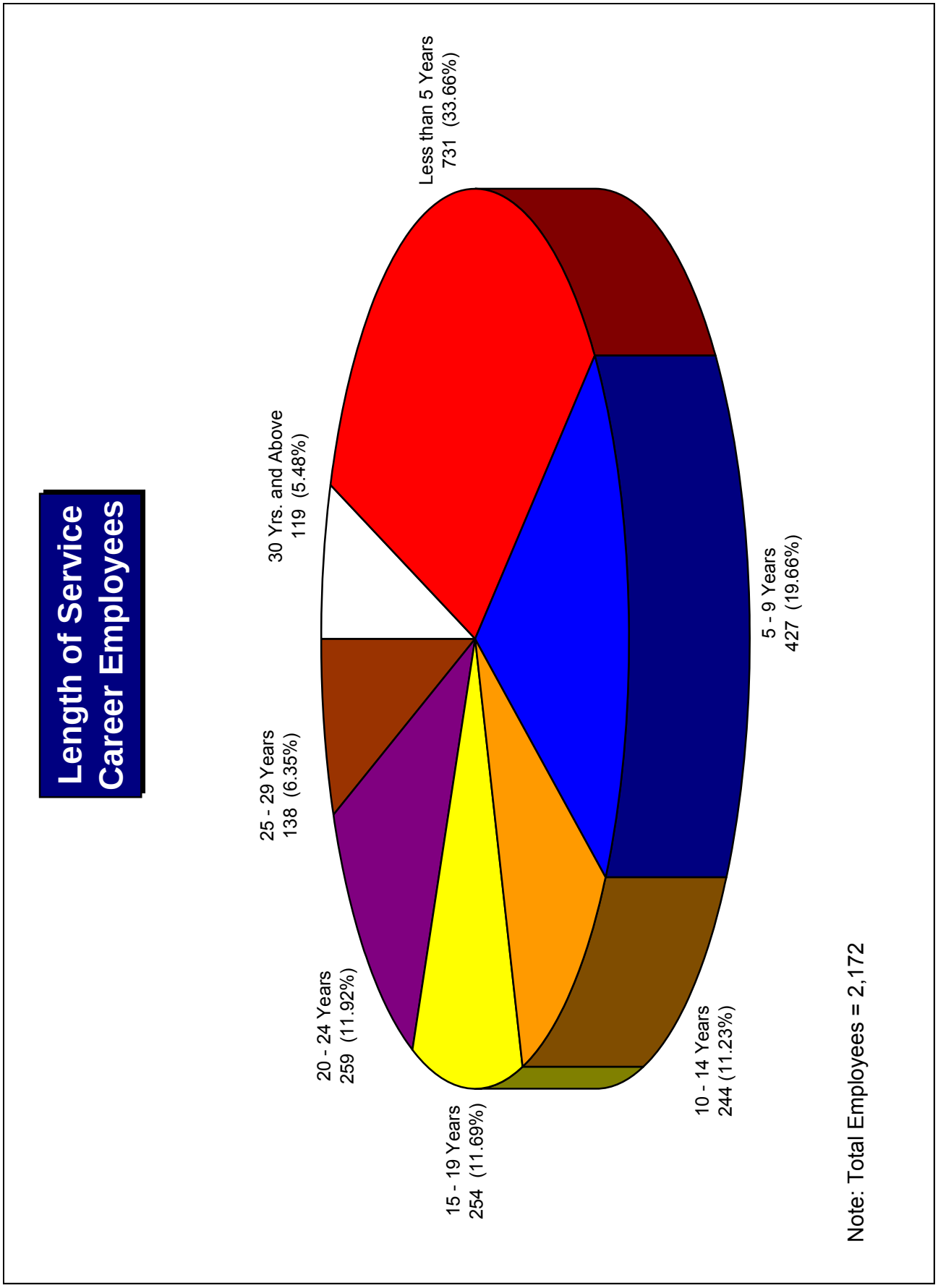
American Indian Employees



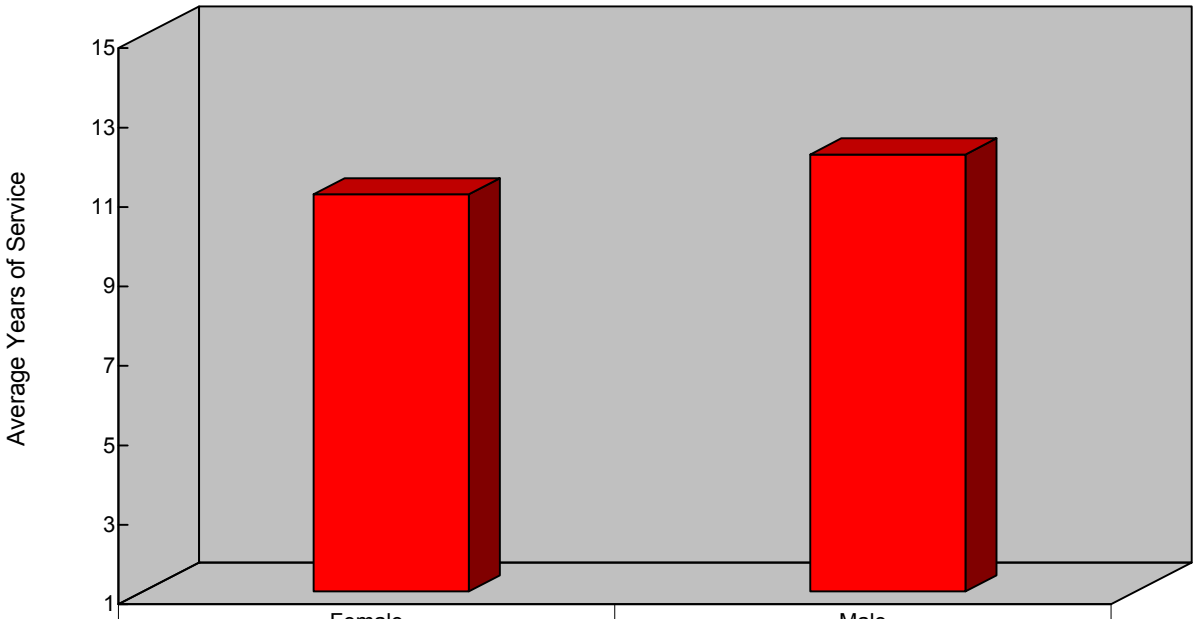
Total American Indian Employees = 14

Total Career Employees = 2,172
Percentages listed are the total for that job category, within that racial/ethnic category.


Workforce Composition - Four Year Comparison
Number of Employees
800
700
600
500
400
300
200
100
0
Non-Minority Male
Non-Minority Female
Minority Male
Minority Female
FY06 703 422 501 313
FY07 706 430 513 331
FY08 712 428 563 360
FY09 736 445 592 399

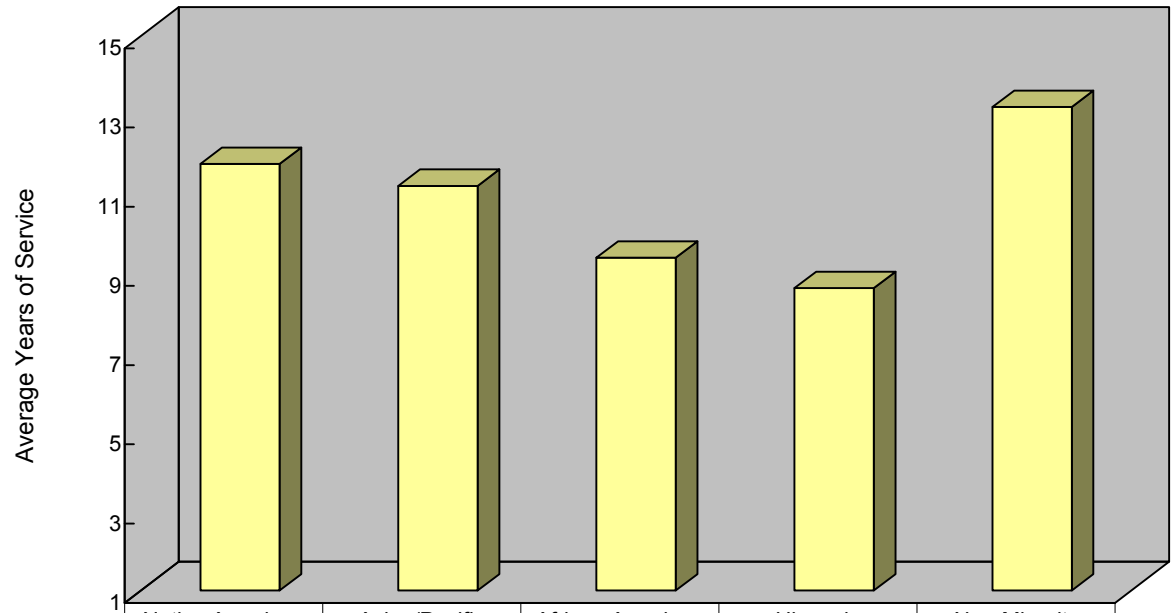

Length of Service
Career Employees
Less than 5 Years
731 (33.66%)
5 - 9 Years
427 (19.66%)
10 - 14 Years
244 (11.23%)
15 - 19 Years
254 (11.69%)
20 - 24 Years
259 (11.92%)
25 - 29 Years
138 (6.35%)
30 Yrs. and Above
119 (5.48%)
Note: Total Employees = 2,172

Average Length of Service by Gender



	Female	Male
Avg. Yrs.	11	12

Average Length of Service by Race/Ethnicity

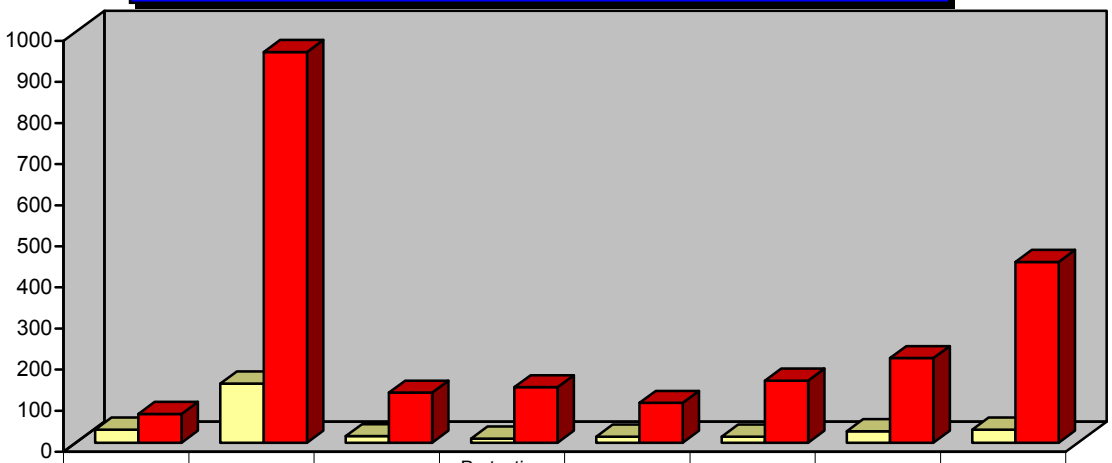


	Native American	Asian/Pacific	African American	Hispanic	Non-Minority
Avg. Yrs.	11.77	11.22	9.40	8.64	13.20

Employees Eligible for Normal Retirement Between FY10 and FY14

	FY10	FY11	FY12	FY13	FY14	Total
Pr. Geo Comm	6	0	1	1	3	11
Pr. Geo Pks & Rec	128	36	36	34	41	275
Pr. Geo Planning	24	6	12	4	6	52
Sub Total	158	42	49	39	50	338
CAS	22	0	3	6	3	34
Mont. Comm	1	1	1	0	1	4
Mont. Parks	88	23	24	29	26	190
Mont. Planning	23	4	5	7	5	44
Sub Total	112	28	30	36	32	238
Total	292	70	82	81	85	610

Employees by Job Category Eligible to Retire Between FY10 and FY14 (Collectively)



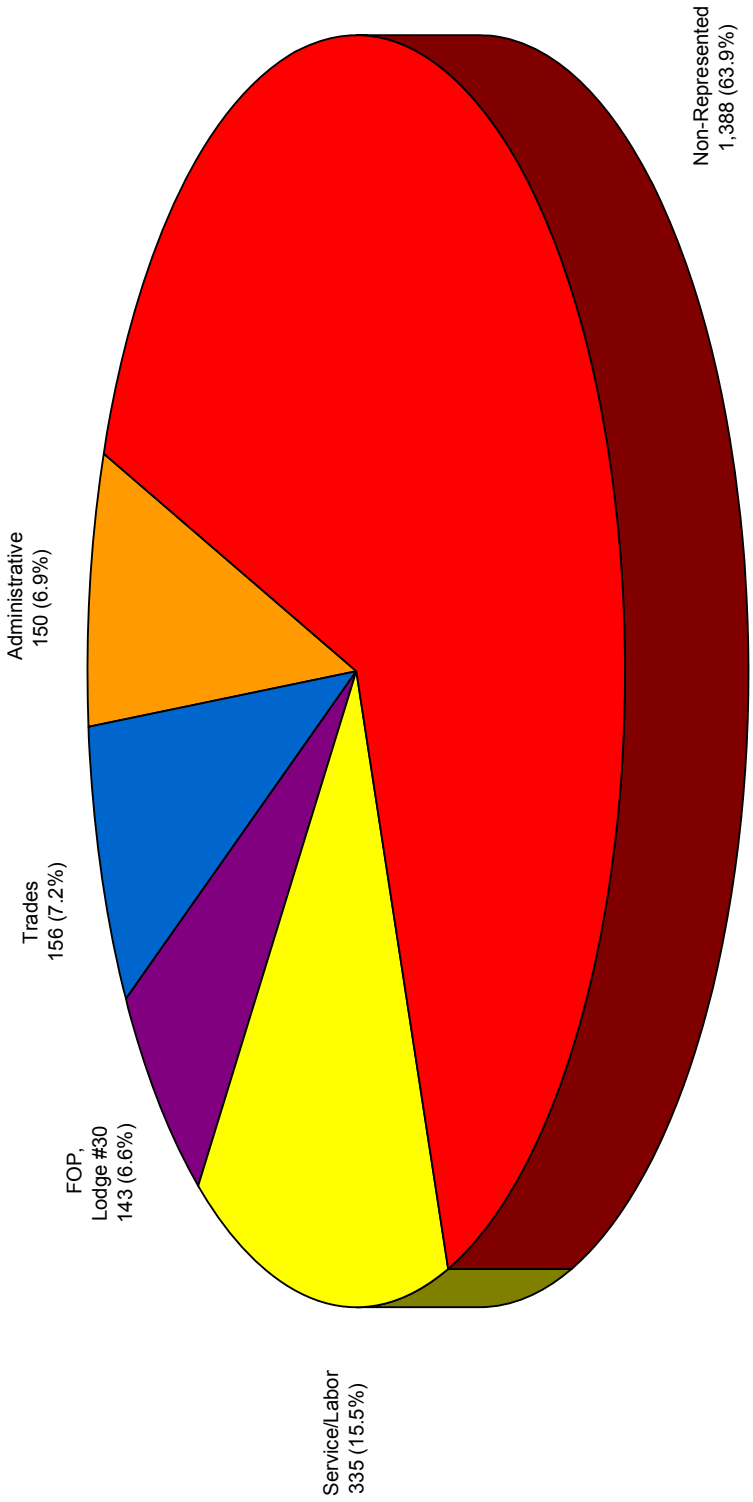
	Officials/Adm	Professional	Technicians	Protective Service	Para-Prof	Admin	Skill Craft	Service/Main
Eligible	32	144	16	10	15	15	28	32
Employees	70	951	122	135	97	151	206	440

Between FY10 and FY14, 610 or 28% of current employees will reach normal retirement eligibility. This is an average of 122 employees for each of those years. Based on the current number of employees, by EEO category, this represents:

45.71% of the Official/Administrator category
15.14% of the Professional category
13.11% of the Technician category
7.41% of the Protective Service category
15.46% of the Para-Professional category
9.93% of the Administrative category
13.59% of the Skilled Craft (Trades) category
7.27% of the Service/Maintenance category

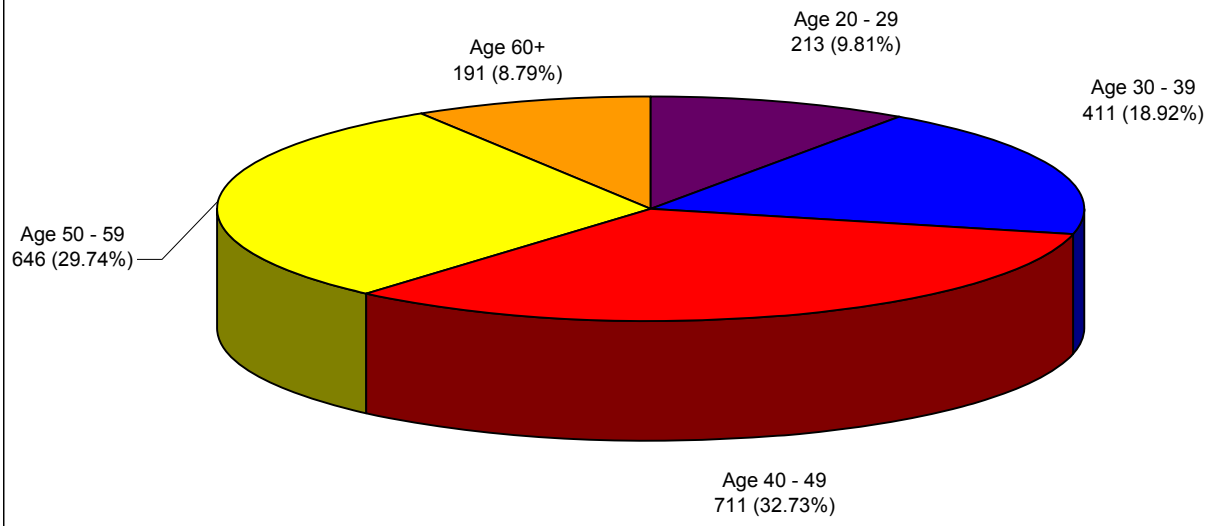
Excludes appointed officials and employees in Long Term Disability status.

Represented and Non-Represented Employees



36.0% of career full-time employees are represented for the purpose of collective bargaining; 64.0% of employees are not represented; and 7 police candidates will not join the FOP until they complete their training to become officers.

Distribution of Employees by Age

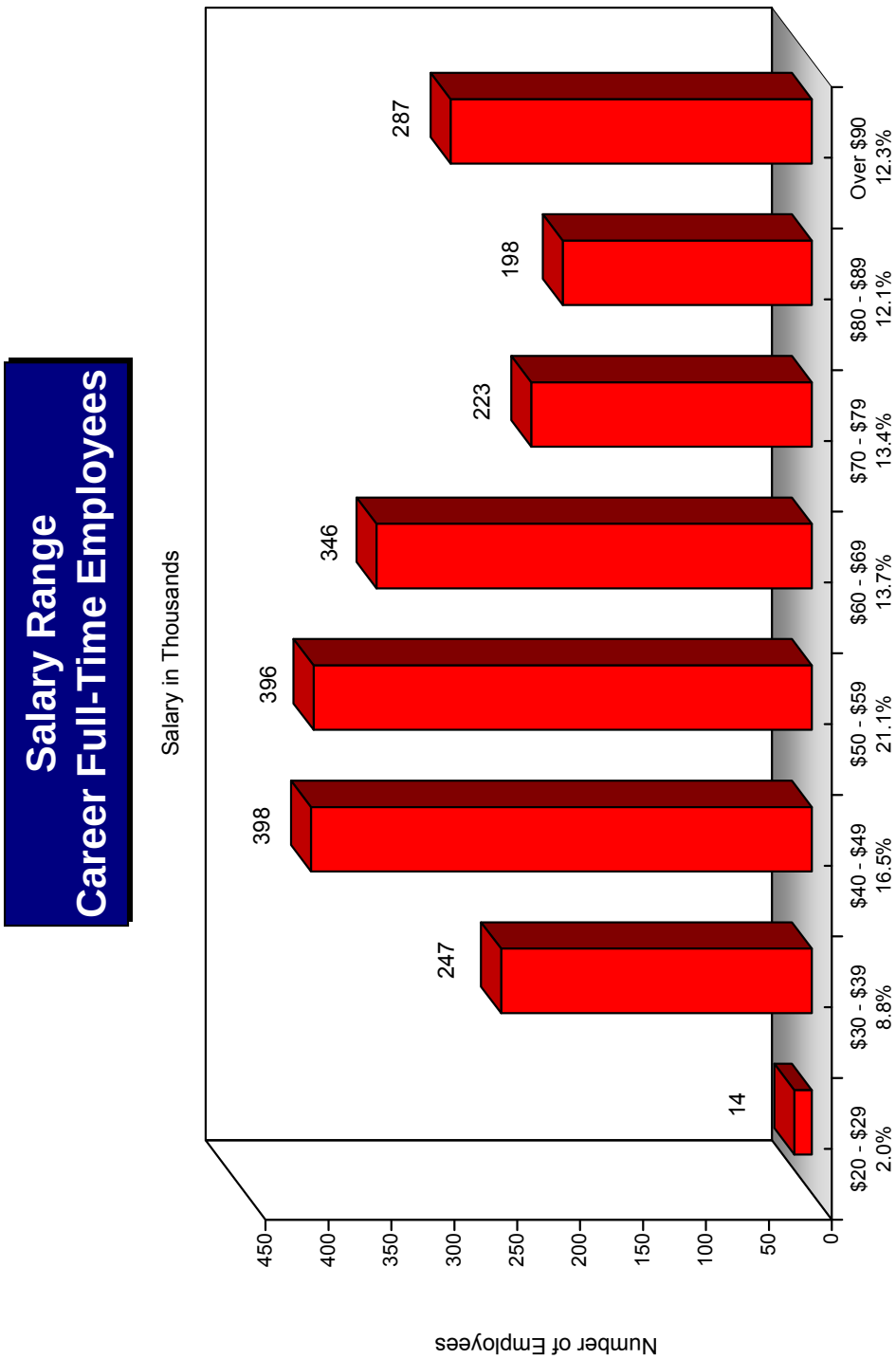


Note: Total Employees = 2,172

Employee Distribution by Department - FY 2008

Central Administrative Services	126	5.8%
Montgomery County Commissioners' Office	6	0.3%
Montgomery County Department of Planning	147	6.8%
Montgomery County Department of Parks	675	31.1%
Prince George's County Commissioners' Office	9	0.4%
Prince George's County Planning Department	192	8.8%
Prince George's County Parks and Recreation Department	1,017	46.8%
M-NCPPC Career Employees - Total	2,172	100.0%

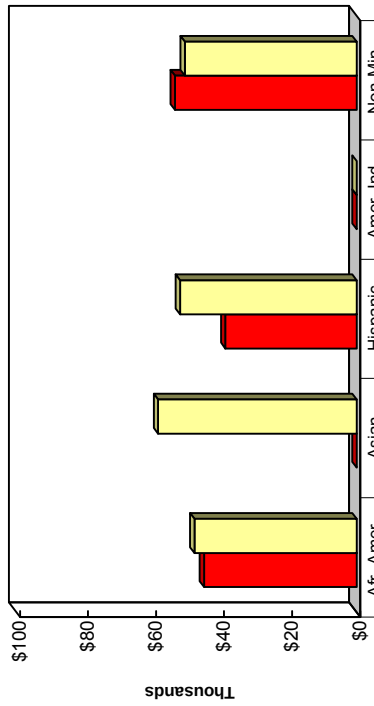
Note: Excludes 10 Commissioners (5 in Montgomery County and 5 in Prince George's County). Appointed Officers and Appointed Department Directors.



Note: Total Full-Time Employees = 2,109
Average Salary: $63,561
Excludes Part-Time Career Employees

Average Salaries by Employment Category, Gender, and Race/Ethnicity

Administrative



	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$44,898	$0	$38,666	$0	$53,476
Female	$47,730	$58,426	$51,990	$0	$50,597

Average Salary Administrative: $48,915

Professional

	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$72,143	$80,418	$68,923	$75,187	$74,873
Female	$68,503	$76,544	$75,525	$56,842	$68,038

Average Salary Professional: $71,348

Official/Administrative

	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$111,594	$0	$107,003	$109,200	$118,639
Female	$111,550	122,000	$0	$0	$118,113

Average Salary Official/Admin: $116,132

Para-Professional

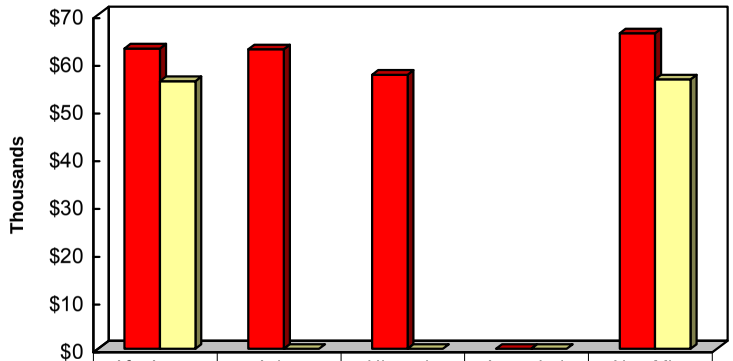
	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$48,972	$0	$0	$0	$54,426
Female	$51,493	$57,212	$55,778	$0	$53,212

Average Salary Para-professional: $53,724

Note: Average Commission Salary: $63,561

Average Salaries by Employment Category, Gender, and Race/Ethnicity

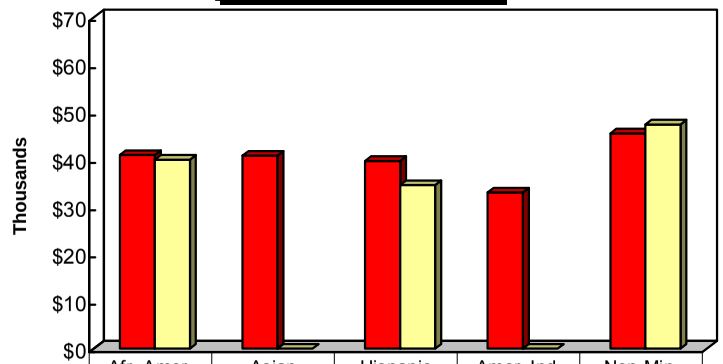
Protective Service



	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$62,926	$62,758	$57,427	$0	$66,121
Female	$56,080	$0	$0	$0	$56,447

Average Salary Protective Service: $62,281

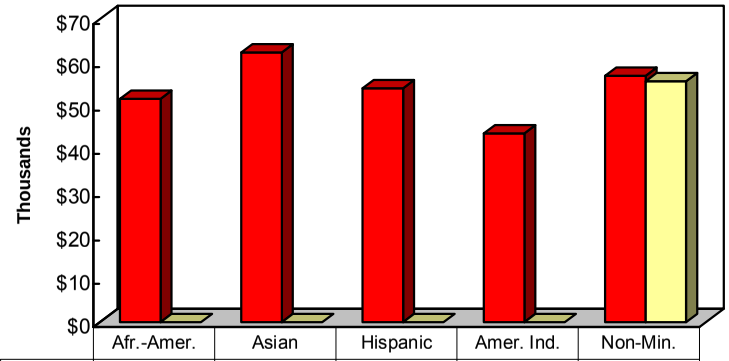
Service/Maintenance



	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$40,977	$40,813	$39,705	$33,065	$45,525
Female	$39,972	$0	$34,619	$0	$47,410

Average Salary Service Maintenance: $42,630

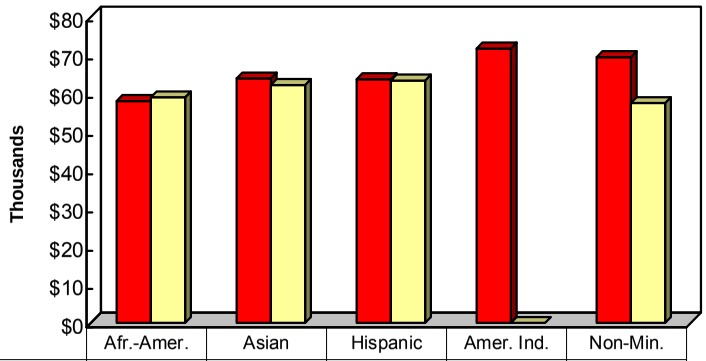
Skilled Craft



	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$51,534	$62,268	$54,017	$43,578	$56,852
Female	$0	$0	$0	$0	$55,620

Average Salary Skill Craft : $55,509

Technical



	Afr.-Amer.	Asian	Hispanic	Amer. Ind.	Non-Min.
Male	$58,029	$63,941	$63,721	$71,750	$69,481
Female	$58,998	$62,213	$63,385	$0	$57,460

Average Salary Technical: $63,211

Note: Average Commission Salary: $63,561

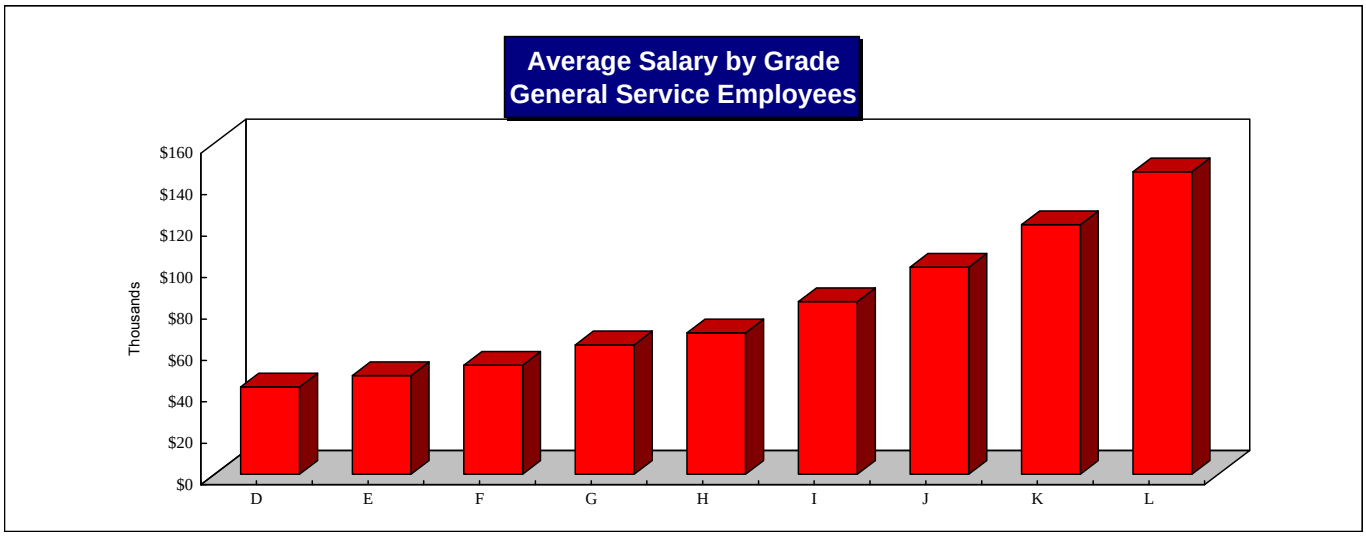
Average Annual Salaries for Career Employees By Grade

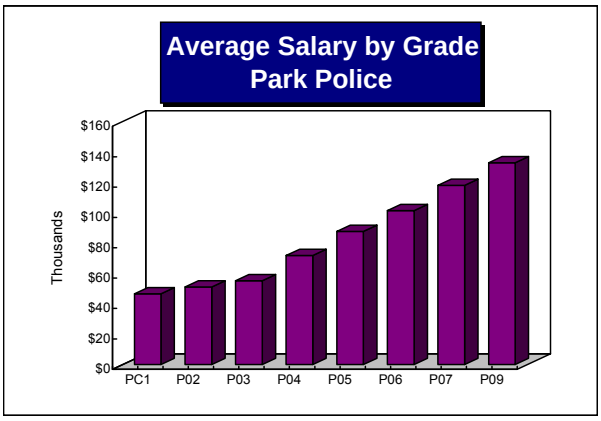
Grade	Salary
Park Police	
PC1	$46,593
P02	$51,070
P03	$55,266
P04	$71,890
P05	$87,743
P06	$101,515
P07	$118,065
P09	$133,036

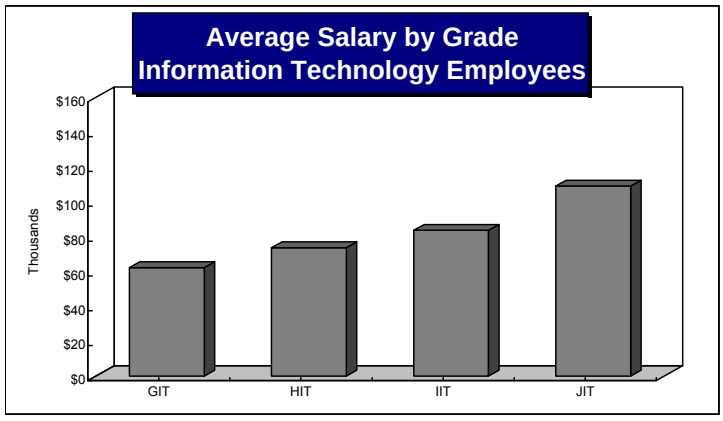
Grade	Salary
General Service	
D	$42,299
E	$47,675
F	$52,803
G	$62,565
H	$68,332
I	$83,422
J	$100,109
K	$120,618
L	$146,094

Grade	Salary
Information Tech	
GIT	$62,291
HIT	$73,746
IIT	$83,688
JIT	$109,092

Average Salary $63,561



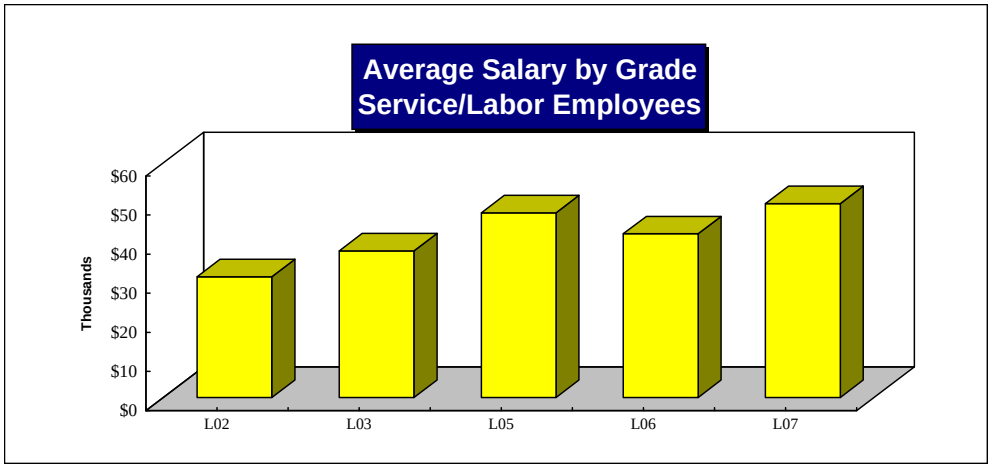


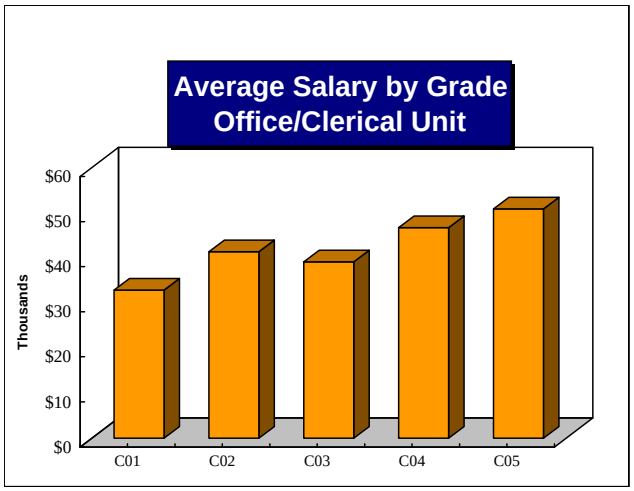


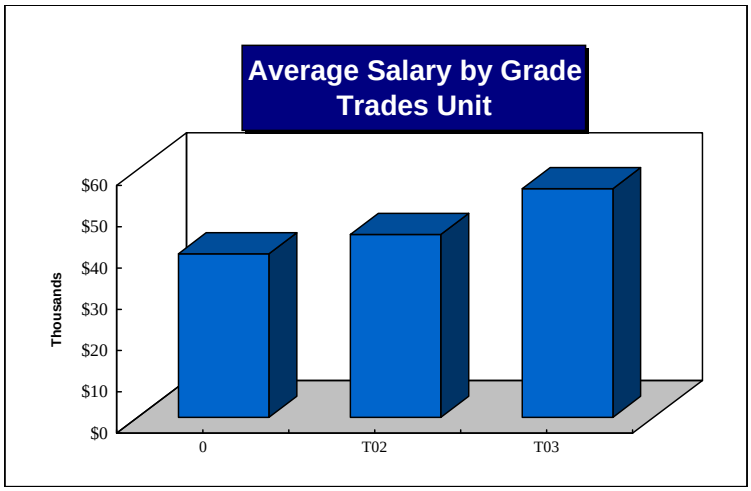
Average Annual Salaries for Career Employees By Grade

Grade	Salary	Grade	Salary	Grade	Salary
Office/Clerical		Service/Labor		Trades	
C02	$32,870	L02	$30,891	T02	$39,594
C03	$41,374	L03	$37,487	T03	$44,298
C04	$39,163	L05	$47,246	T04	$55,390
C05	$46,744	L06	$41,862		
C06	$50,887	L07	$49,616		

Average Salary $63,561

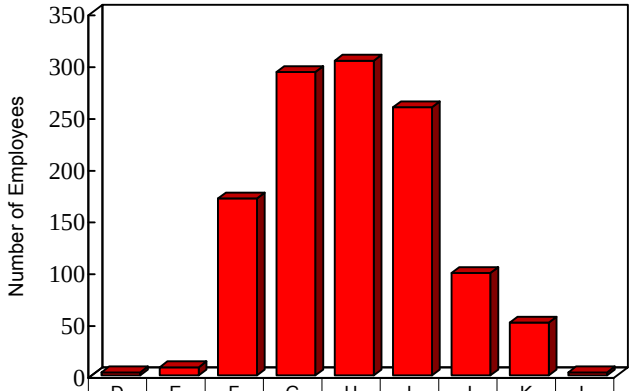






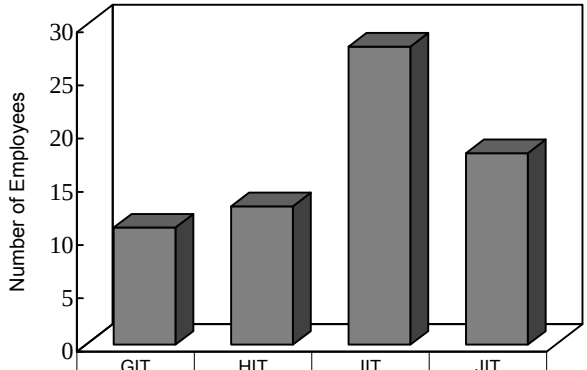
Employee Distribution by Grade Within Pay Schedule

Distribution by Grade General Service



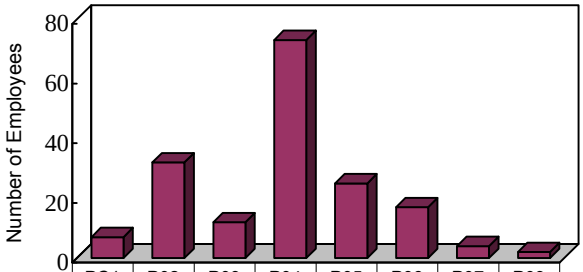
	D	E	F	G	H	I	J	K	L
Employees	3	8	171	293	304	259	99	51	3

Distribution by Grade IT



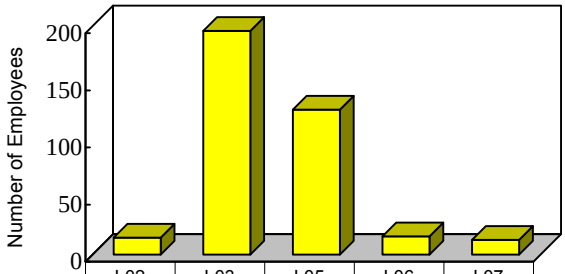
	GIT	HIT	IIT	JIT
Employees	11	13	28	18

Distribution by Grade Park Police



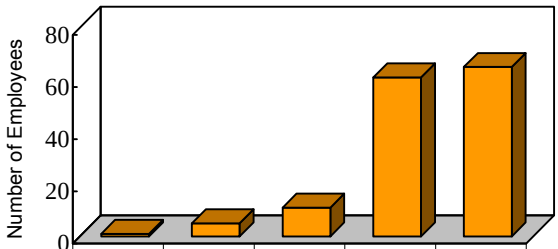
	PC1	P02	P03	P04	P05	P06	P07	P09
Employees	7	32	12	73	25	17	4	2

Distribution by Grade Service/Labor



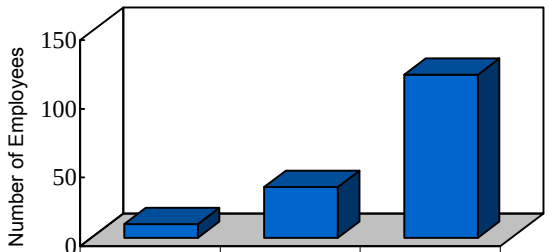
	L02	L03	L05	L06	L07
Employees	15	196	127	16	13

Distribution by Grade Office/Clerical

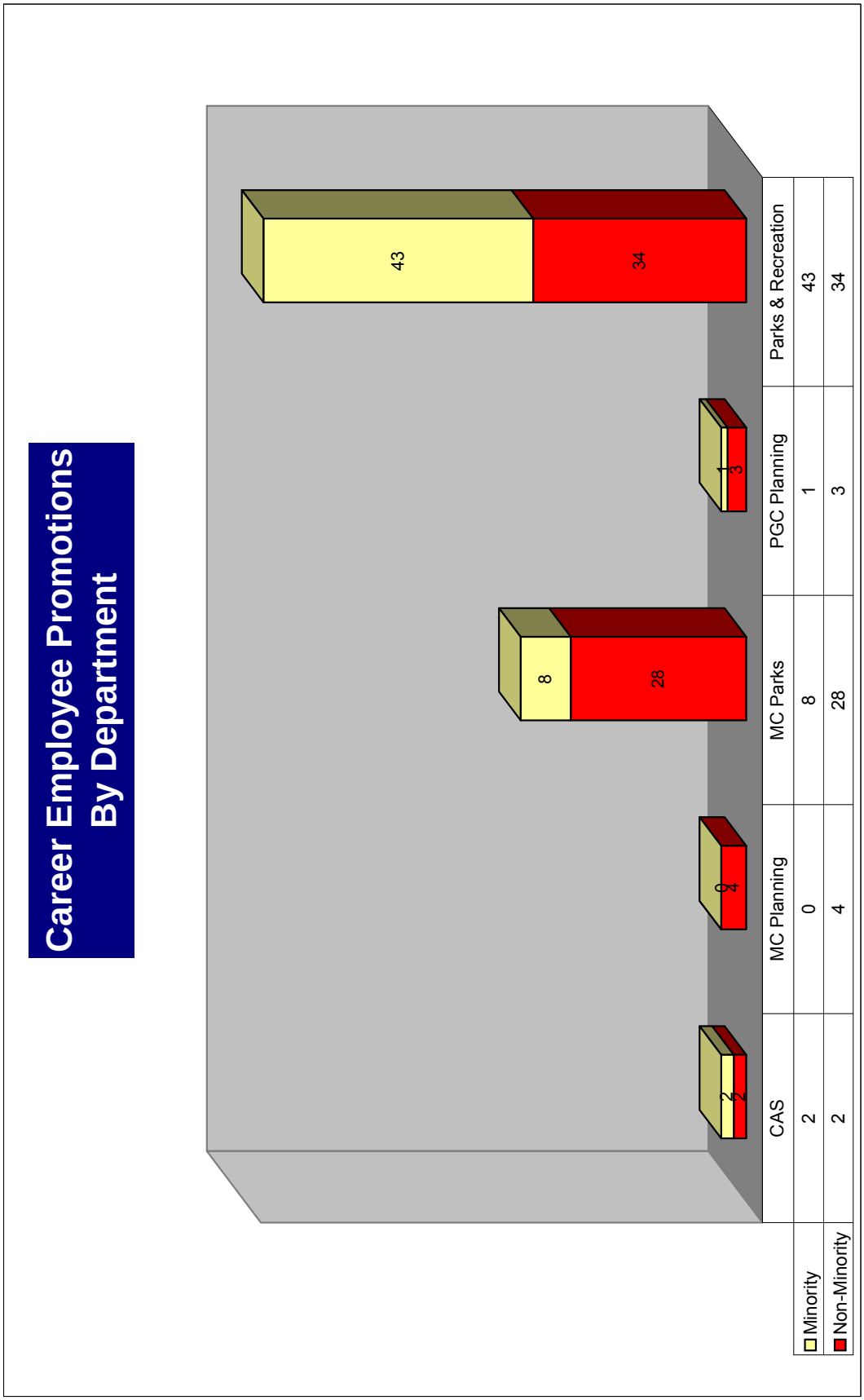


	C02	C03	C04	C05	C06
Employees	1	5	11	61	65

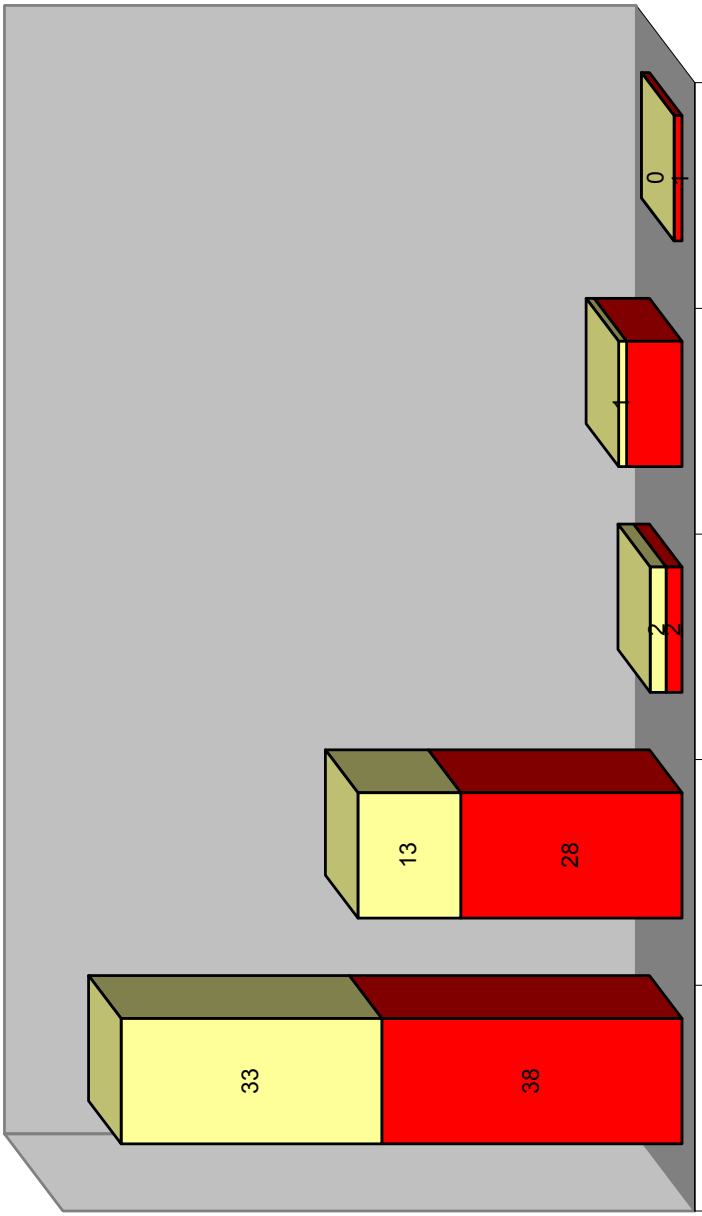
Distribution by Grade Trades



	T02	T03	T04
Employees	10	37	119


Career Employee Promotions
By Department
43
34
1
3
8
28
0
4
2
2
Minority
Non-Minority
CAS
MC Planning
MC Parks
PGC Planning
Parks & Recreation
2
2
0
4
8
28
1
3
43
34

Career Employee Promotions By Gender and Race/Ethnicity

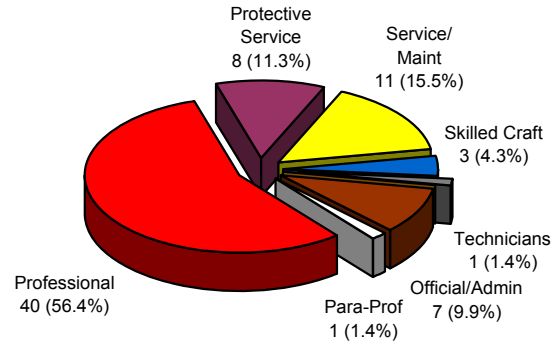


	White	Black	Asian	Hispanic	American Indian
Female	33	13	2	1	0
Male	38	28	2	7	1

125 Promotions Commission-wide

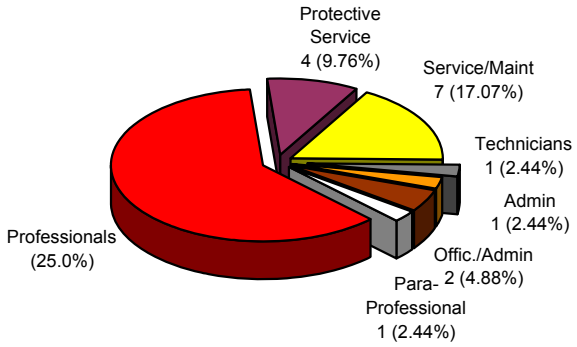
Career Employee Promotions
By Race/Ethnicity and Employment Category

Non - Minority Employees



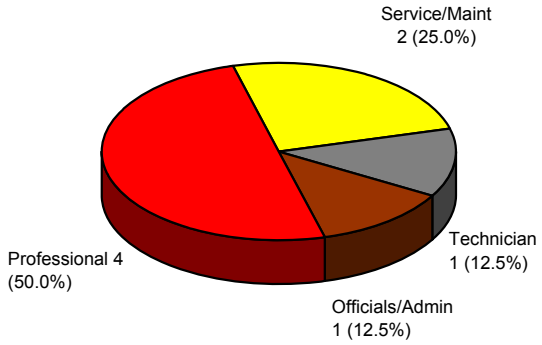
Total Non-Minority Promotions - 71

African American Employees



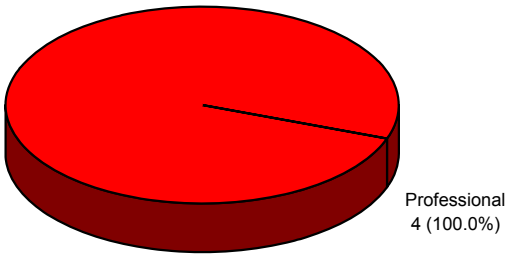
Total African American Promotions = 41

Hispanic Employees



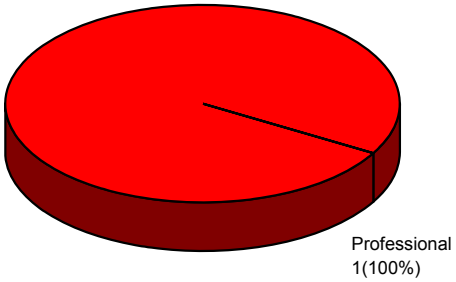
Total Hispanic Promotions = 8

Asian Employees



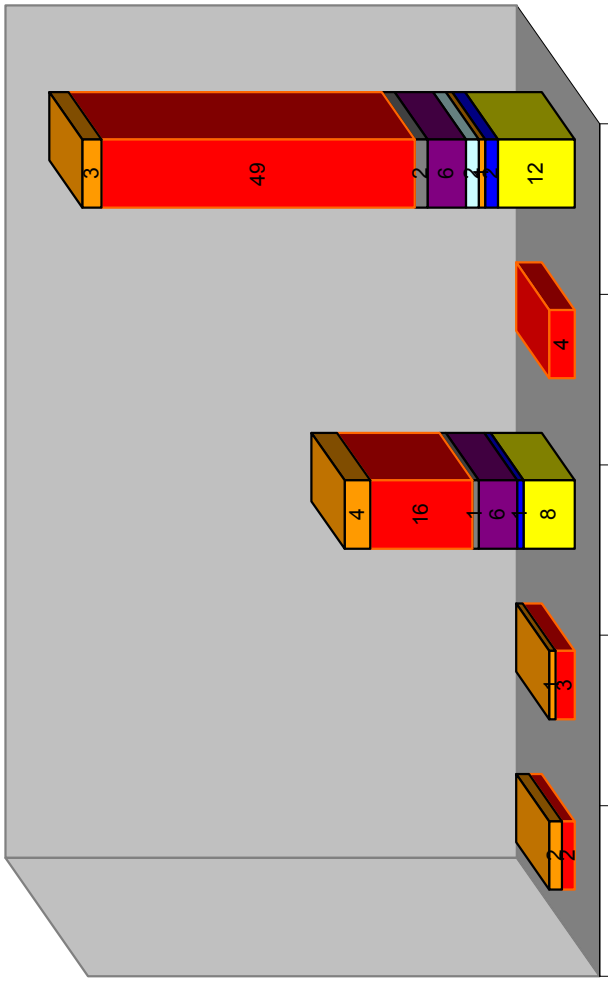
Total Asian Promotions = 4

American Indian Employee



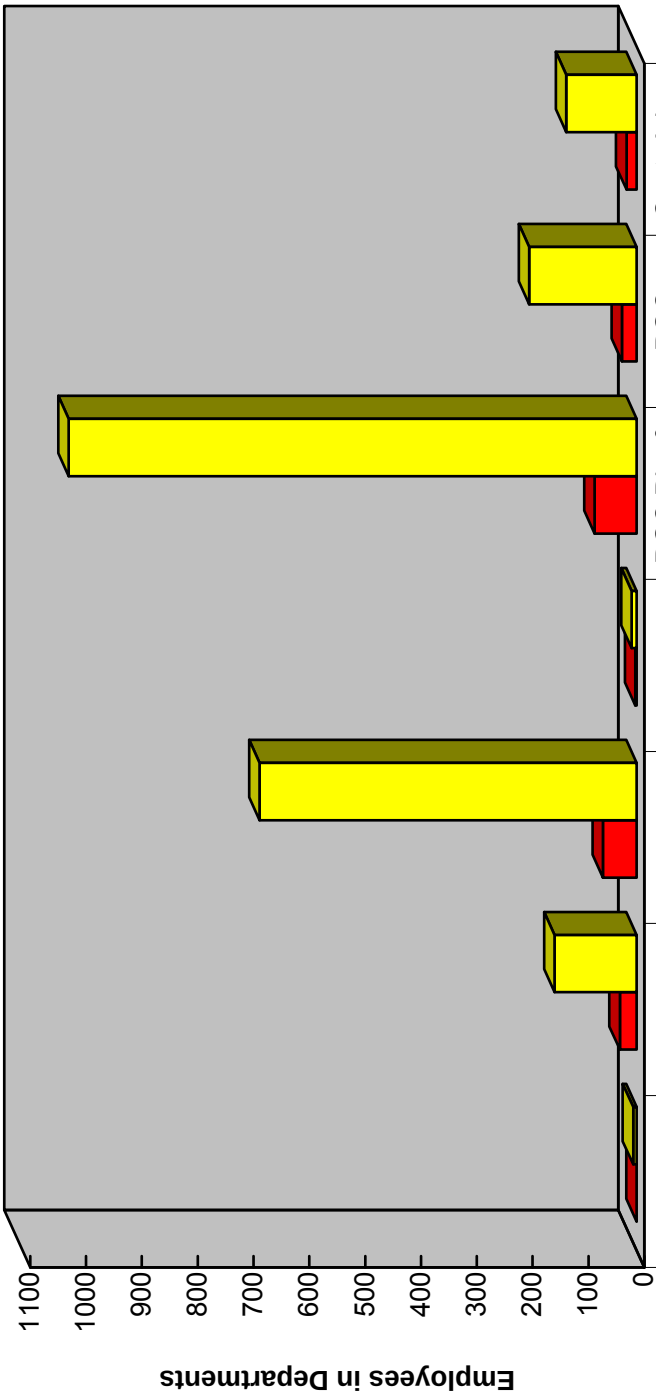
Total American Indian Promotions = 1

Career Employee Promotions By Employment Category Per Department



	CAS	MC Planning	MC Parks	PGC Planning	Parks & Recreation
Officials/Administrators	2	1	4		3
Professionals	2	3	16	4	49
Technicians			1		2
Protective Services			6		6
Paraprofessionals					2
Administrative					1
Skilled Crafts			1		2
Service Maintenance			8		12

Employees at Top of Grade (TOG) By Department



	MC Comm	MC Planning	MC Parks	PGC Comm	PGC Pks & Rec.	PGC Planning	Cent. Adm. Serv.
Employees at TOG	0	30	60	2	75	26	18
Employees in Dept	6	147	675	9	1,017	192	126

Total Employees at Top of Grade Commission-wide = 211

Comparison of Cost-of-Living Adjustments FY99 -- FY09

(Percent of Increase)

Fiscal Year	M-NCPPC Park Police FOP	M-NCPPC Ser/Labor Trades Office (Local 1994)	M-NCPPC Non-Repre. Employees	MONTGOMERY COUNTY Police (FOP)	MONTGOMERY COUNTY OPT & SLT (1994)	MONTGOMERY COUNTY Non-Repre. Employees	PRINCE GEORGE'S COUNTY Police (FOP)	PRINCE GEORGE'S COUNTY Ser/Labor Trades Office (AFSCME)++	PRINCE GEORGE'S COUNTY Non-Repre. Employees
1999	2.250	2.500 (a)	2.750	2.000	2.000	2.000	2.500 (b)	2.500	2.500
2000	2.000	3.000 (c) 2.500 (d)	2.500	2.500	2.600	2.600	2.000	2.500	2.500
2001	2.250	3.000 (e)	3.000 (e)	2.700	3.000 (f)	3.000 (f)	2.500 (g)	2.750	2.750
2002	3.000 (h)	3.100 (i)	3.100 (i)	See Note (j)	3.250	3.250	4.700 (k)	3.000	3.000
2003	2.500	3.250 (k)	3.250 (k)	4.000 (l)	3.500	3.500	3.500	3.000	3.000
2004	2.750	2.500	2.500 (m)	2.000	3.750 (m)	2.000	2.000	3.000	3.000
2005	2.500 (p)	2.700	2.700	2.000 (n)	2.000 (n)	2.000 (n)	2.000 (o)	3.000 (q)	1.500
2006	3.500 (s)	2.800 (t)	2.800 (r)	2.750	2.75	2.750	3.000	2.500	2.500
2007	3.500	3.000	3.250	4.000 (u)	4.00 (v)	4.000 (v)	3.000	2.500	2.500
2008	3.000	3.250	3.250	7.500 (w)	4.00	4.000	2.500	2.500	2.500
2009	3.250	3.250	3.250	4.250 (x)	4.50 (y)	4.500 (y) 2.000 (z)	0.000	0.000	0.000
Cumulative	30.500	34.850	32.350	33.700	35.350	35.600	27.700	27.250	25.750

++Closely matches classes represented by MCGEO Local 1994 at M-NCPPC

(a) COLA for Service/Labor Bargaining Unit employees in FY99 was 2.5%

(b) COLA of 2.5% effective January 1, 1999

(c) Service/Labor Bargaining Unit FY00 COLA of 2% effective 7/99 and 1% effective 1/00

(d) FY00 COLA for Trades and Office Units was 2.5%

(e) FY01 COLA was 2.5% on July, 2000 and .5% in January, 2001

(f) FY01 COLA was 2% in July, 2000 and 1% in January, 2001

(g) FY01 COLA was 1.5% in July, 2000 and 1% in January, 2001

(h) FY02 COLA 3% on 2/02

(i) FY02 COLA 2.5% on 7/01 and .5% on 1/02

(j) FY02 COLA $2800 on 7/01 plus $600 on 1/02 added to base

(k) FY03 COLA 2.6% effective 7/02; 0.75% effective 10/02

(l) FY03 COLA 3.0% effective 7/02; 1.0% effective 1/03

(m) FY04 delayed implementation dates

(n) COLAs effective 9/5/04

(o) FY05 COLA, 1.0% in 7/ 04 and 1.0% in 1/05

(p) FY05 COLA effective 5/05; graded officers received 2.5%; Sergeants received 5.0%

(q) FY05 COLA, 1.0% in 7/04, 1.0% in 1/05, and 1.0% in 4/05

(r) Non-represented employees received a 2.8% COLA effective 7/05

(s) Officers received 2.5% effective 7/05 and a 1% COLA effective 4/06

(t) FY06 COLA for Service, Labor, Trades, Office was 2.8% effective 7/05

(u) FY07 COLA, 3.0% effective 1/9/06 and 1.0% effective 1/7/07

(v) FY07 COLA, 3.0% effective 7/1/06 and 1.0% effective 1/1/07

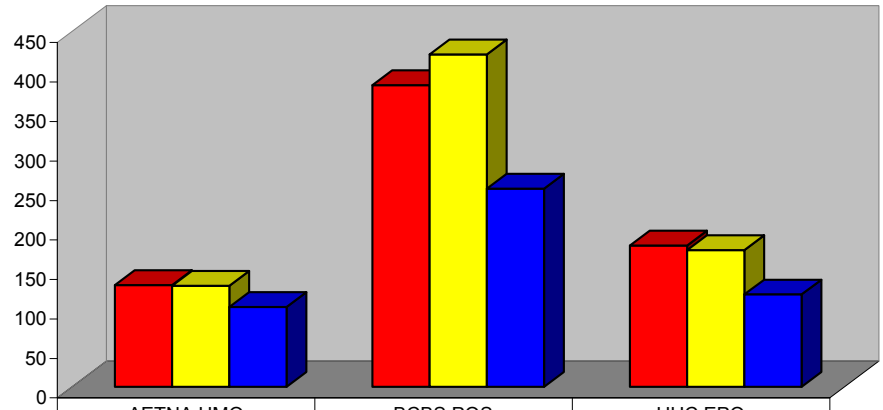
(w) Salary schedule adjusted by $3,151 - equivalent to 7.5%, effective 7/1/07

(x) FY09 COLA, 4.25% for officers

(y) FY09 COLA of 4.5% for Service/Labor, Trades and Office Units, and Non-represented

(z) FY09 one-time 2% longevity for employees with performance ratings of exceptional or highly successful for 2 most consecutive years and are at top of grade, and have 20 years completed service

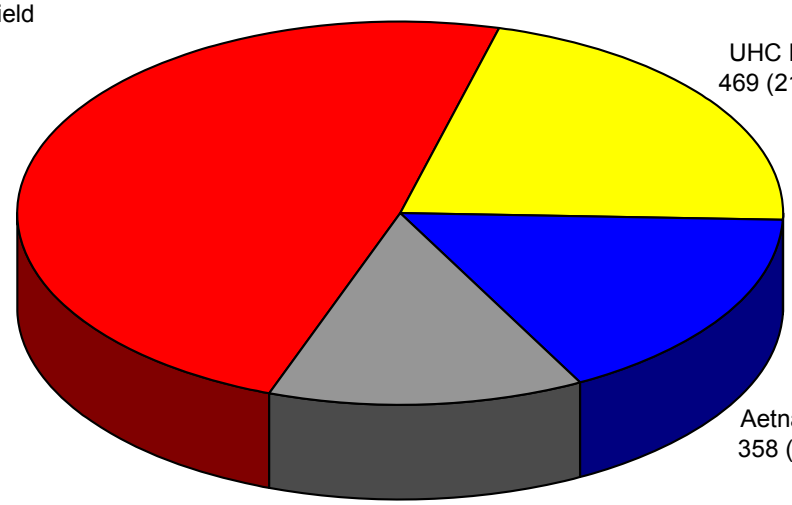
MedicalHealth Plan Participation by Coverage



	AETNA HMO	BCBS POS	UHC EPO
Family	129	382	179
Single	128	421	173
Two Member	101	251	117

Career Employees not participating in a M-NCPPC Health Program = 291

Medical Health Plan Participation by Provider



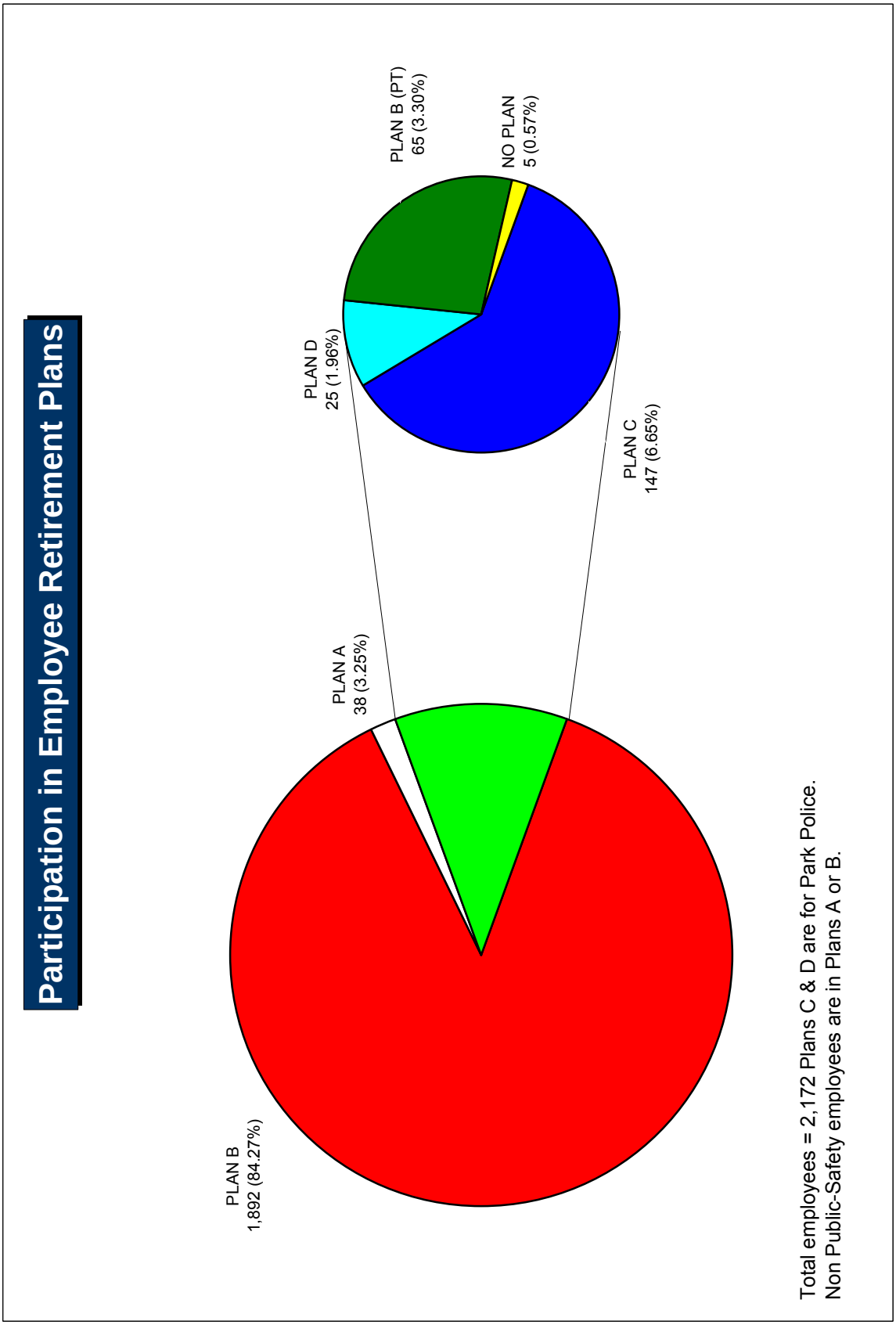
Total Employees = 2,172

These graphs do not include participation in prescription drug, dental or vision coverage.
Participation is based on calendar year. Distribution changes each calendar year at time of Open Enrollment.

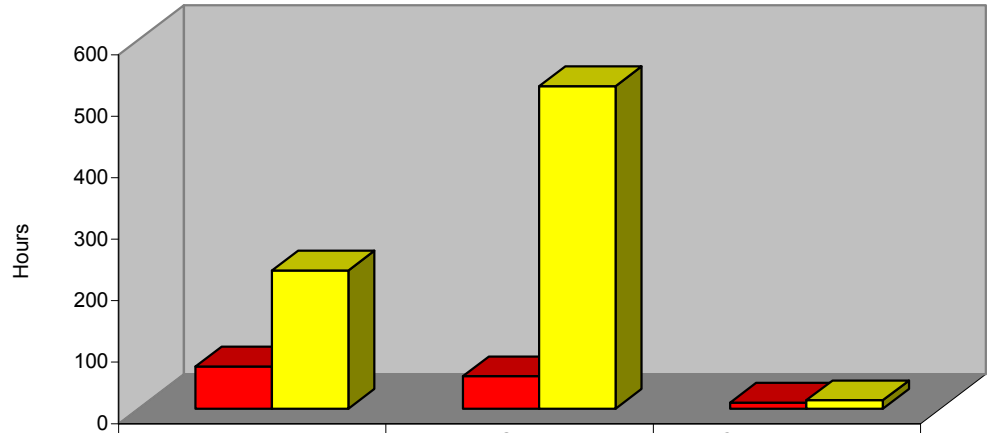
Active Career Health Plan Participation

Health Plan	Coverage	Enrolled	Percentage
IPA Models			
UHC EPO	Family	179	8.30%
UHC EPO	Single	173	8.00%
UHC EPO	Two-Member	117	5.40%
Aetna HMO	Family	129	6.00%
Aetna HMO	Single	128	5.90%
Aetna HMO	Two-Member	101	4.70%
		827	**41.10%**
POS			
Blue Cross/Blue Shield POS	Family	382	17.60%
Blue Cross/Blue Shield POS	Single	421	19.40%
Blue Cross/Blue Shield POS	Two Member	251	11.60%
		1054	**45.60%**
No Health Plan		**291**	**13.40%**
Total		**2172**	**100%**

NOTE: Does not include participation in prescription drug, supplemental dental, or vision coverage. Participation is based on calendar year. Distribution changes each calendar year through Open


Participation in Employee Retirement Plans
PLAN B
1,892 (84.27%)
PLAN A
38 (3.25%)
PLAN D
25 (1.96%)
PLAN B (PT)
65 (3.30%)
NO PLAN
5 (0.57%)
PLAN C
147 (6.65%)
Total employees = 2,172 Plans C & D are for Park Police.
Non Public-Safety employees are in Plans A or B.

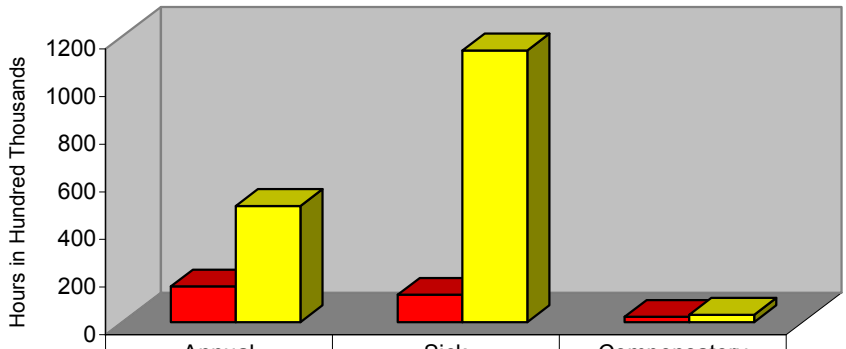
Per Employee
Average Leave Taken/Average Leave Balance



	Annual	Sick	Compensatory
ALT(hrs)	69	53	10
ALB(hrs)	225	525	14

ALT = Average Leave Taken ALB - Average Leave Balance

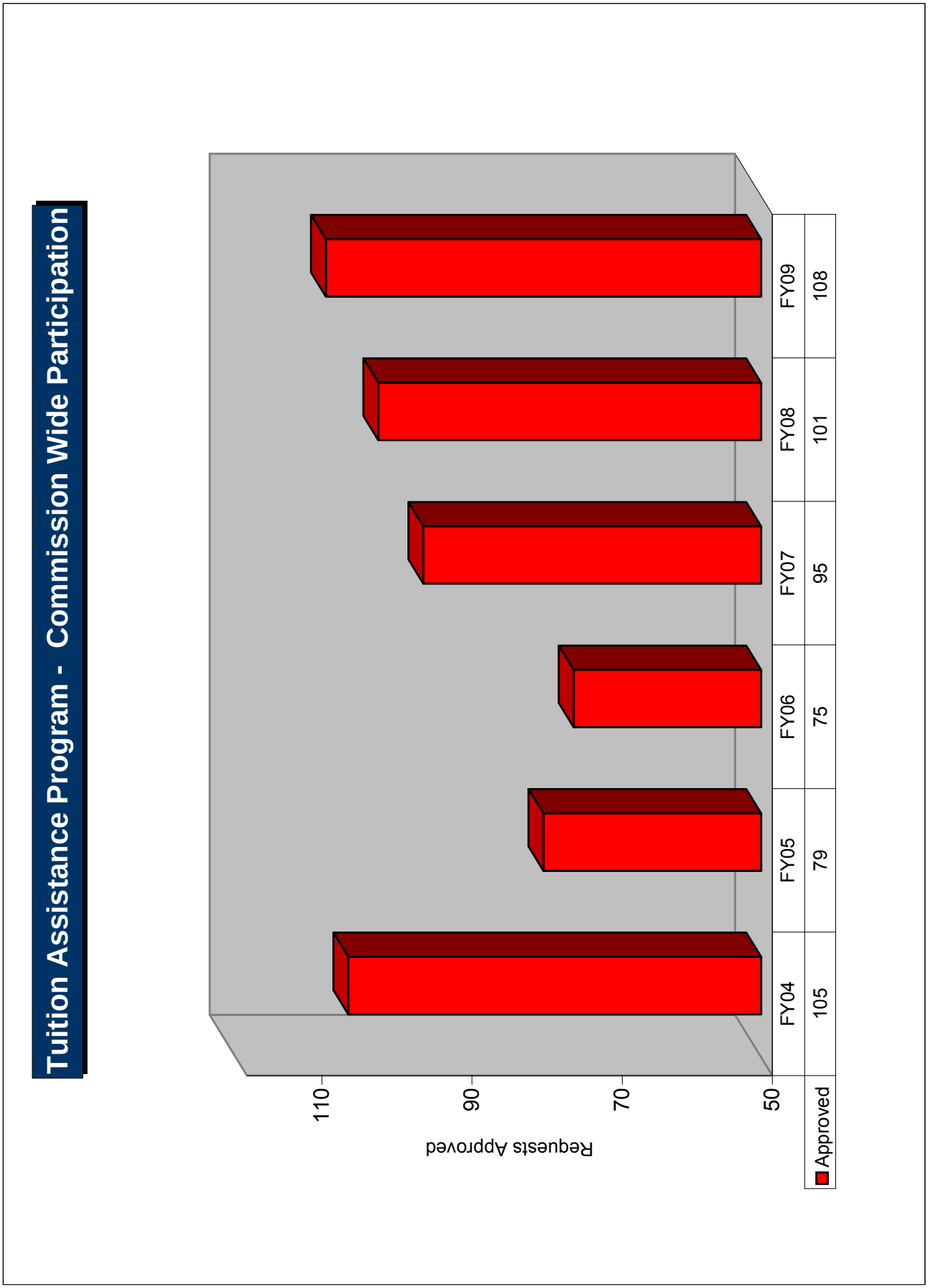
Total Leave Taken/
Total Leave Balance

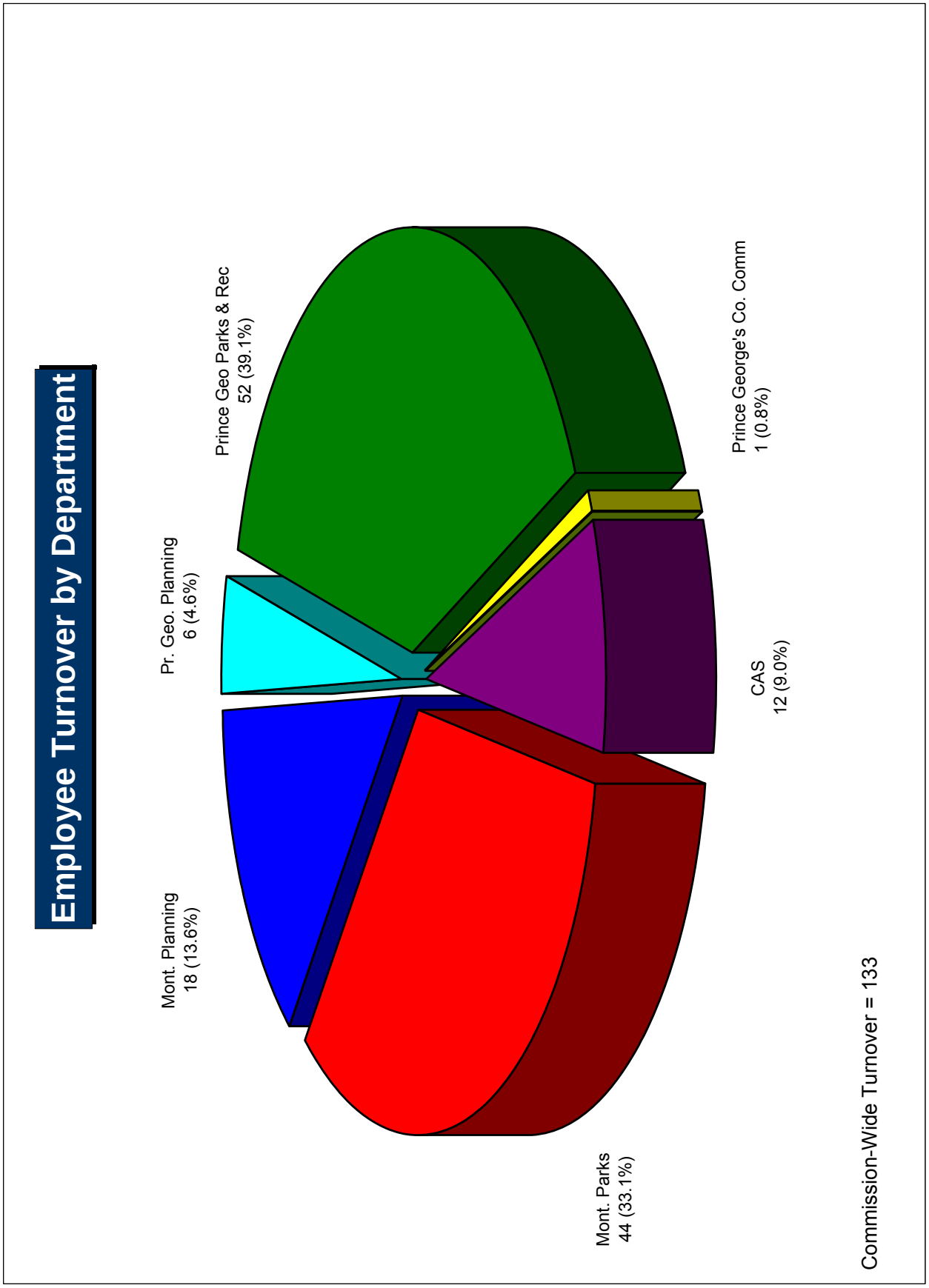


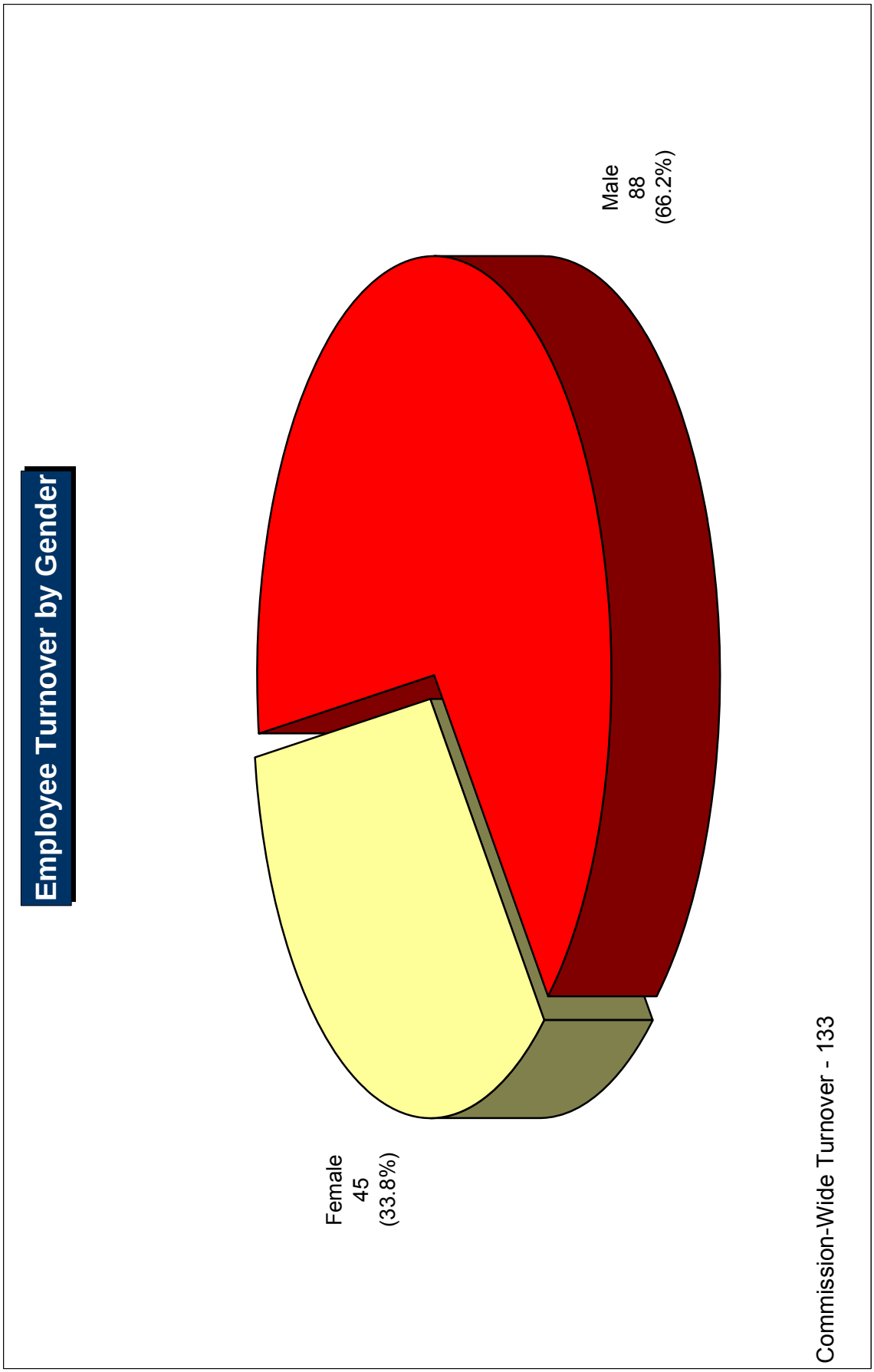
	Annual	Sick	Compensatory
TLT(hrs)	149,730	114,625	21,930
TLB(hrs)	487,747	1,140,751	30,868

TLT = Total Leave Taken
TLB - Total Leave Balance

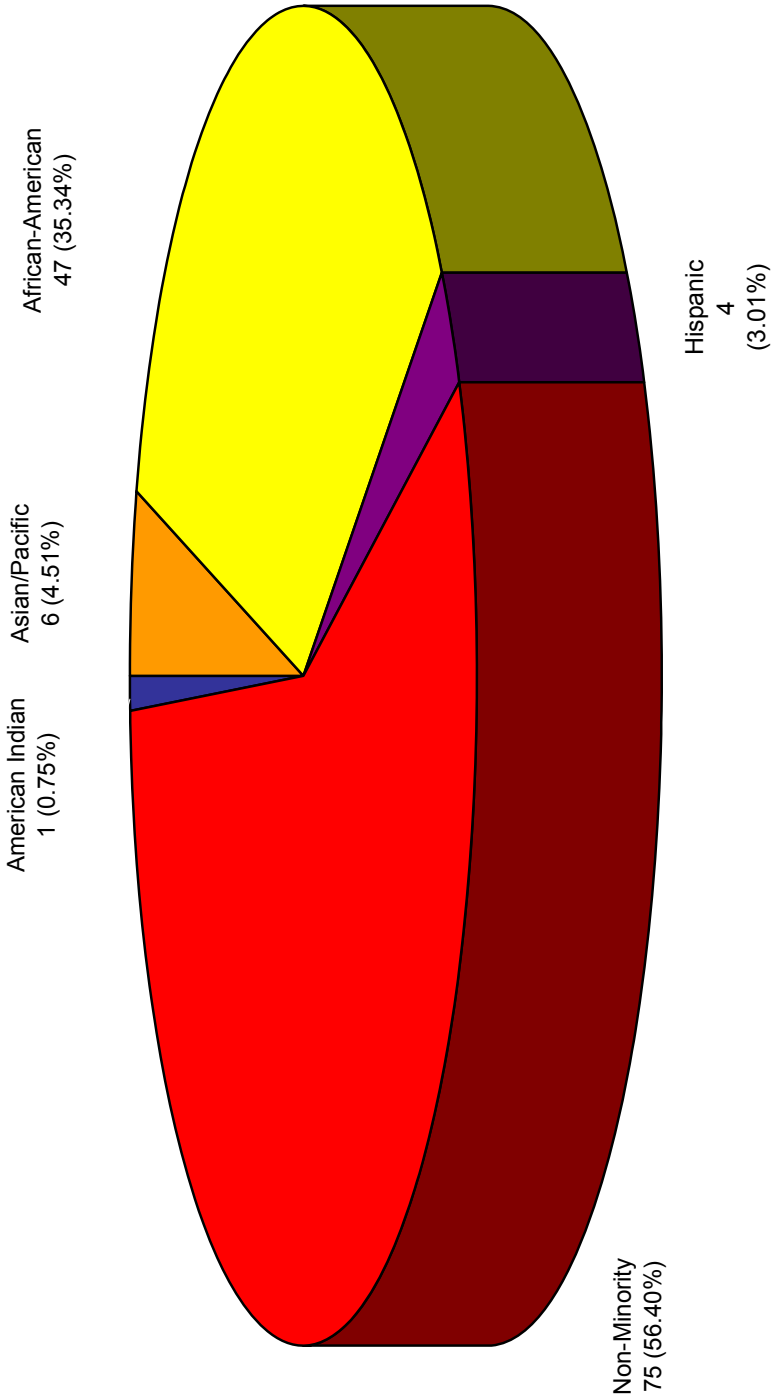
Annual and Compensatory leave balances reflect a potential liability for payment to employee upon termination.
Sick leave is lost upon termination, or if an employee is retiring, sick leave is converted to creditable service at retirement.


Tuition Assistance Program - Commission Wide Participation
Requests Approved
110
90
70
50
FY04
FY05
FY06
FY07
FY08
FY09
Approved
105
79
75
95
101
108

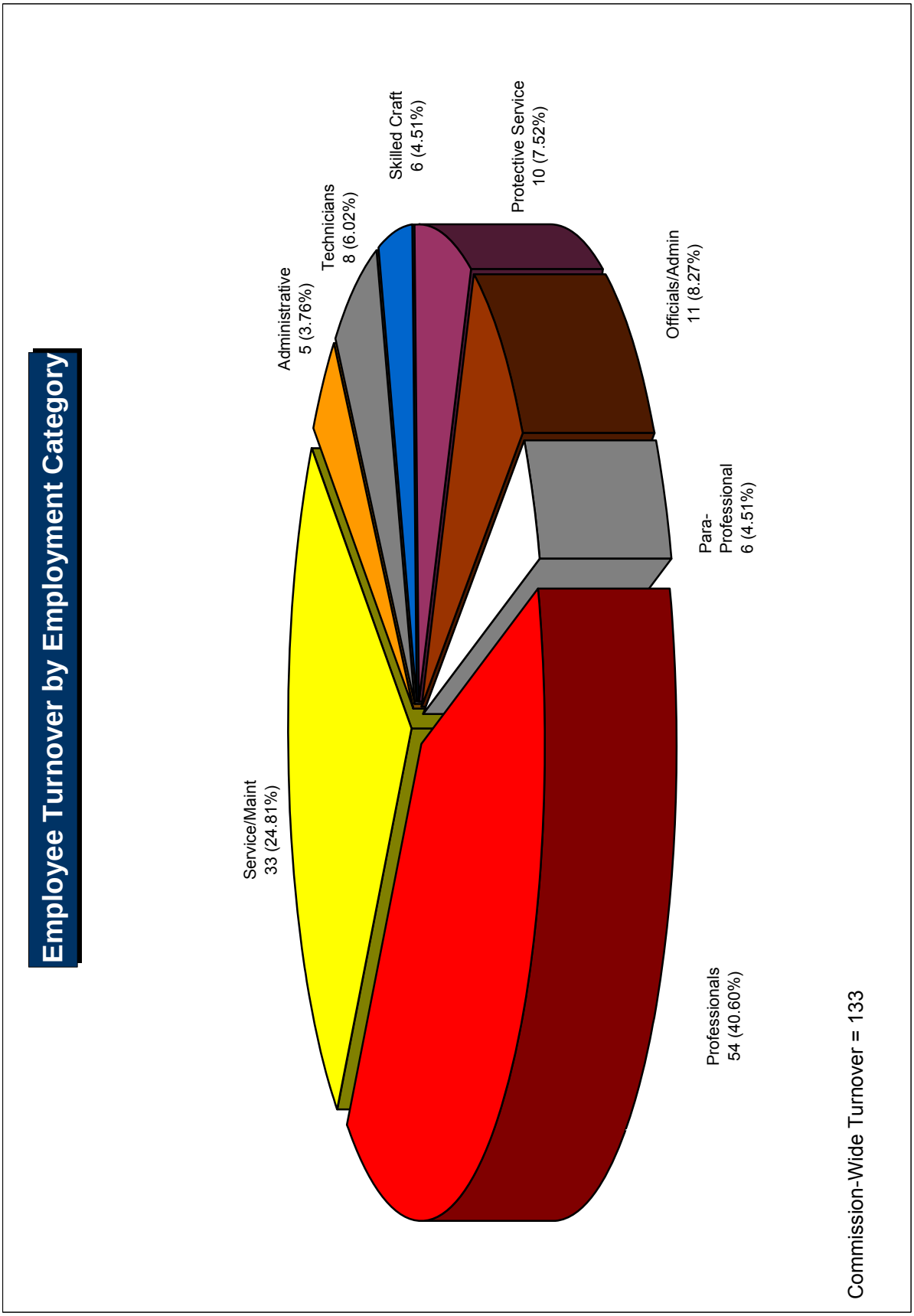

Employee Turnover by Department
Prince Geo Parks & Rec
52 (39.1%)
Pr. Geo. Planning
6 (4.6%)
Mont. Planning
18 (13.6%)
Mont. Parks
44 (33.1%)
CAS
12 (9.0%)
Prince George's Co. Comm
1 (0.8%)
Commission-Wide Turnover = 133


Employee Turnover by Gender
Male
88
(66.2%)
Female
45
(33.8%)
Commission-Wide Turnover - 133

Employee Turnover by Race/Ethnicity



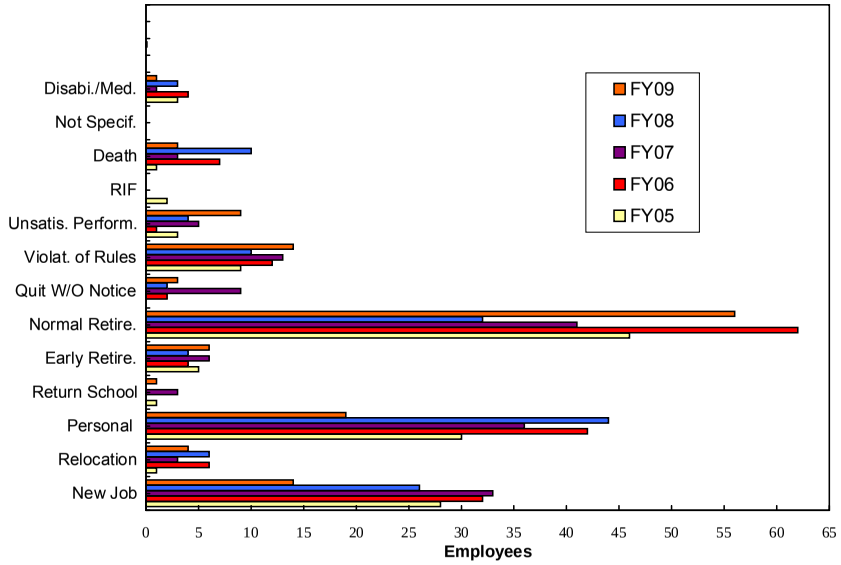
Tunover Commission-Wide = 133


Employee Turnover by Employment Category
Service/Maint
33 (24.81%)
Administrative
5 (3.76%)
Technicians
8 (6.02%)
Skilled Craft
6 (4.51%)
Protective Service
10 (7.52%)
Officials/Admin
11 (8.27%)
Para-
Professional
6 (4.51%)
Professionals
54 (40.60%)
Commission-Wide Turnover = 133

Number of Separations by Reason and Fiscal Year

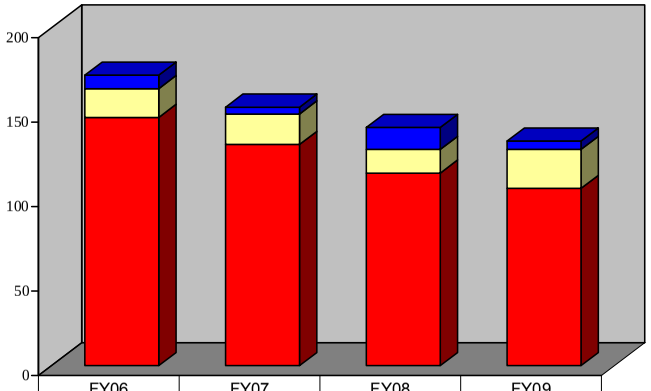
		2005	2006	2007	2008	2009
Voluntary	New Job	28	32	33	26	14
	Relocation	1	6	3	6	4
	Personal Reasons	30	42	36	43	19
	Return to School	1	0	3	0	1
	Early Retirement	5	4	6	4	6
	Normal Retirement	46	62	41	32	56
	Quit Without Notice	0	2	9	2	3
	Other	0	0	0	1	2
Management/Fiscal	Violation of Rules	9	12	13	10	14
	Unsatisfactory Performance	3	1	5	4	9
	Reduction in Force (RIF)	2	0	0	0	0
Other	Death	1	7	3	10	3
	Not Specified	0	0	0	0	0
	DisabilityMedical	3	4	1	3	1
	Resign Medical	0	0	0	0	1
	Total Separations	129	172	153	141	133
	Turnover Rate	6.64%	8.87%	7.73%	6.80%	6.20%

Turnover - Separation Reasons

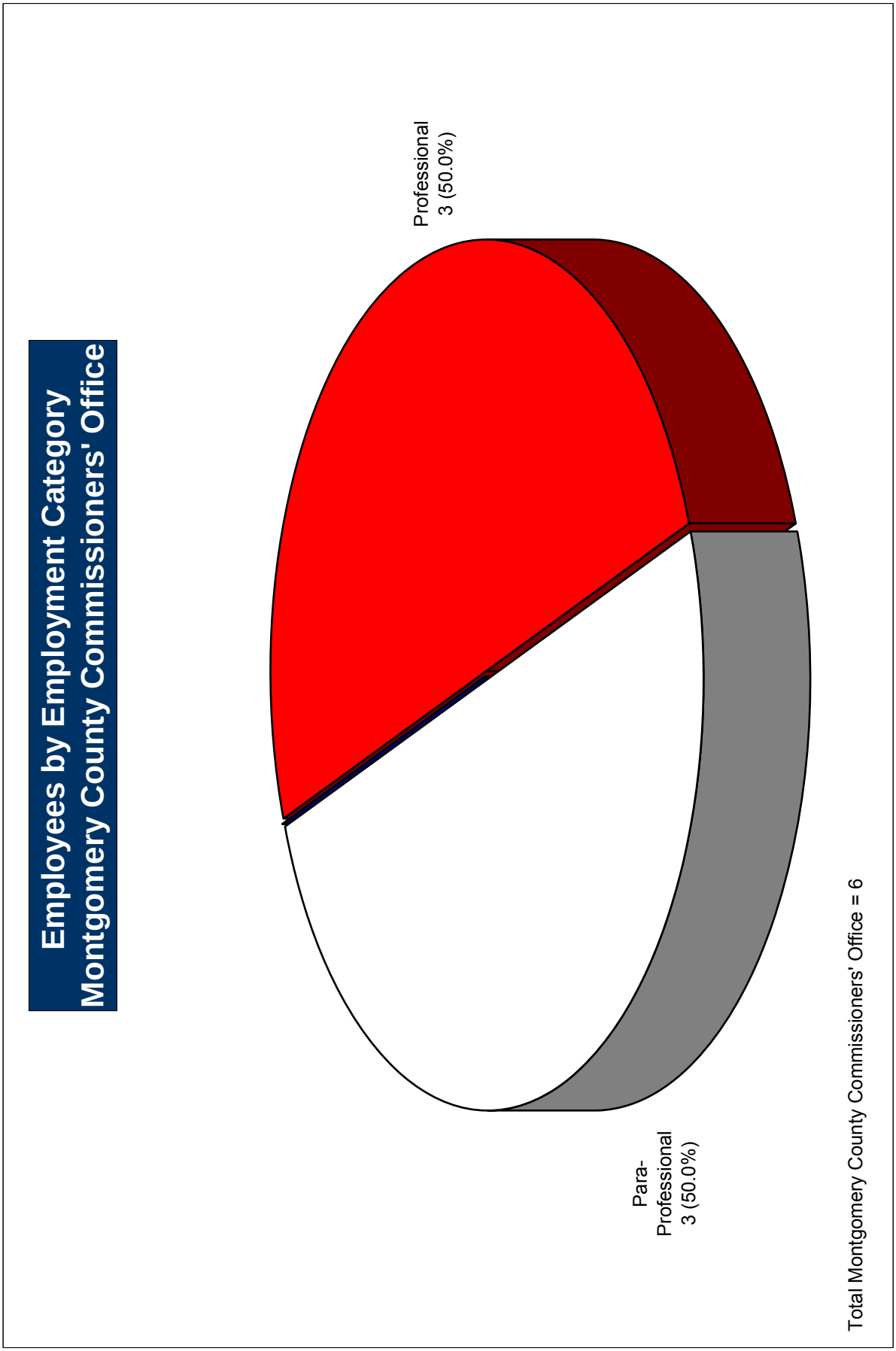


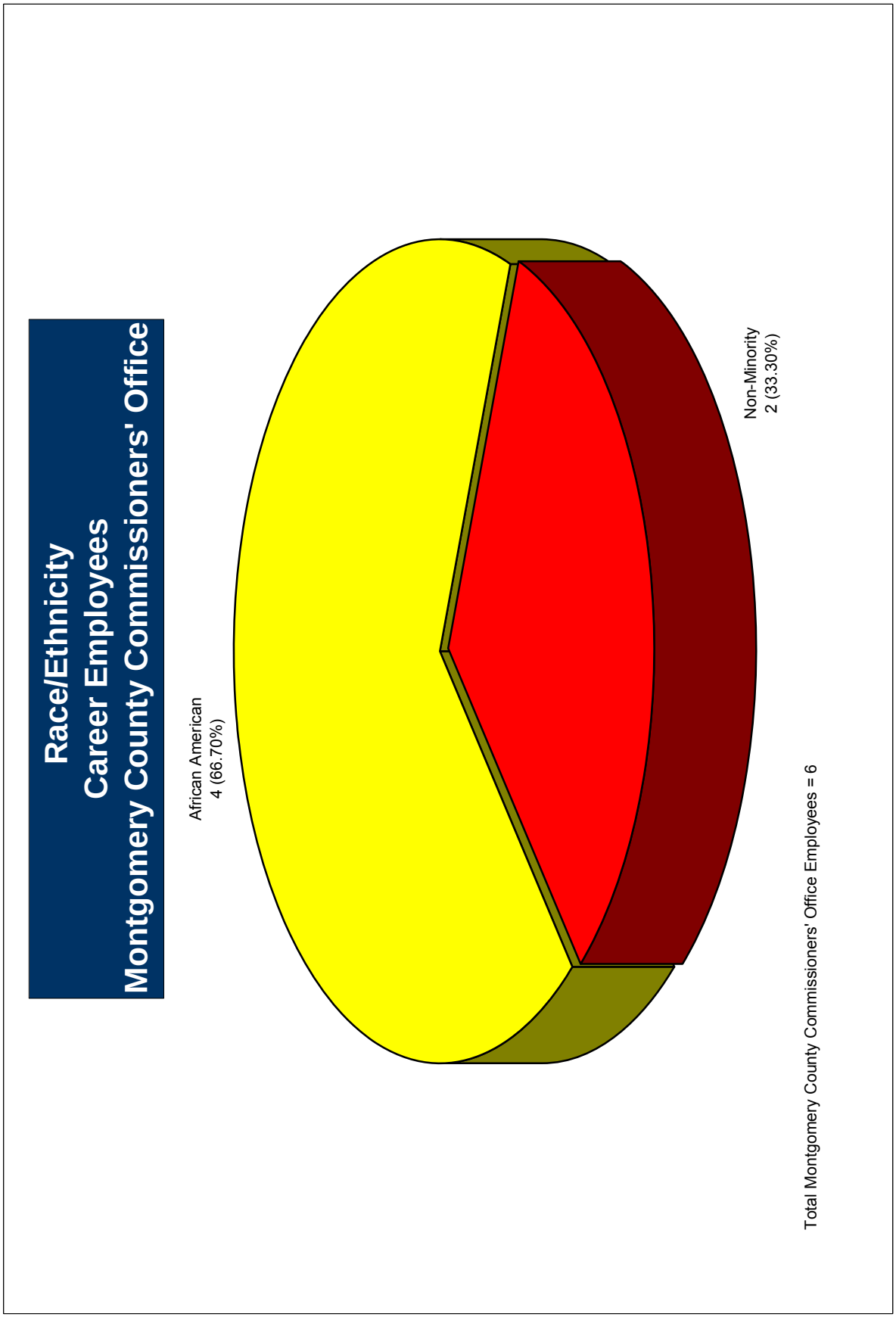
Category of Disability/Medical introduced in FY05

Turnover - Separation Reasons

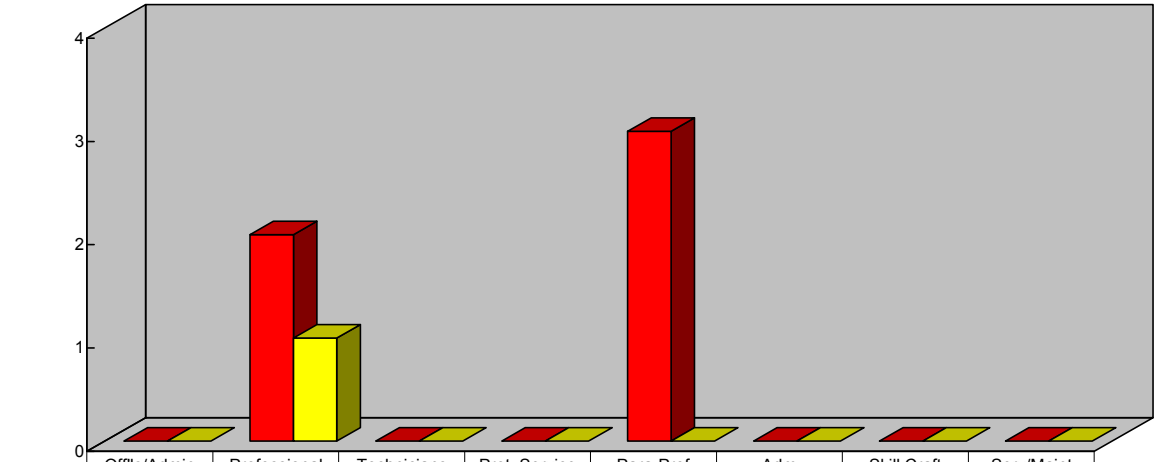


	FY06	FY07	FY08	FY09
Other	8	4	13	5
Mgt./Fiscal	17	18	14	23
Voluntary	147	131	114	105


Employees by Employment Category
Montgomery County Commissioners' Office
Professional
3 (50.0%)
Para-
Professional
3 (50.0%)
Total Montgomery County Commissioners' Office = 6


Race/Ethnicity
Career Employees
Montgomery County Commissioners' Office
African American
4 (66.70%)
Non-Minority
2 (33.30%)
Total Montgomery County Commissioners' Office Employees = 6

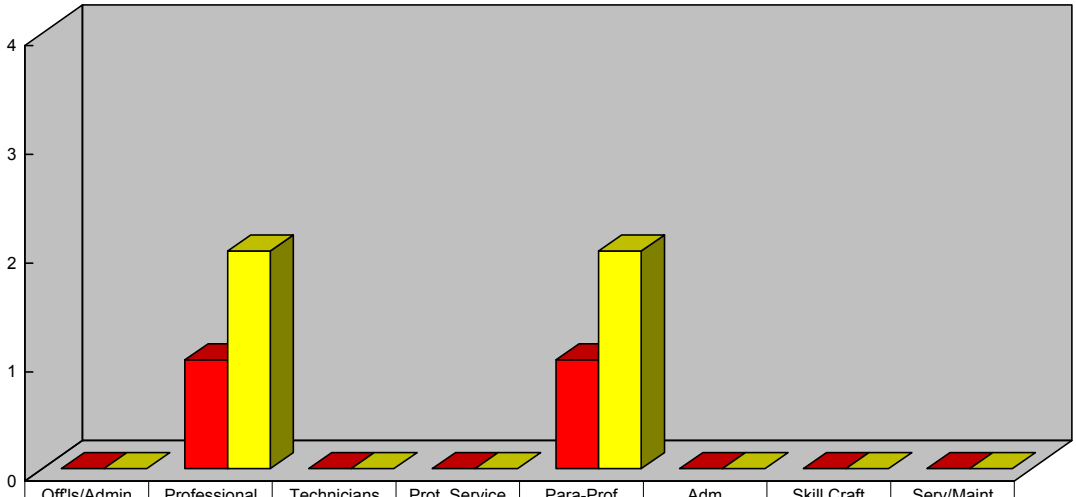
Distribution by Employment Category and Gender
Montgomery County Commissioners' Office



	Off'ls/Admin	Professional	Technicians	Prot. Service	Para-Prof	Adm	Skill Craft	Serv/Maint
Female	0	2	0	0	3	0	0	0
Male	0	1	0	0	0	0	0	0

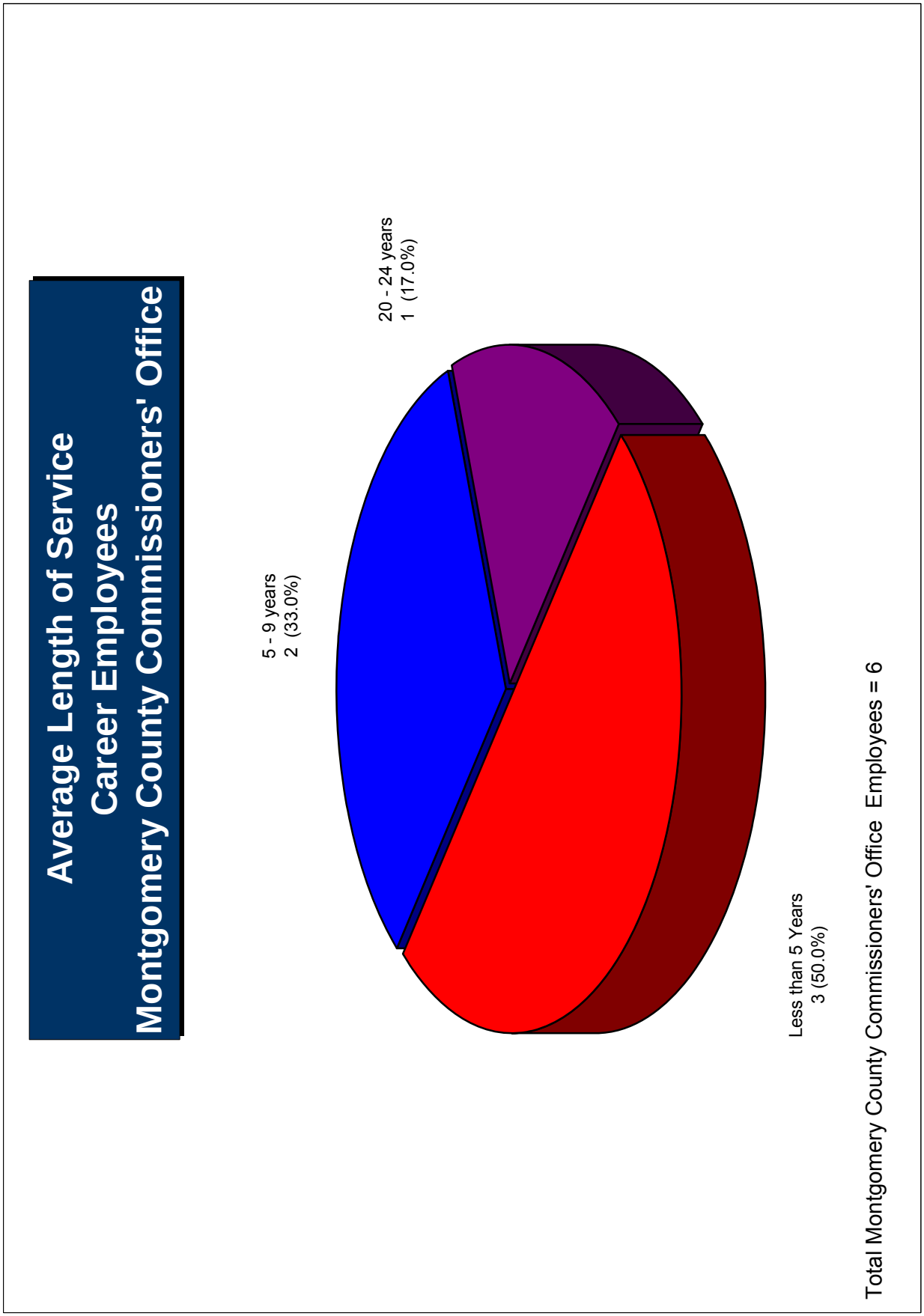
Total Montgomery County Commissioners' Office Employees = 6

Distribution by Employment Category and Race/Ethnicity
Montgomery County Commissioners' Office

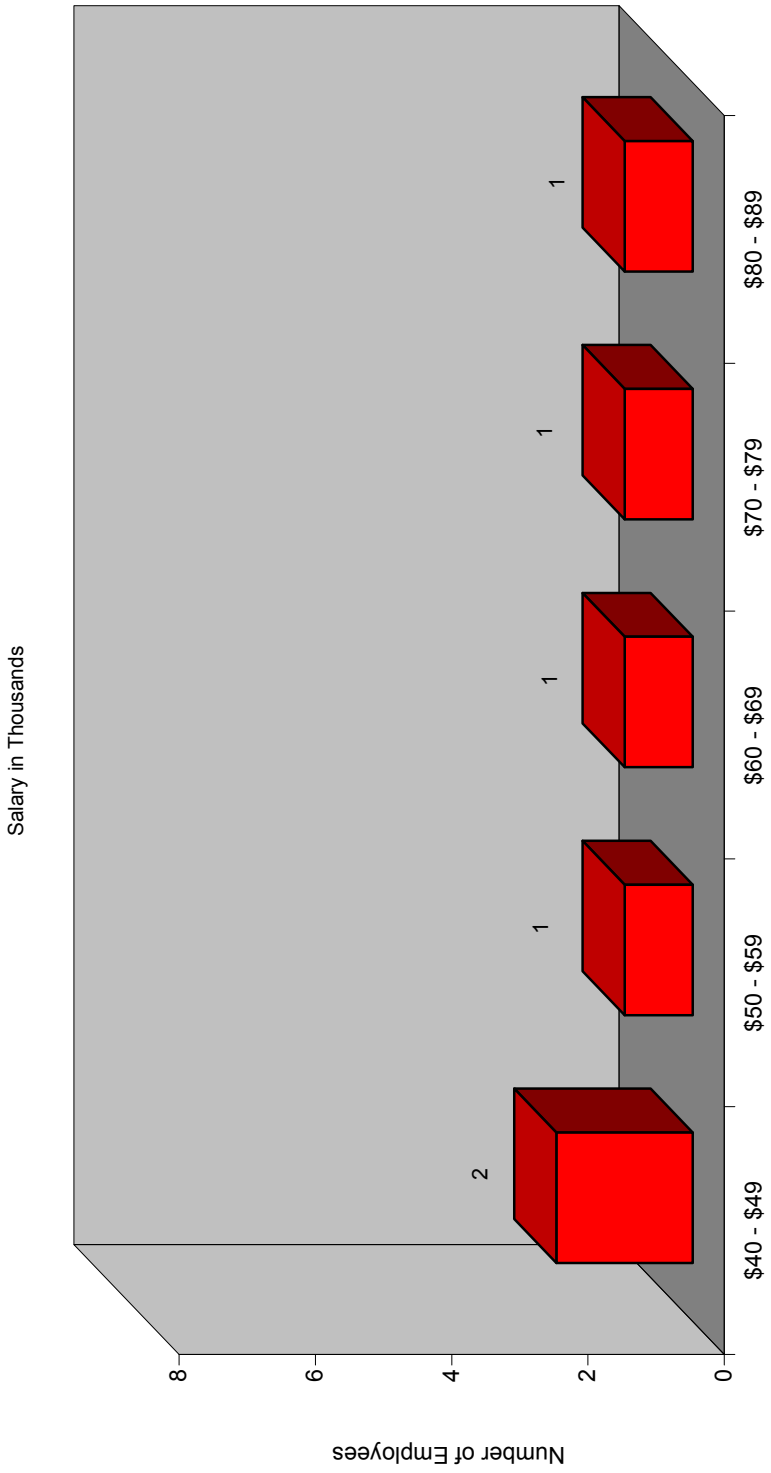


	Off'ls/Admin	Professional	Technicians	Prot. Service	Para-Prof	Adm	Skill Craft	Serv/Maint
Non-Minority	0	1	0	0	1	0	0	0
Minority	0	2	0	0	2	0	0	0

Total Montgomery County Commissioners' Office Employees = 6


Average Length of Service
Career Employees
Montgomery County Commissioners' Office
5 - 9 years
2 (33.0%)
20 - 24 years
1 (17.0%)
Less than 5 Years
3 (50.0%)
Total Montgomery County Commissioners' Office Employees = 6

Salary Range
Career Full - Time Employees
Montgomery County Commissioners' Office



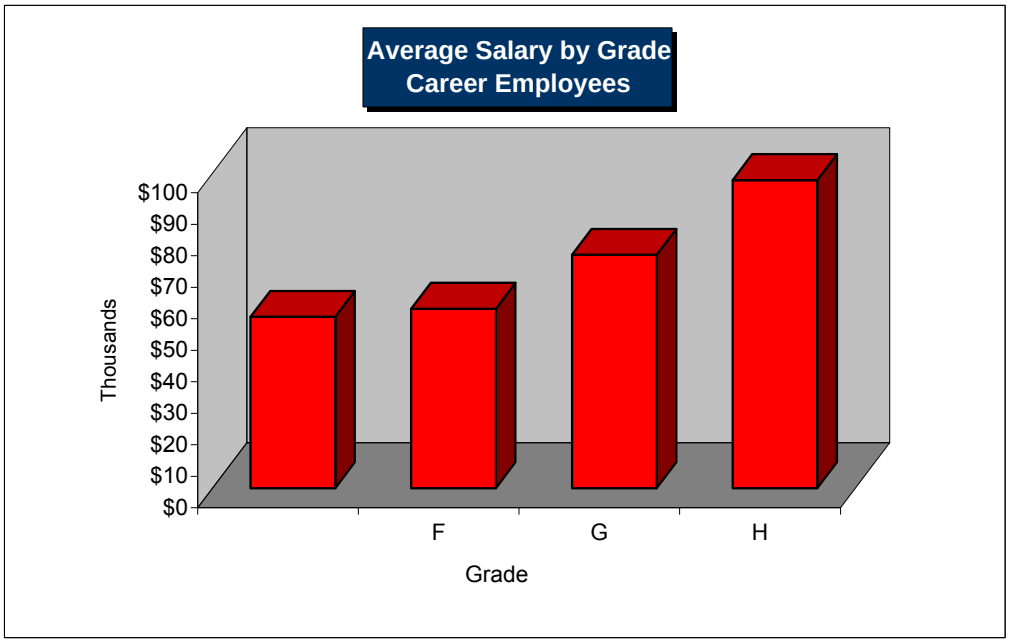
Total Montgomery Commissioners' Office Full-Time Employees = 6
Average Salary: $71,912

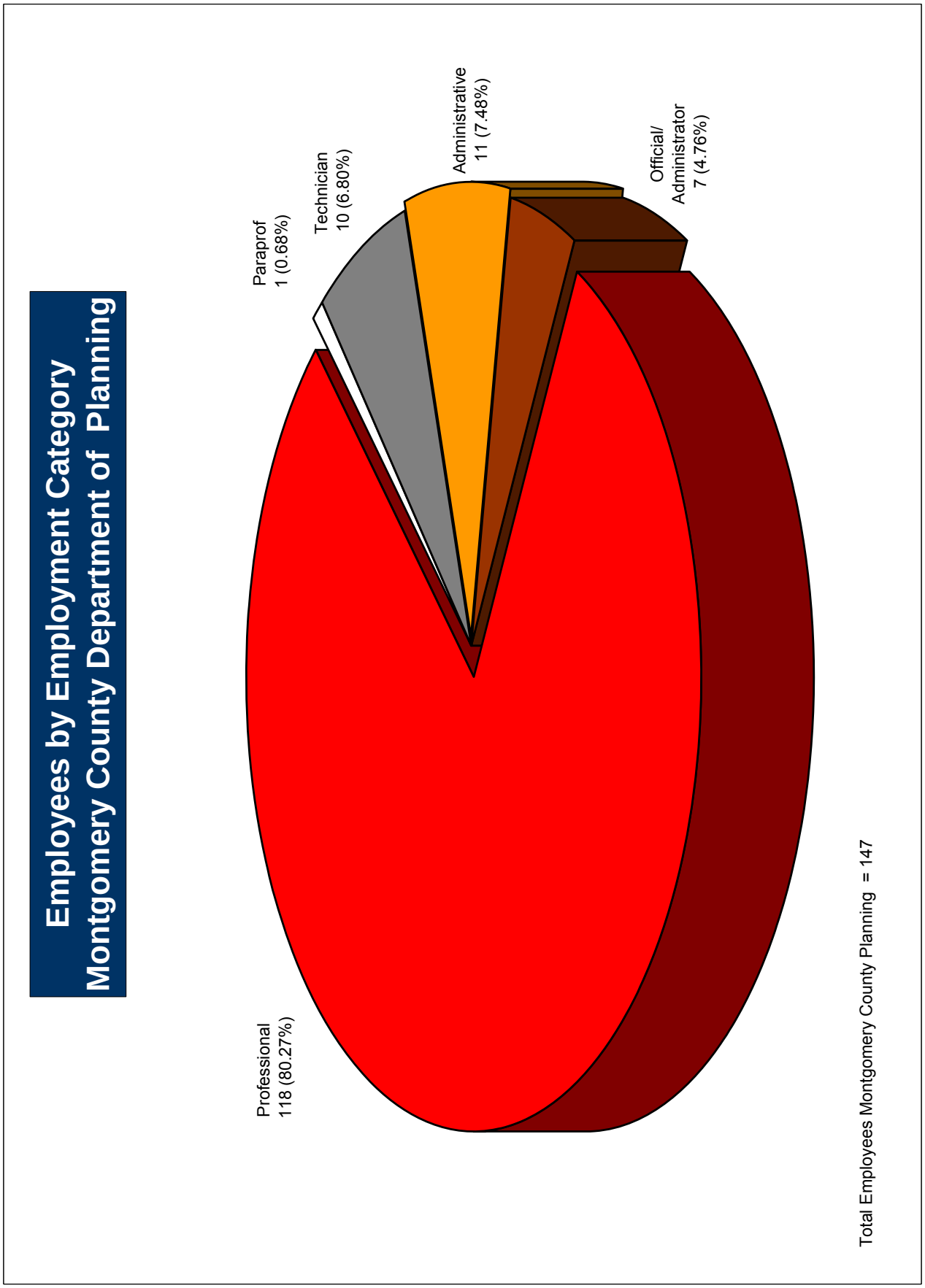
Does not include part-time employees

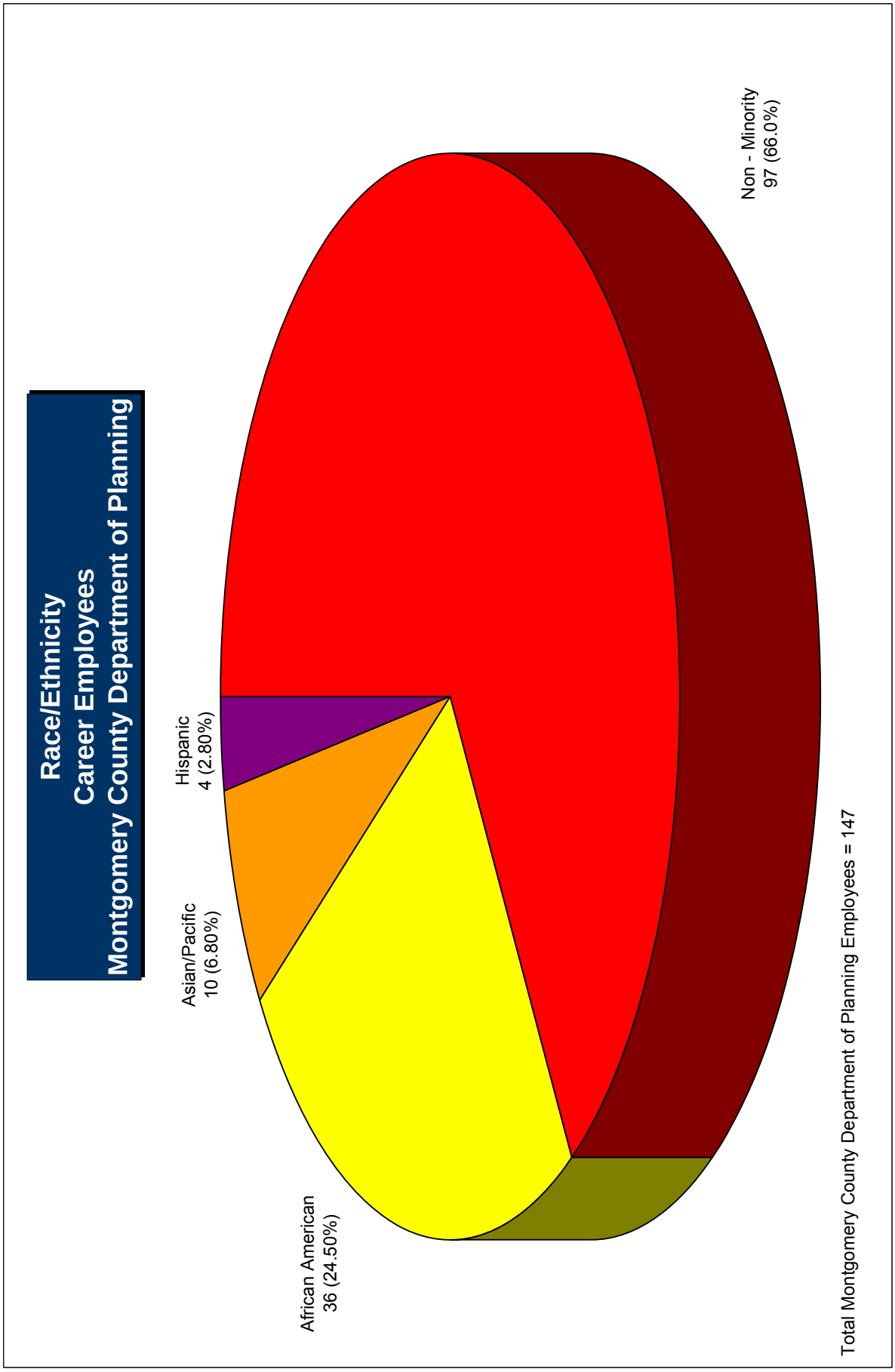
Average Annual Salary for Career Employees by Grade
Montgomery County Commissioners' Office

Grade	Salary
F	$ 54,403
G	$ 56,997
H	$ 74,088
J	$ 97,805

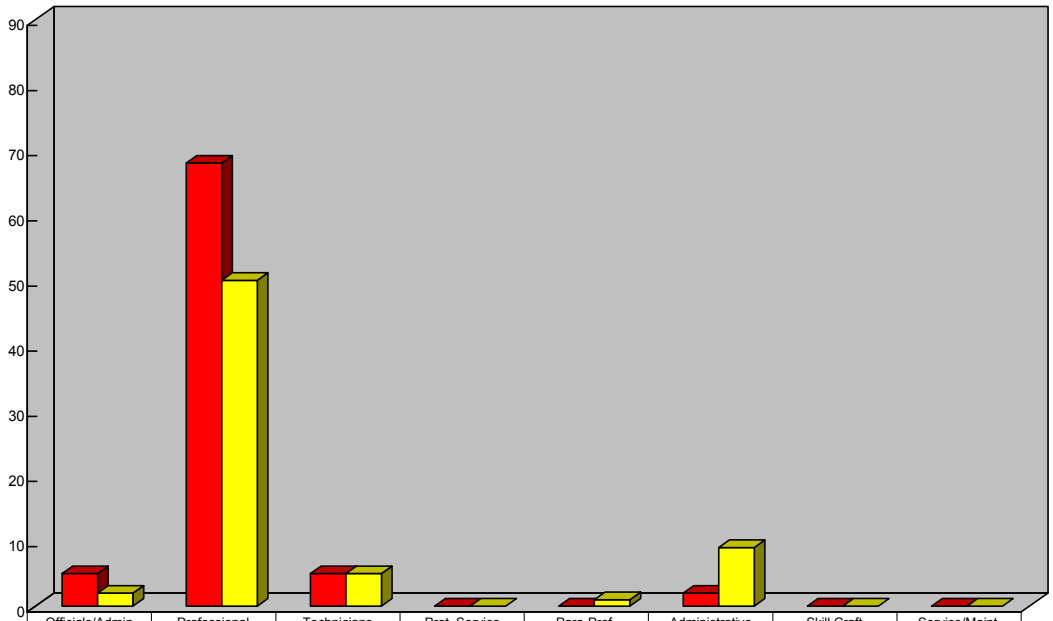
Average Departmental Salary: $71,912
Average Commission Salary: $63,561




Employees by Employment Category
Montgomery County Department of Planning
Professional
118 (80.27%)
Paraprof
1 (0.68%)
Technician
10 (6.80%)
Administrative
11 (7.48%)
Official/
Administrator
7 (4.76%)
Total Employees Montgomery County Planning = 147


Race/Ethnicity
Career Employees
Montgomery County Department of Planning
Hispanic
4 (2.80%)
Asian/Pacific
10 (6.80%)
African American
36 (24.50%)
Non - Minority
97 (66.0%)
Total Montgomery County Department of Planning Employees = 147

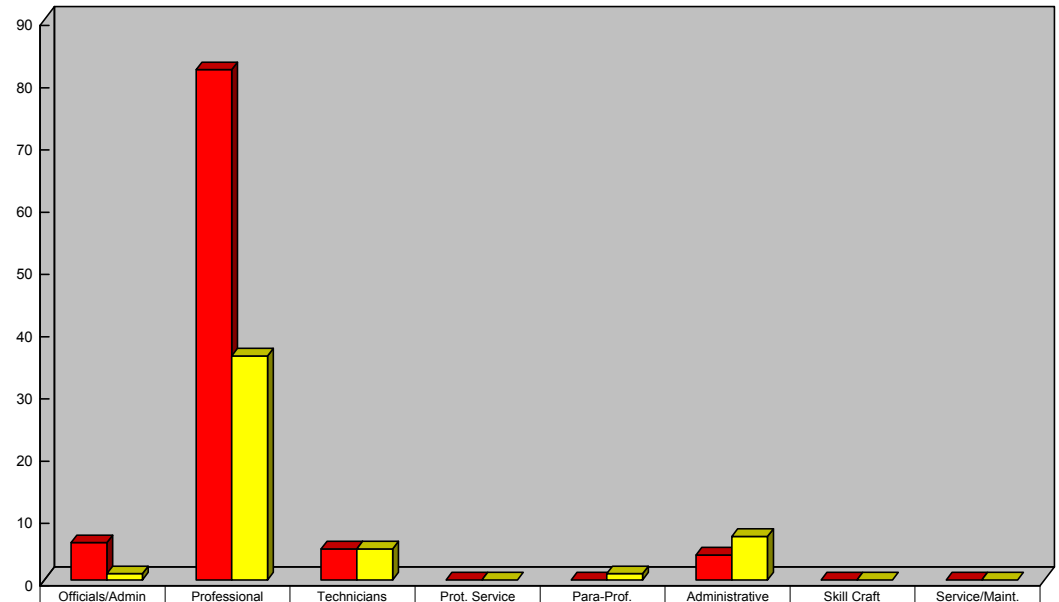
Distribution by Employment Category and Gender
Montgomery County Department of Planning



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Male	5	68	5	0	0	2	0	0
Female	2	50	5	0	1	9	0	0

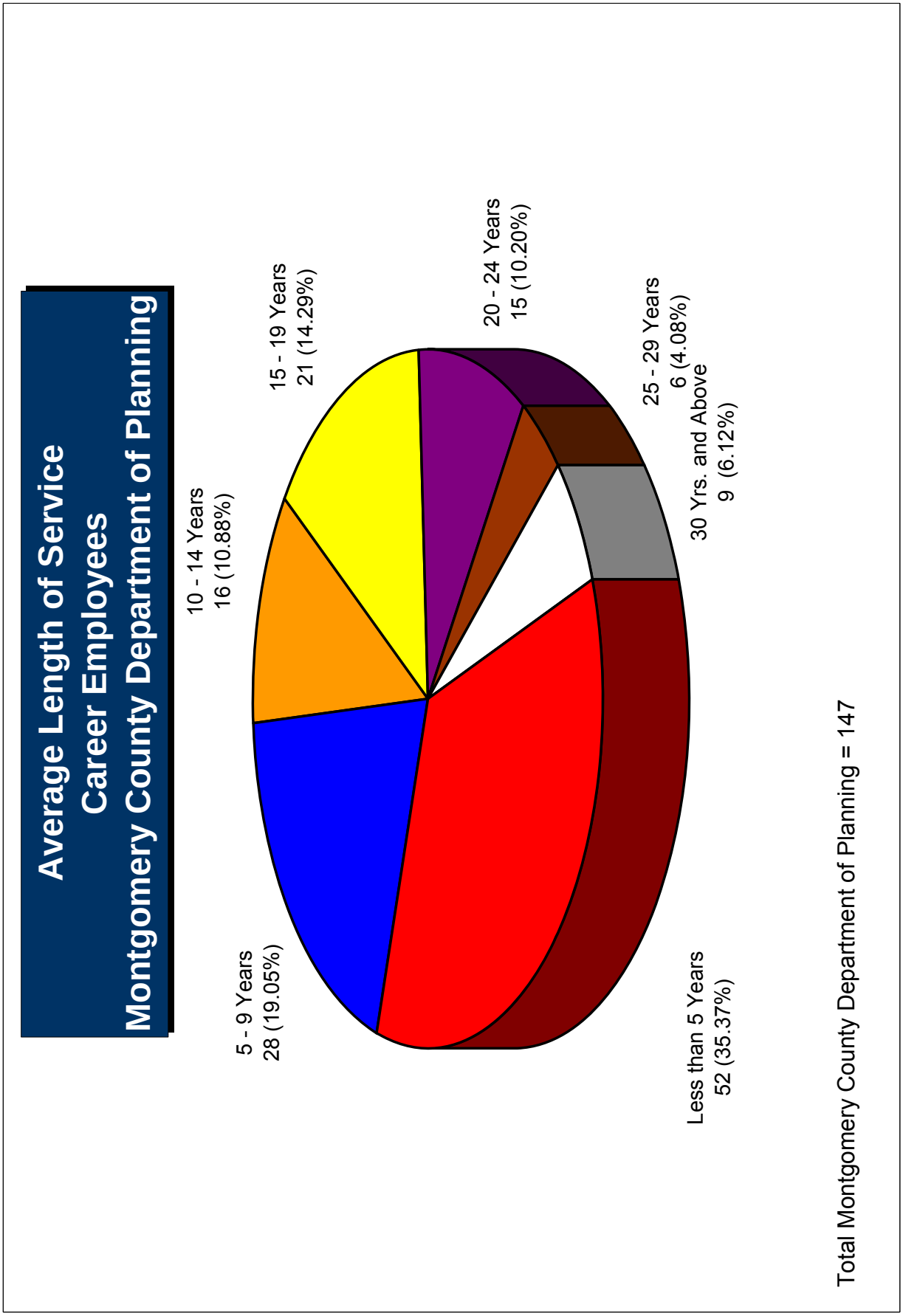
Total Montgomery County Department of Planning Employees = 147

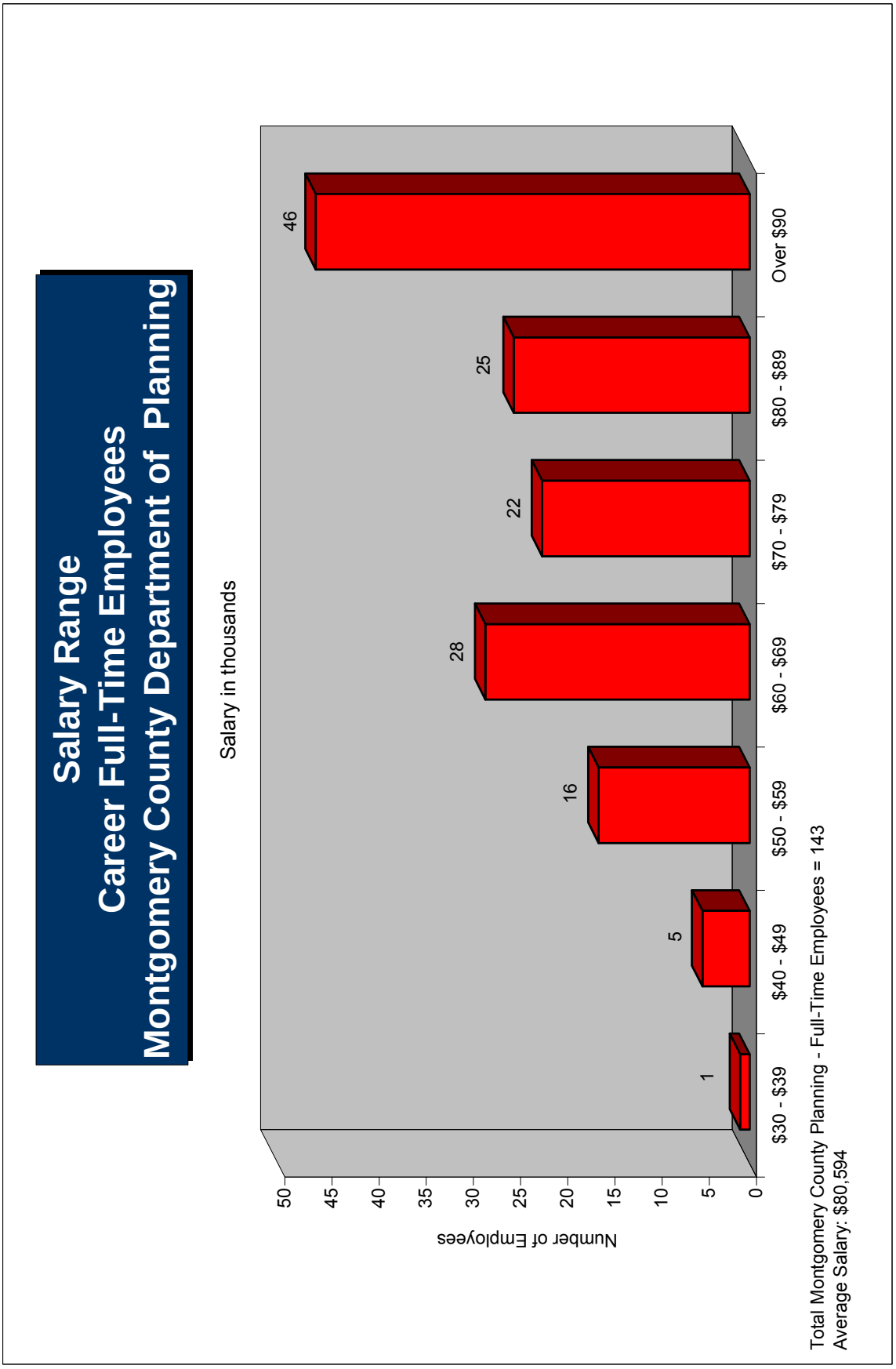
Distribution by Employment Category and Race/Ethnicity
Montgomery County Department of Planning



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Non-Minority	6	82	5	0	0	4	0	0
Minority	1	36	5	0	1	7	0	0

Total Montgomery County Department of Planning Employees = 147

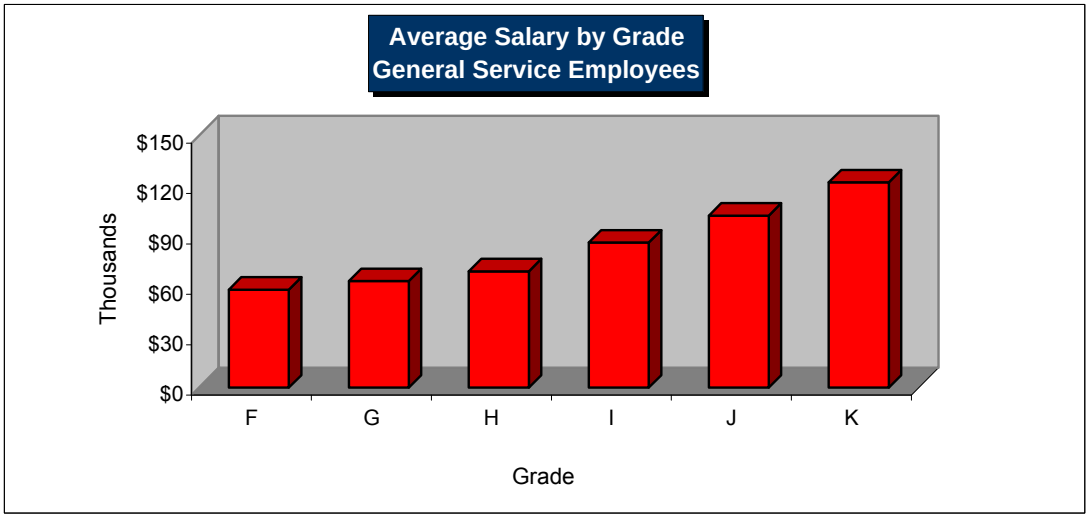

Average Length of Service
Career Employees
Montgomery County Department of Planning
5 - 9 Years
28 (19.05%)
10 - 14 Years
16 (10.88%)
15 - 19 Years
21 (14.29%)
20 - 24 Years
15 (10.20%)
25 - 29 Years
6 (4.08%)
30 Yrs. and Above
9 (6.12%)
Less than 5 Years
52 (35.37%)
Total Montgomery County Department of Planning = 147

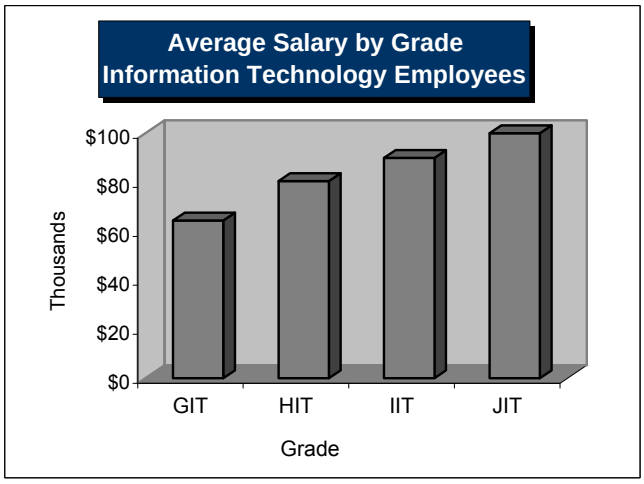

Salary Range
Career Full-Time Employees
Montgomery County Department of Planning
Salary in thousands
Number of Employees
50
45
40
35
30
25
20
15
10
5
0
1
5
16
28
22
25
46
$30 - $39
$40 - $49
$50 - $59
$60 - $69
$70 - $79
$80 - $89
Over $90
Total Montgomery County Planning - Full-Time Employees = 143
Average Salary: $80,594

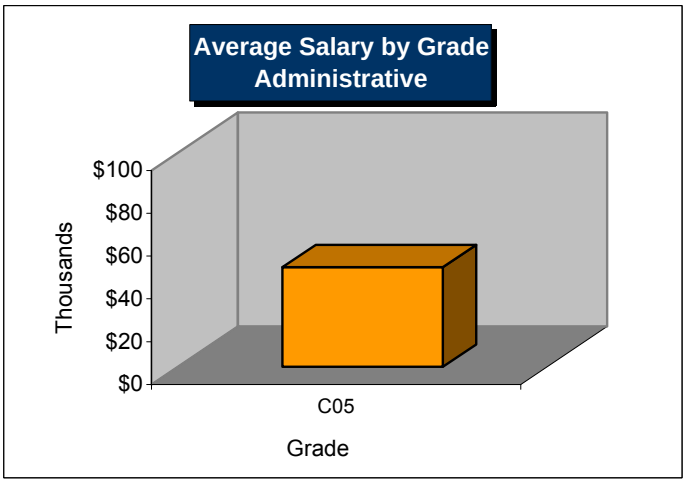
Average Annual Salary for Career Employees by Grade
Montgomery County Department of Planning

Grade	Salary	Grade	Salary	Grade	Salary
C05	$46,534	F	$58,329	GIT	$64,415
		G	$63,466	HIT	$80,517
		H	$69,283	IIT	$89,957
		I	$86,434	JIT	$119,028
		J	$102,393		
		K	$122,200		

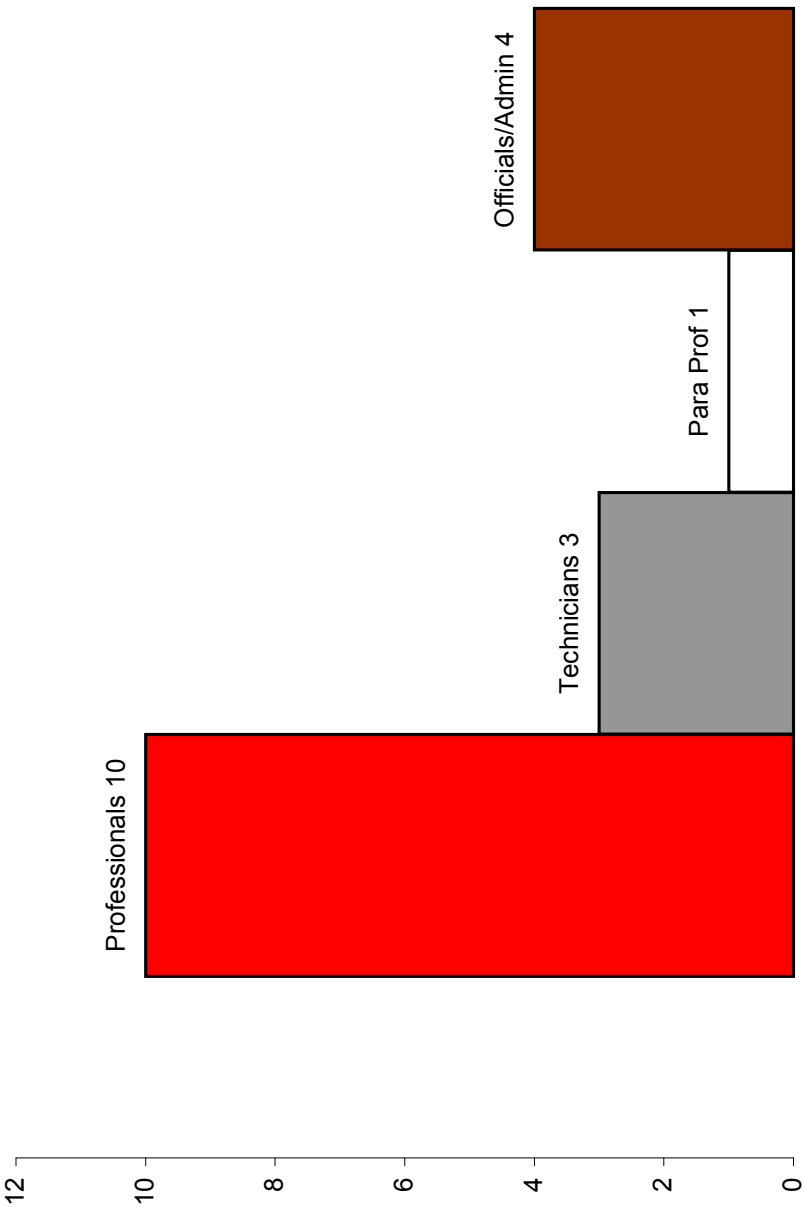
Average Departmental Salary: $80,594
Average Commission Salary: $63,561



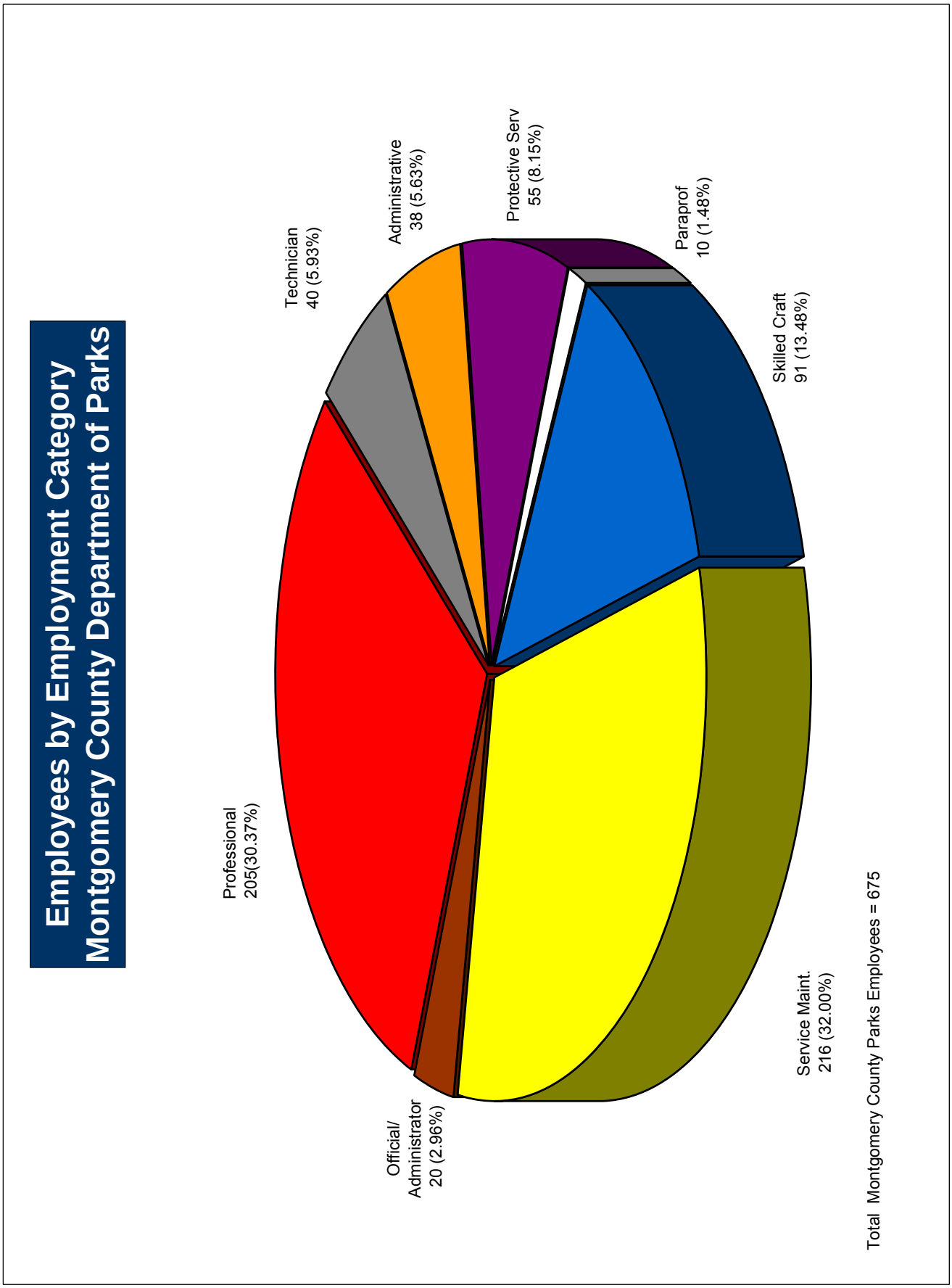


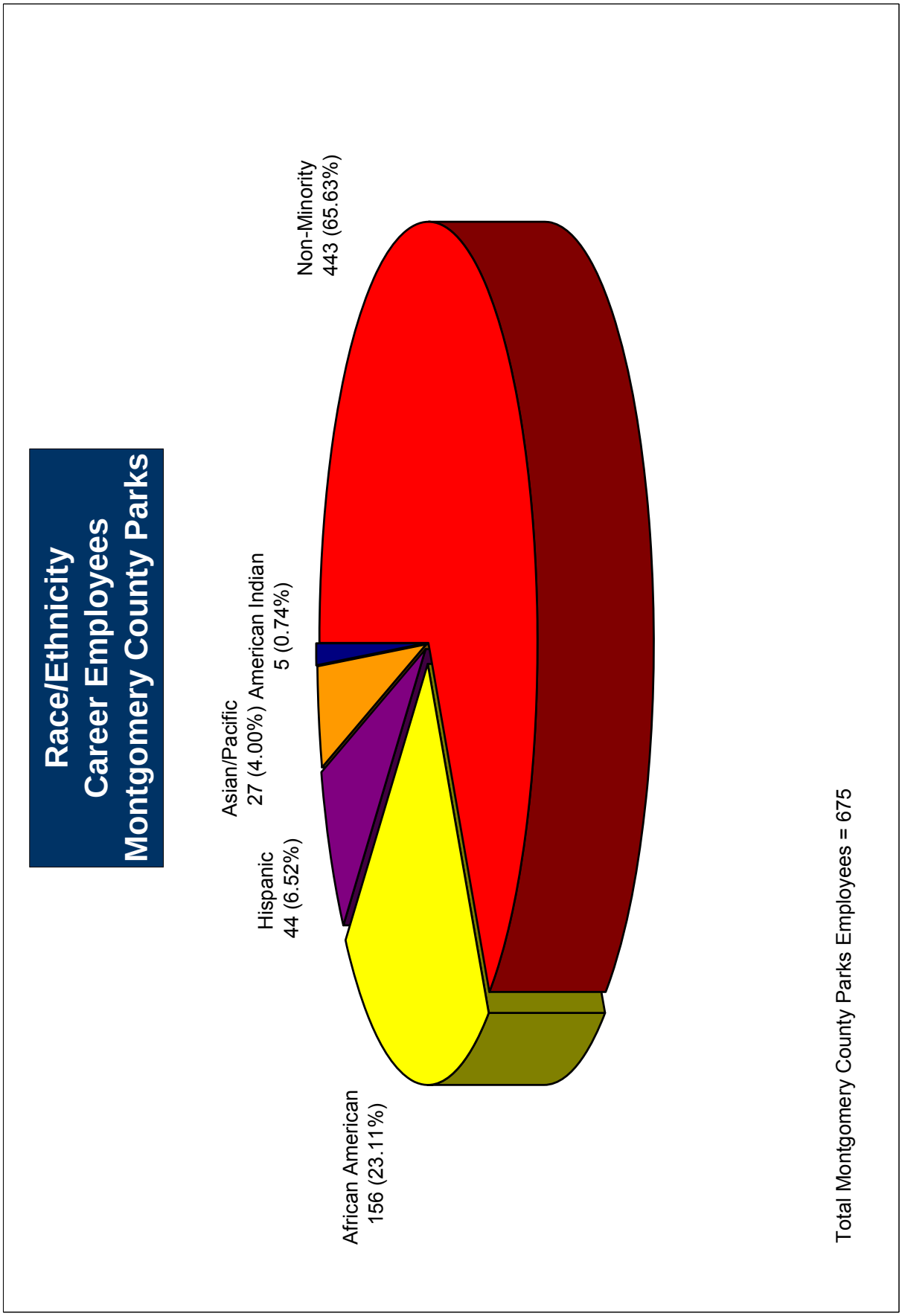


Employee Turnover by Employment Category
Montgomery County Department of Planning

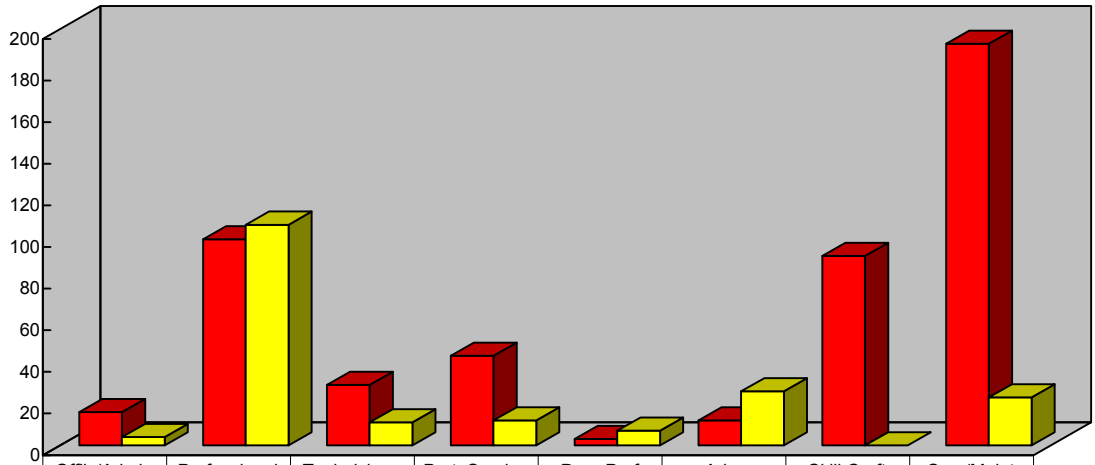


Montgomery County Department of Planning Turnover = 18 or 12.3%
Montgomery County Department of Planning Total Employees = 147
Commission-Wide Turnover = 133


Employees by Employment Category
Montgomery County Department of Parks
Professional
205(30.37%)
Technician
40 (5.93%)
Administrative
38 (5.63%)
Protective Serv
55 (8.15%)
Paraprof
10 (1.48%)
Skilled Craft
91 (13.48%)
Service Maint.
216 (32.00%)
Official/
Administrator
20 (2.96%)
Total Montgomery County Parks Employees = 675


Race/Ethnicity
Career Employees
Montgomery County Parks
Non-Minority
443 (65.63%)
Asian/Pacific
27 (4.00%)
American Indian
5 (0.74%)
Hispanic
44 (6.52%)
African American
156 (23.11%)
Total Montgomery County Parks Employees = 675

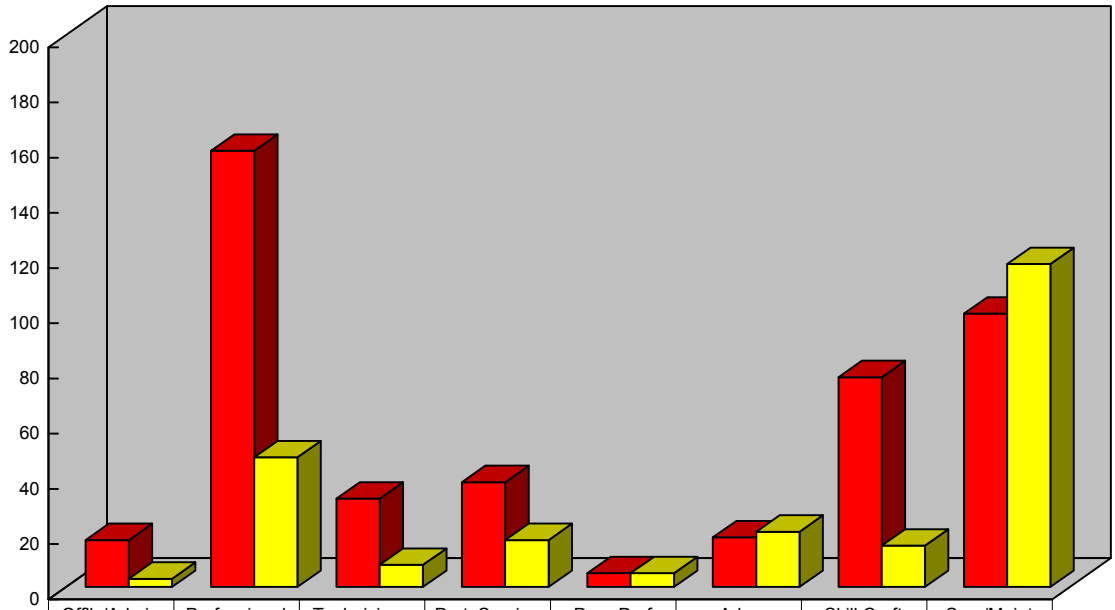
Distribution by Employment Category and Gender
Montgomery County Department of Parks



	Off'ls/Admin	Professional	Technicians	Prot. Service	Para-Prof	Adm	Skill Craft	Serv/Maint
Male	16	99	29	43	3	12	91	193
Female	4	106	11	12	7	26	0	23

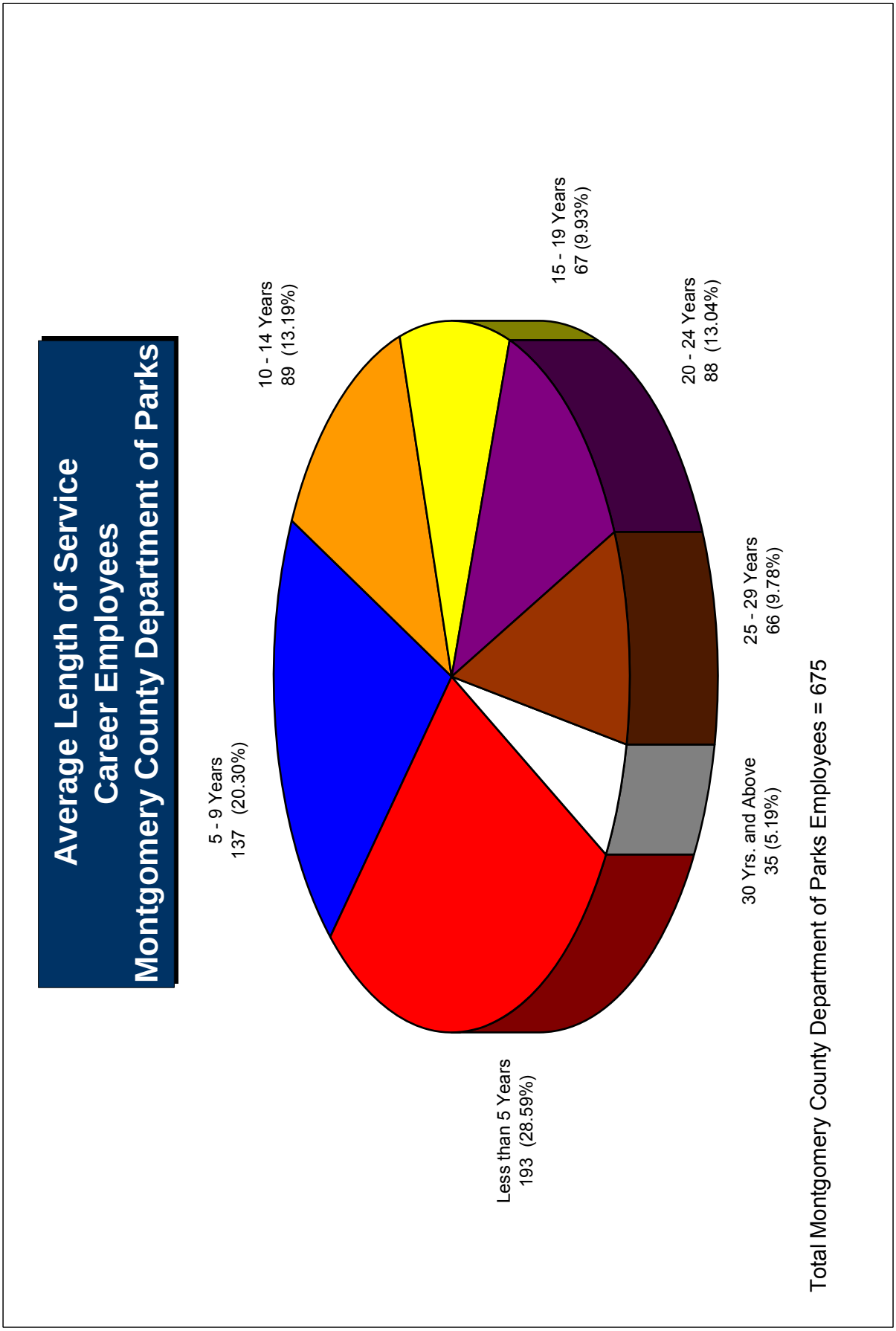
Total Montgomery County Department of Parks Employees = 675

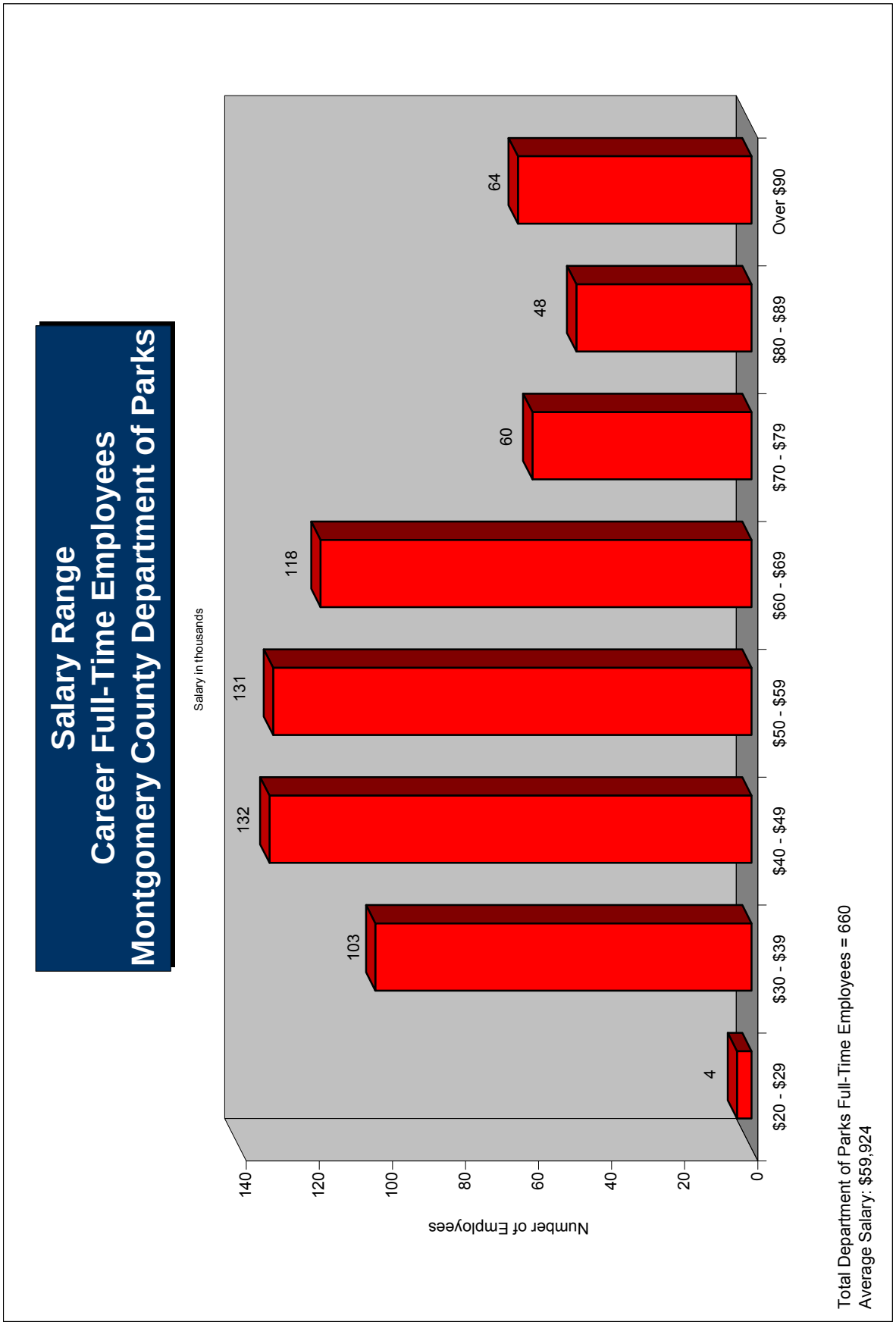
Distribution by Employment Category and Race/Ethnicity
Montgomery County Department of Parks



	Off'ls/Admin	Professional	Technicians	Prot. Service	Para-Prof	Adm	Skill Craft	Serv/Maint
Non-Minority	17	158	32	38	5	18	76	99
Minority	3	47	8	17	5	20	15	117

Total Montgomery County Department of Parks Employees = 675

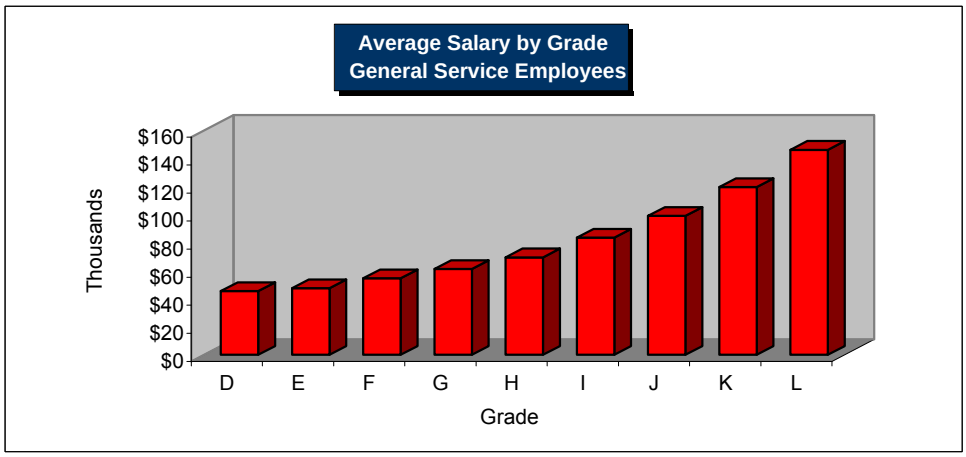

Average Length of Service
Career Employees
Montgomery County Department of Parks
5 - 9 Years
137 (20.30%)
10 - 14 Years
89 (13.19%)
15 - 19 Years
67 (9.93%)
20 - 24 Years
88 (13.04%)
25 - 29 Years
66 (9.78%)
30 Yrs. and Above
35 (5.19%)
Less than 5 Years
193 (28.59%)
Total Montgomery County Department of Parks Employees = 675

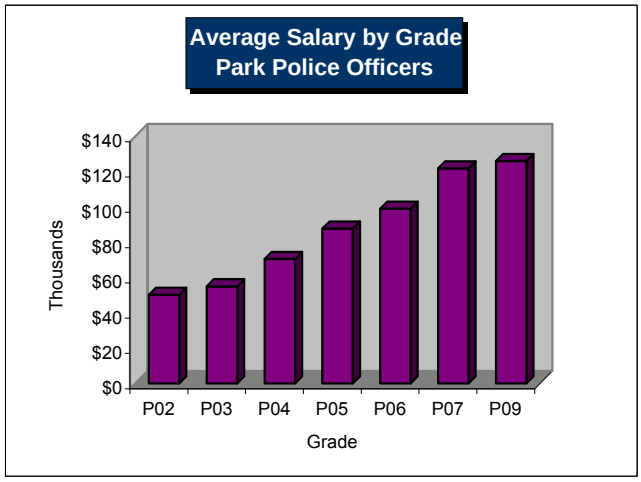

Salary Range
Career Full-Time Employees
Montgomery County Department of Parks
Salary in thousands
Number of Employees
0
20
40
60
80
100
120
140
4
103
132
131
118
60
48
64
$20 - $29
$30 - $39
$40 - $49
$50 - $59
$60 - $69
$70 - $79
$80 - $89
Over $90
Total Department of Parks Full-Time Employees = 660
Average Salary: $59,924

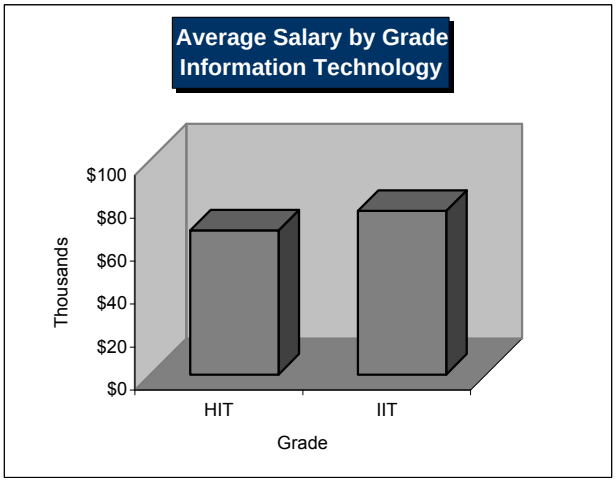
Average Annual Salary for Career Employees by Grade
Montgomery County Department of Parks

Grade	Salary	Grade	Salary	Grade	Salary
D	$45,376	P02	$50,286	HIT	$67,142
E	$47,459	P03	$55,037	IIT	$76,173
F	$54,515	P04	$70,553		
G	$61,123	P05	$87,789		
H	$69,523	P06	$99,045		
I	$83,501	P07	$121,936		
J	$99,056	P09	$126,132		
K	$119,597				
L	$146,182				

Average Department Salary: $59,924
Average Commission Salary:$63,561



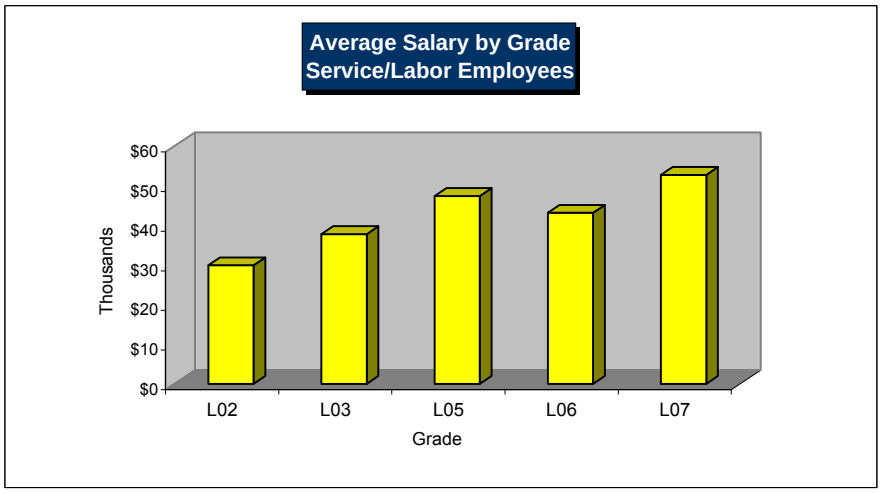


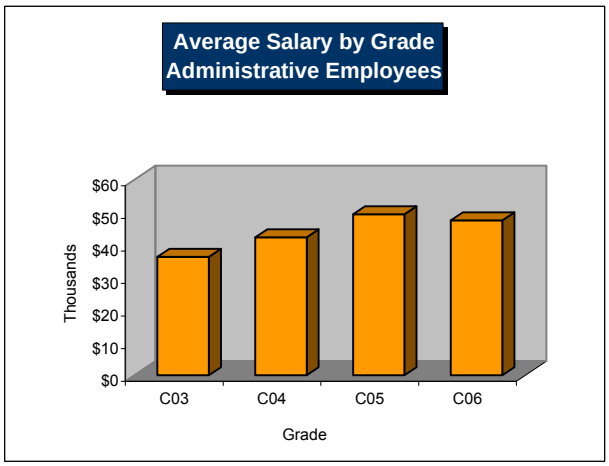


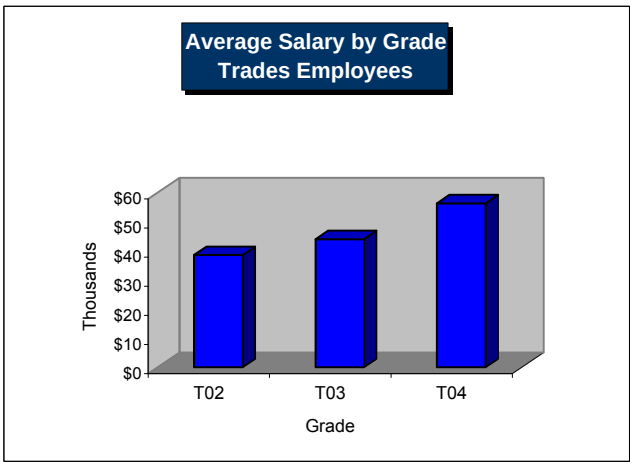
Average Annual Salary for Career Employees by Grade
Montgomery County Department of Parks

Grade	Salary	Grade	Salary	Grade	Salary
C03	$36,334	L02	$29,918	T02	$38,582
C04	$42,323	L03	$37,798	T03	$43,989
C05	$49,426	L05	$47,401	T04	$56,308
C06	$47,550	L06	$43,180		
		L07	$52,742		

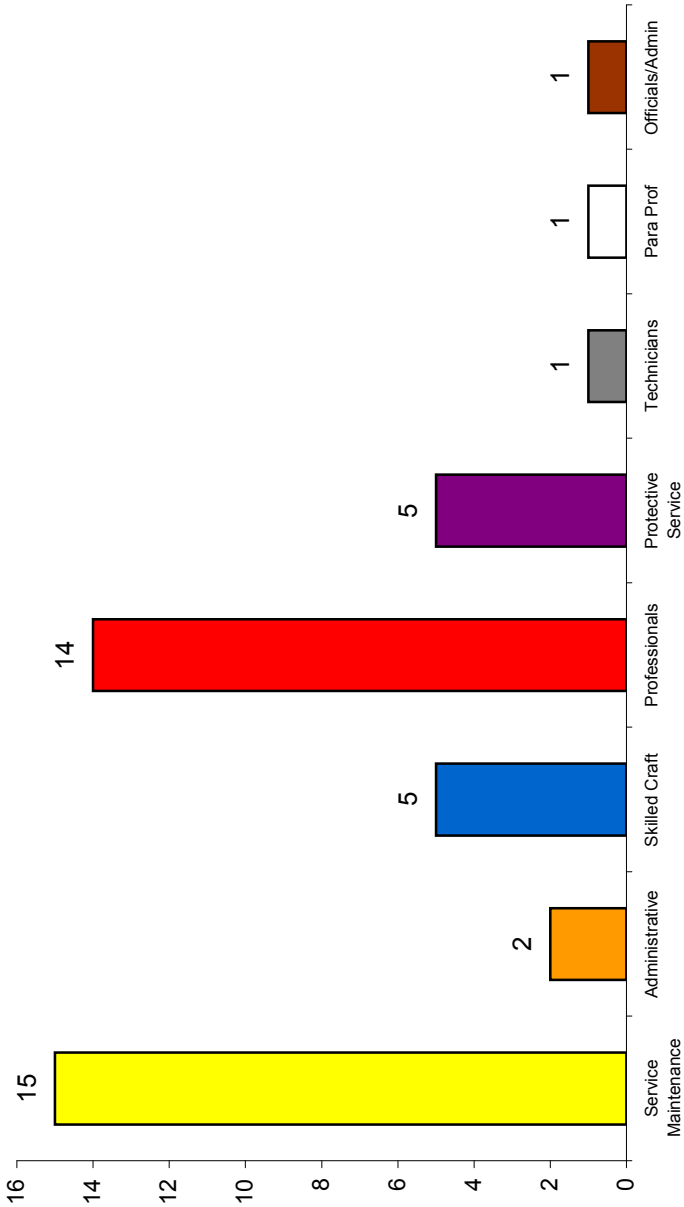
Average Departmental Salary : $59,924
Average Commission Salary : $63,561



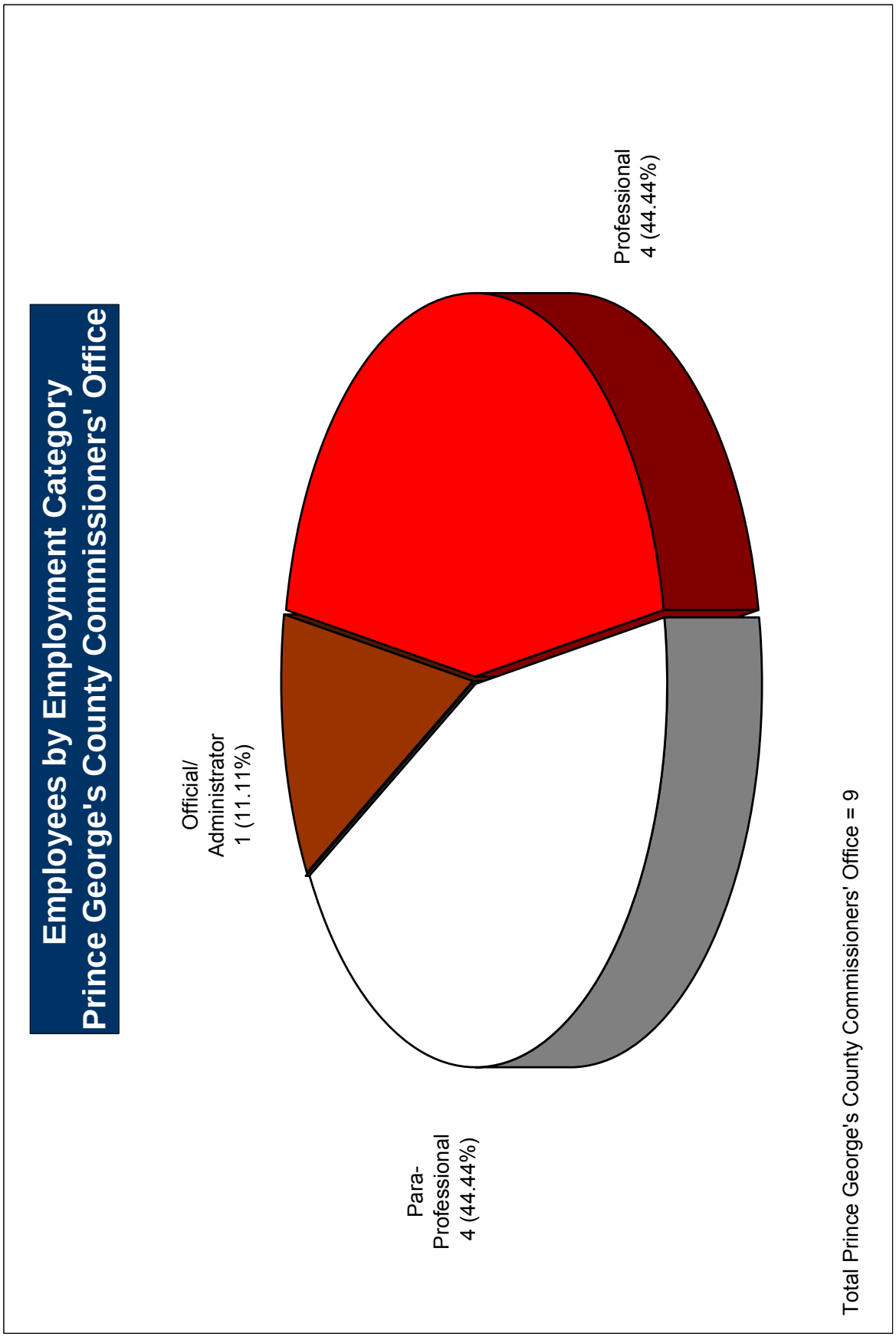


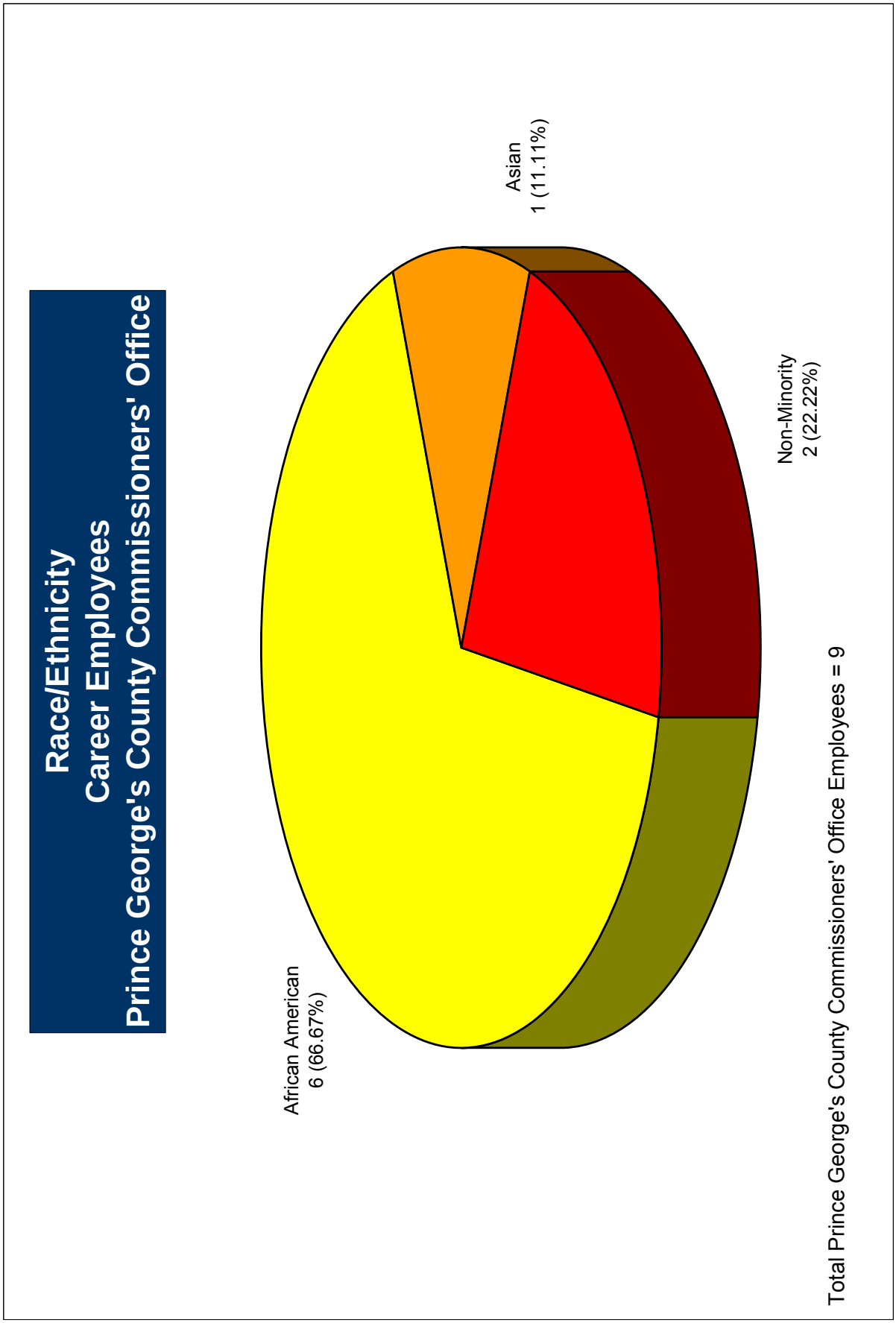


Employee Turnover by Employment Category
Montgomery County Department of Parks

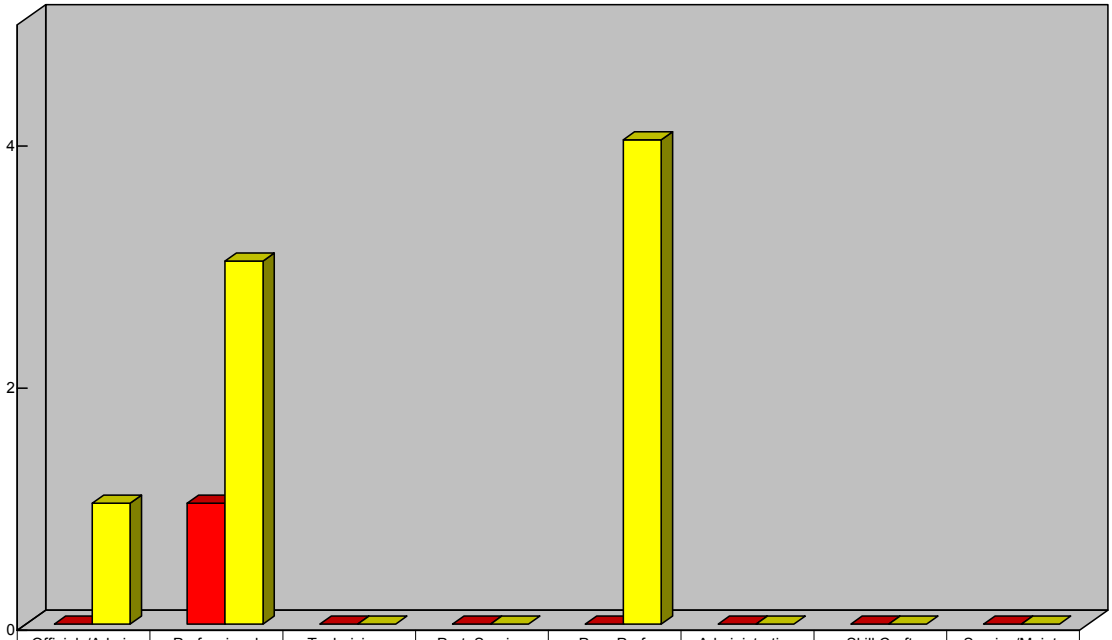


Montgomery County Department of Parks Turnover = 44 or 6.6%
Montgomery County Department of Parks Total Employee = 675
Commission-Wide Turnover = 133


Employees by Employment Category
Prince George's County Commissioners' Office
Official/
Administrator
1 (11.11%)
Professional
4 (44.44%)
Para-
Professional
4 (44.44%)
Total Prince George's County Commissioners' Office = 9


Race/Ethnicity
Career Employees
Prince George's County Commissioners' Office
African American
6 (66.67%)
Asian
1 (11.11%)
Non-Minority
2 (22.22%)
Total Prince George's County Commissioners' Office Employees = 9

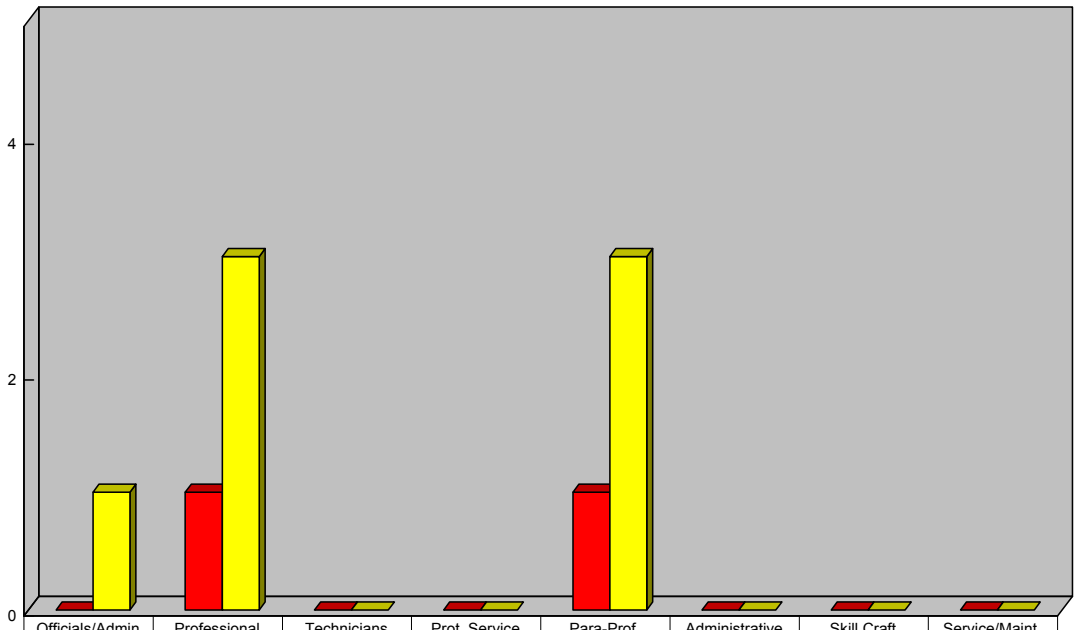
Distribution by Employment Category and Gender
Prince George's Commissioners' Office



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Male	0	1	0	0	0	0	0	0
Female	1	3	0	0	4	0	0	0

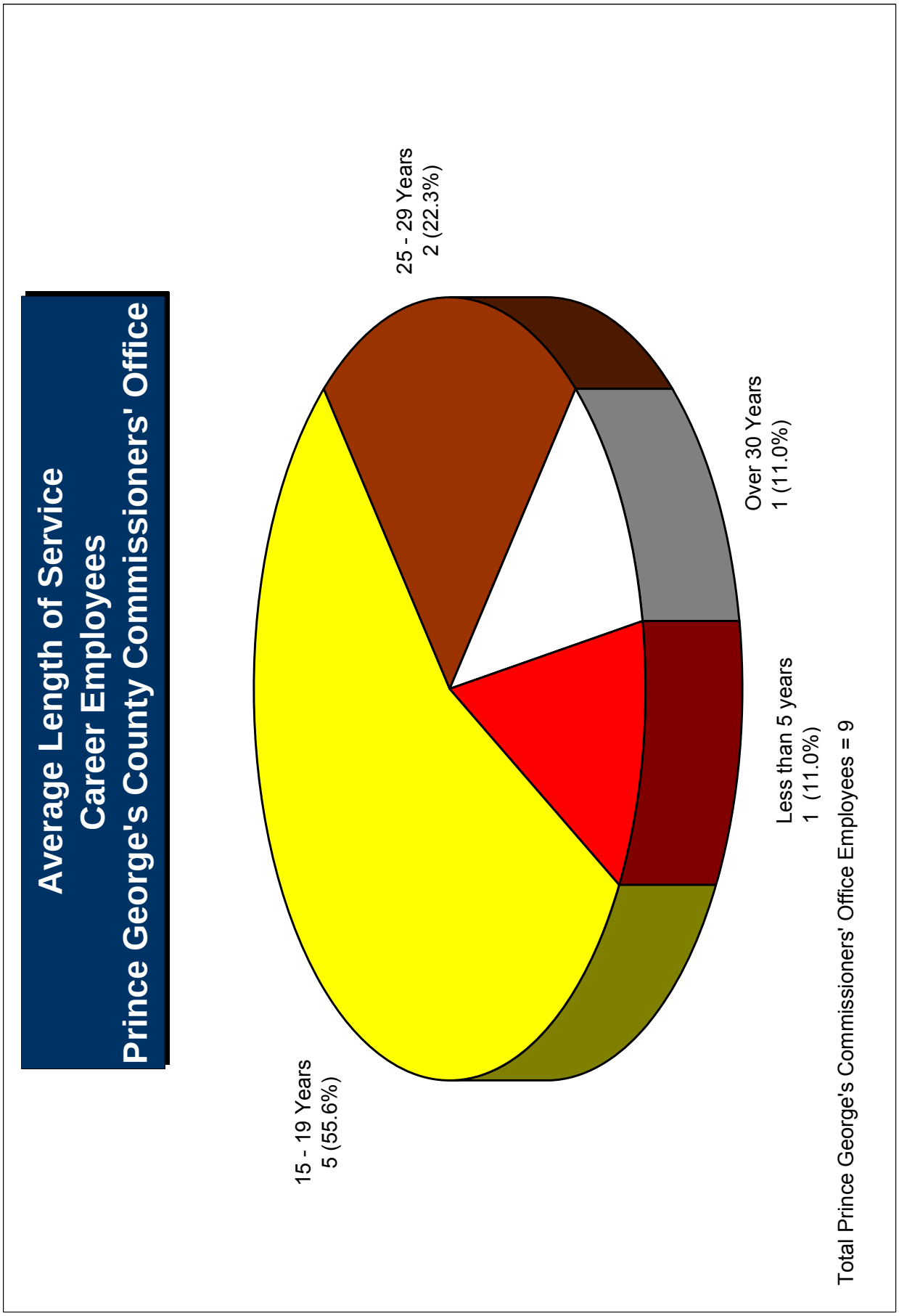
Total Prince George's County Commissioners' Office Employees = 9

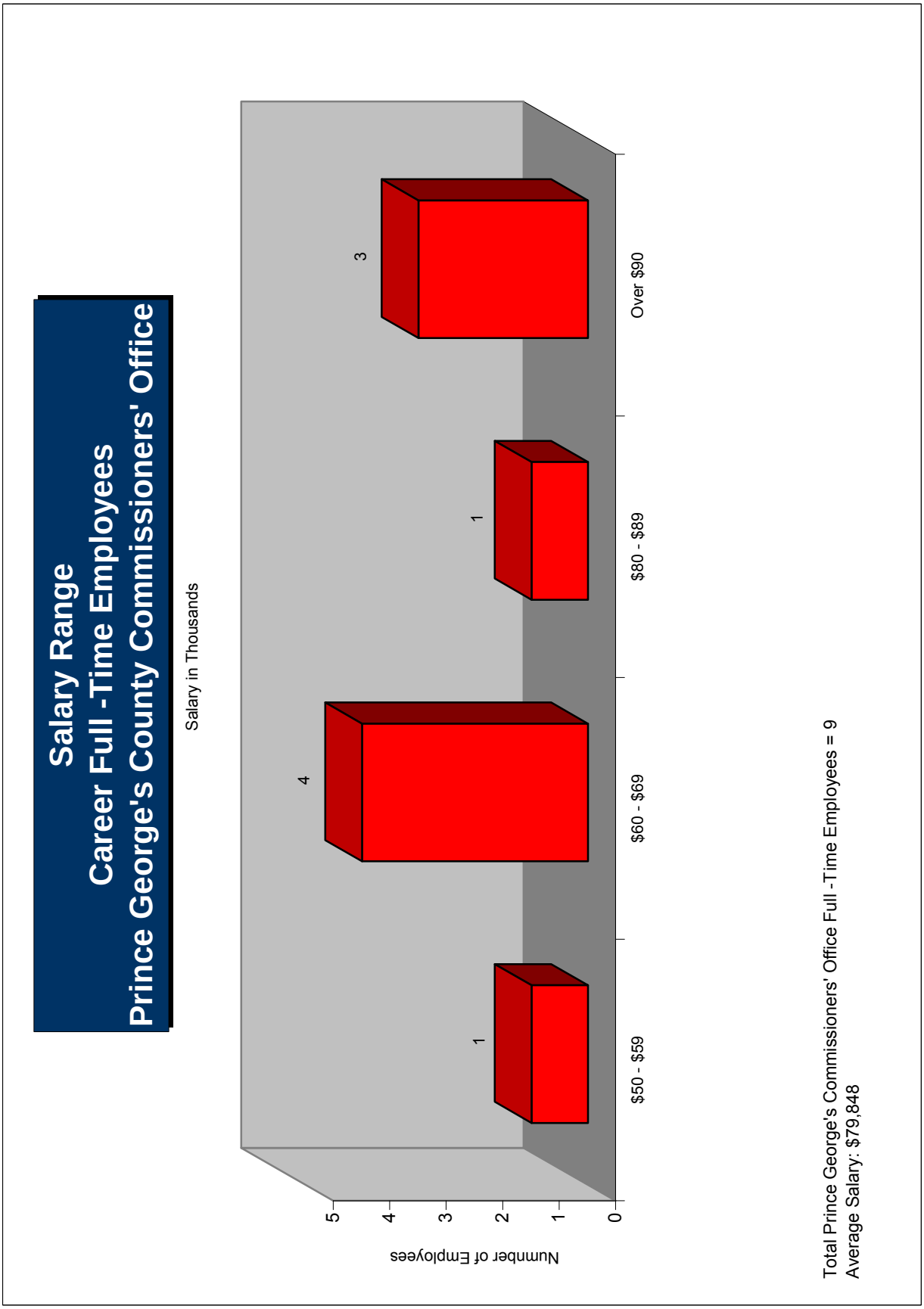
Distribution by Employment Category and Race/Ethnicity
Prince George's Commissioners' Office



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Non-Minority	0	1	0	0	1	0	0	0
Minority	1	3	0	0	3	0	0	0

Total Prince George's County Commissioners' Office Employees = 9

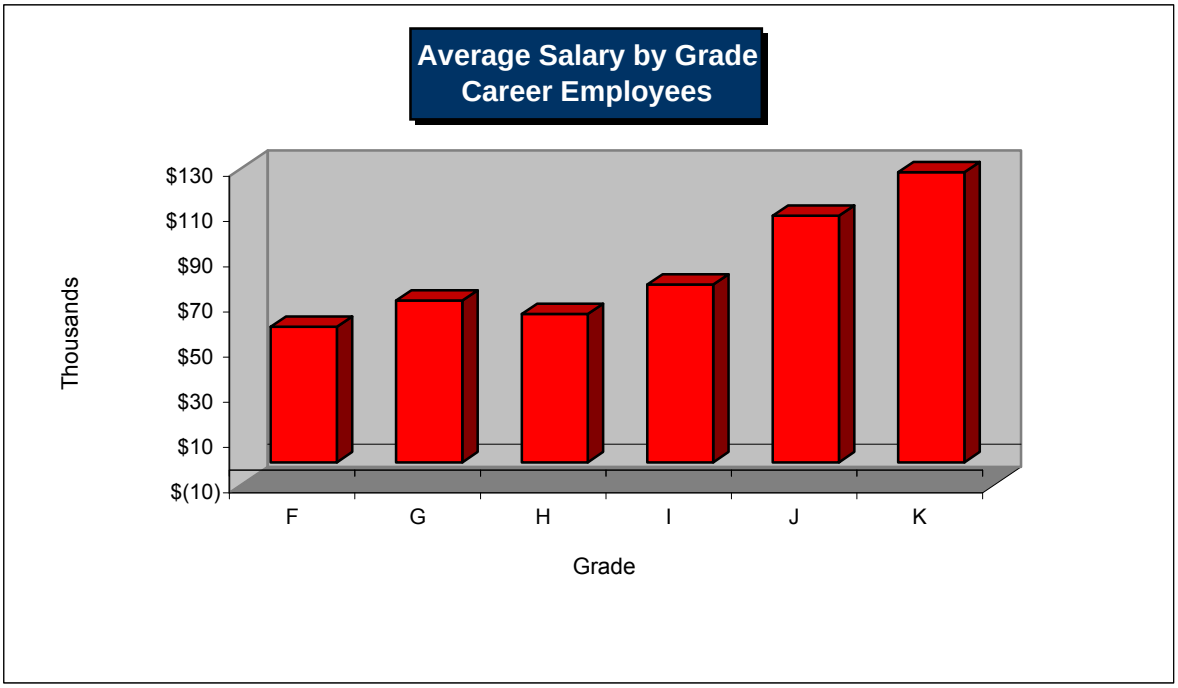

Average Length of Service
Career Employees
Prince George's County Commissioners' Office
25 - 29 Years
2 (22.3%)
Over 30 Years
1 (11.0%)
Less than 5 years
1 (11.0%)
15 - 19 Years
5 (55.6%)
Total Prince George's Commissioners' Office Employees = 9

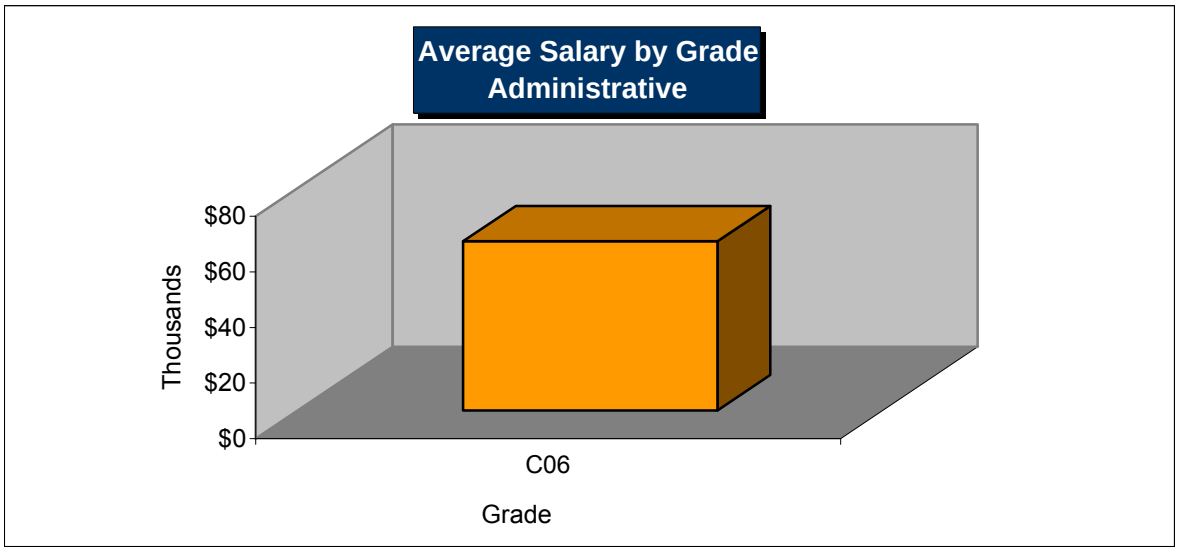

Salary Range
Career Full -Time Employees
Prince George's County Commissioners' Office
Salary in Thousands
Number of Employees
0
1
2
3
4
5
1
4
1
3
$50 - $59
$60 - $69
$80 - $89
Over $90
Total Prince George's Commissioners' Office Full -Time Employees = 9
Average Salary: $79,848

Average Annual Salary for Career Employees by Grade
Prince George's County Commissioners' Office

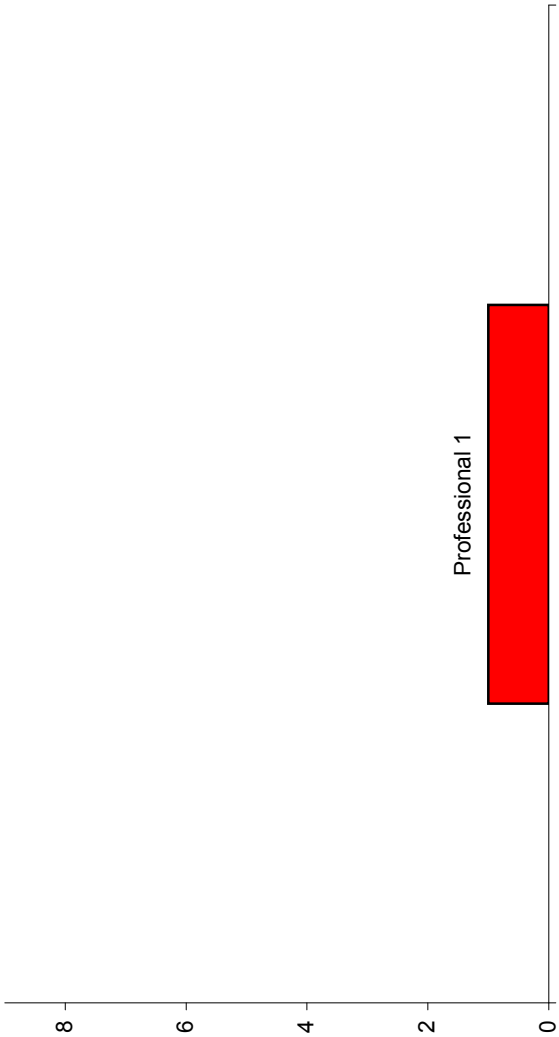
Grade	Salary
C06	$ 60,871
F	$ 59,981
G	$ 71,569
H	$ 65,654
I	$ 78,650
J	$ 109,200
K	$ 128,399

Average Departmental Salary : $79 848
Average Commission Salary : $63,561

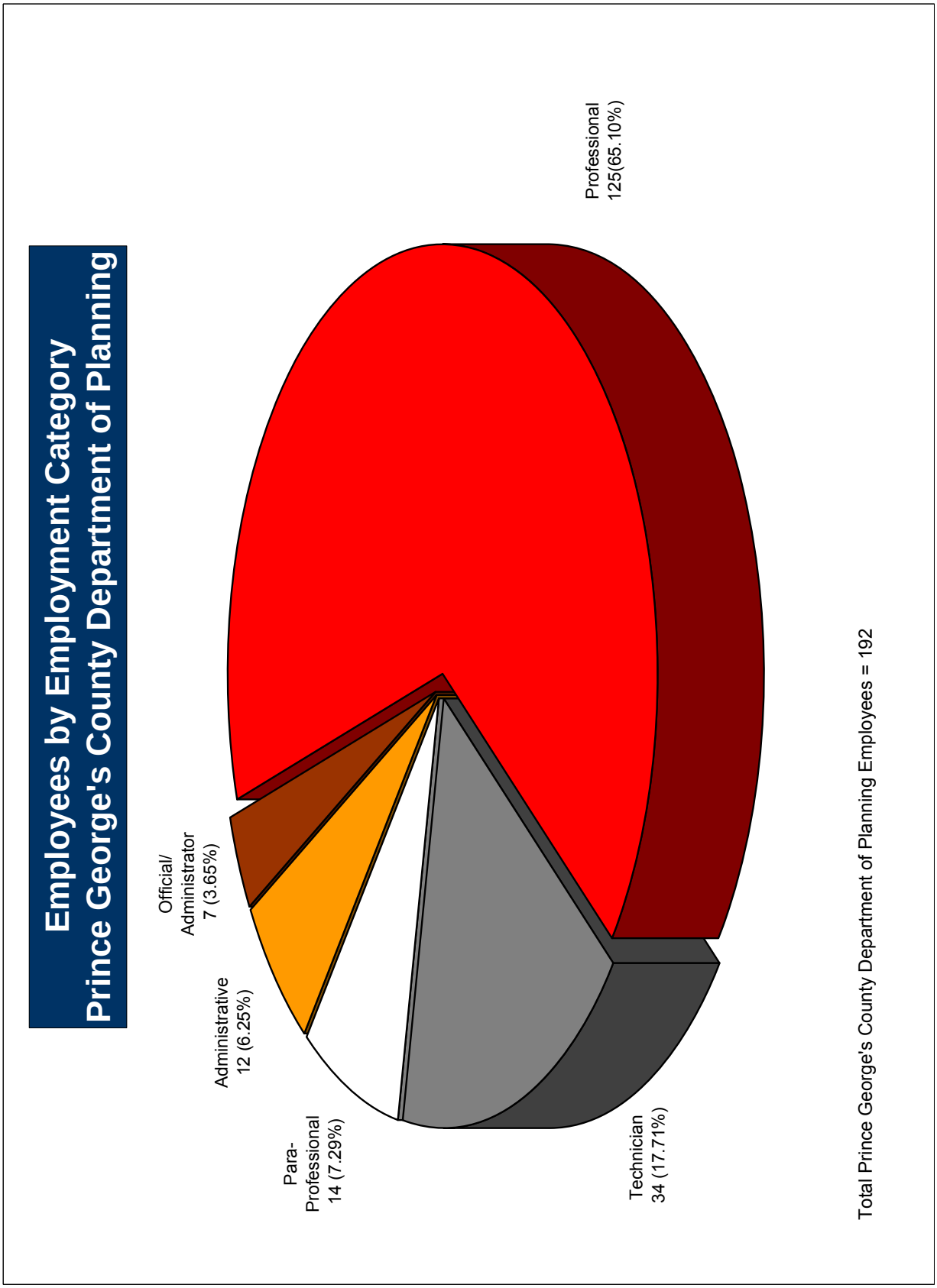


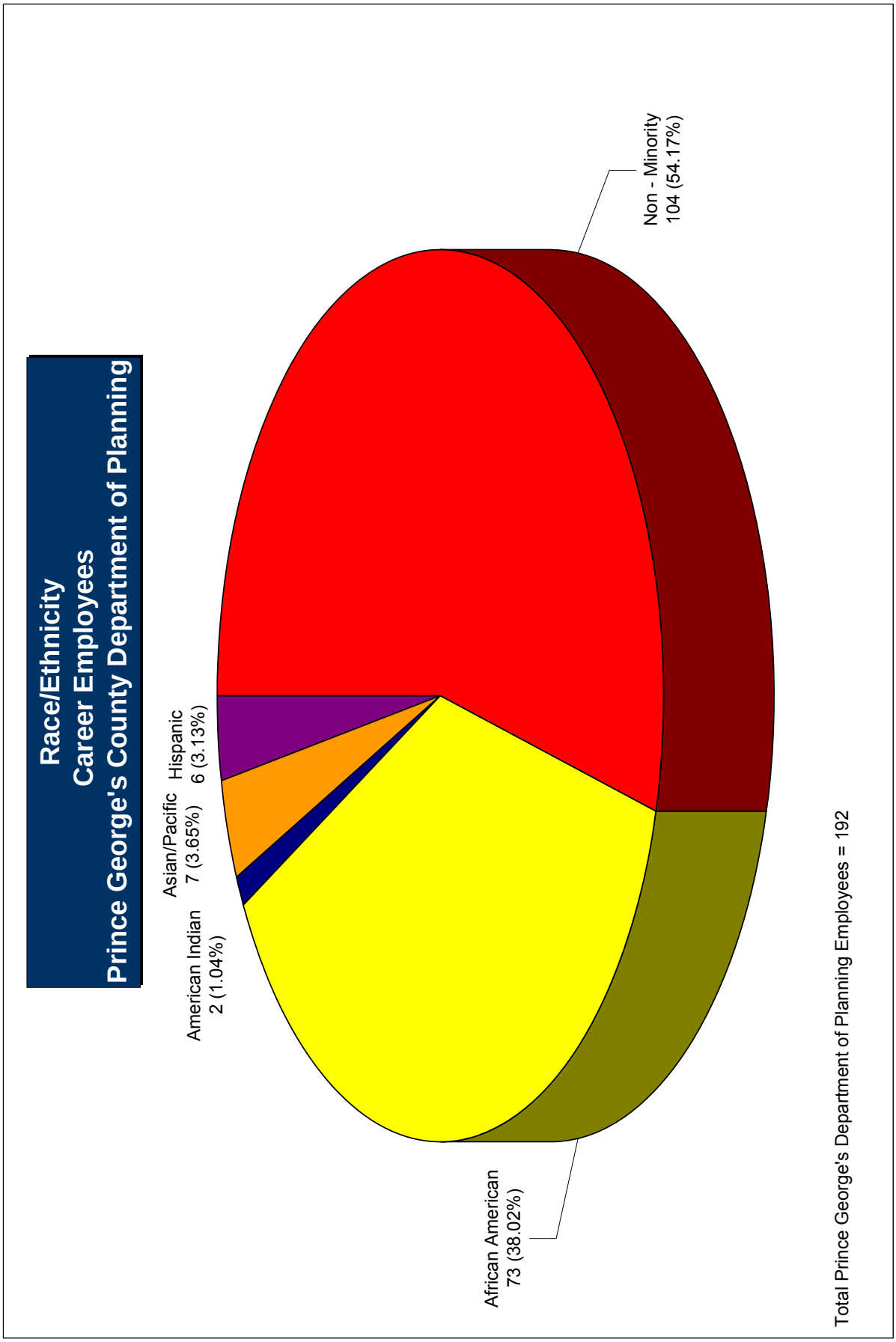


Employee Turnover by Employment Category
Prince George's County Commissioners' Office

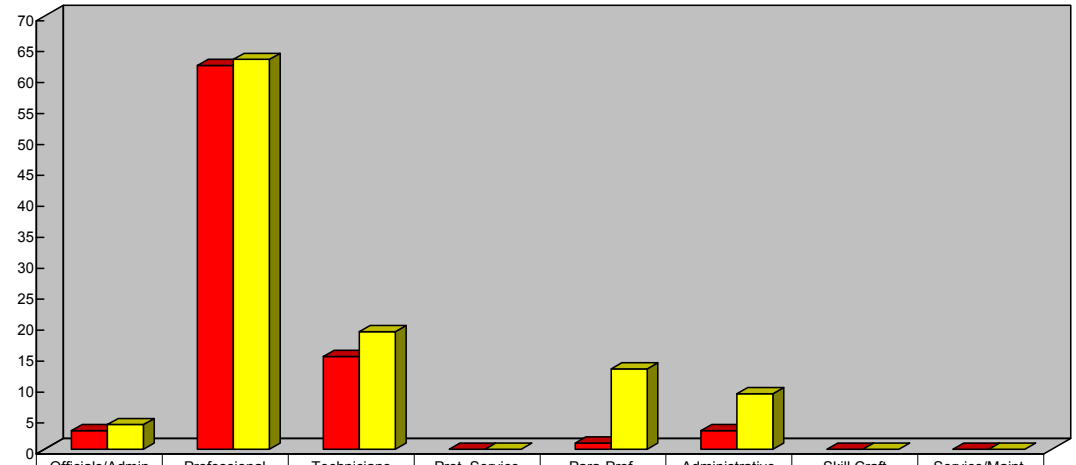


Prince George's County Commissioners' Office Turnover = 1 or 11.2%
Prince George's County Commissioners' Employees = 9
Commission-wide Turnover = 133


Employees by Employment Category
Prince George's County Department of Planning
Official/ Administrator 7 (3.65%)
Administrative 12 (6.25%)
Para-Professional 14 (7.29%)
Technician 34 (17.71%)
Professional 125(65.10%)
Total Prince George's County Department of Planning Employees = 192


Race/Ethnicity
Career Employees
Prince George's County Department of Planning
Hispanic
6 (3.13%)
Asian/Pacific
7 (3.65%)
American Indian
2 (1.04%)
Non - Minority
104 (54.17%)
African American
73 (38.02%)
Total Prince George's Department of Planning Employees = 192

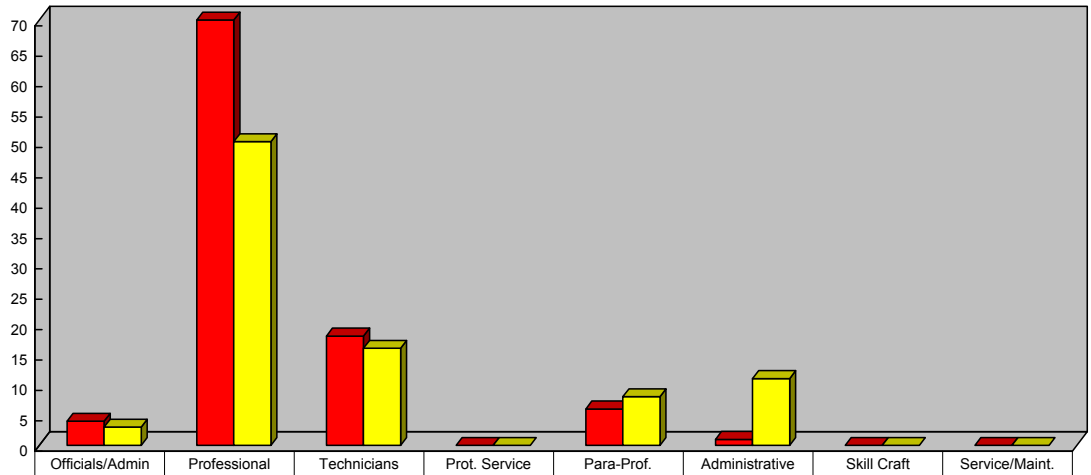
Distribution by Employment Category and Gender
Prince George's County Department of Planning



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Male	3	62	15	0	1	3	0	0
Female	4	63	19	0	13	9	0	0

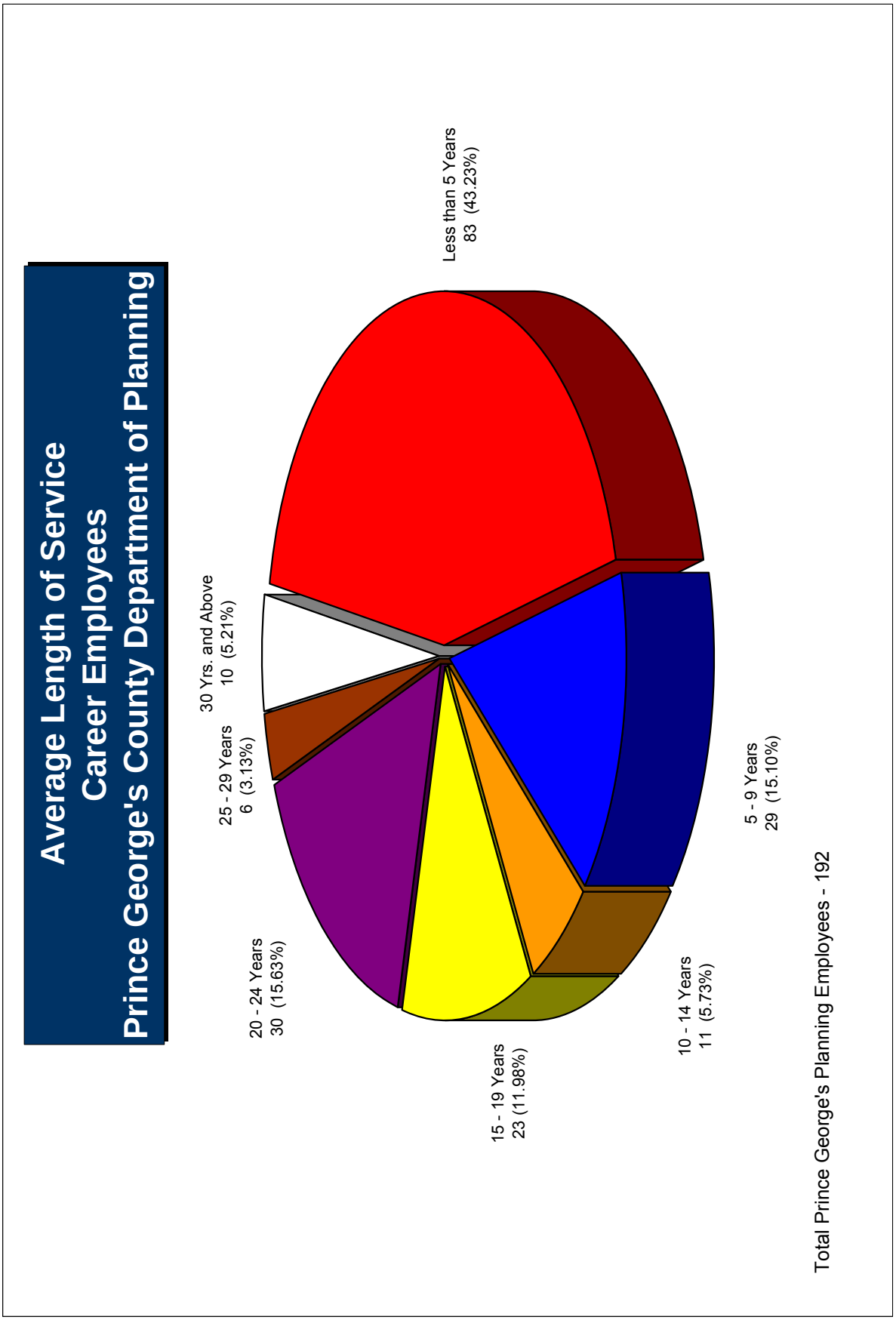
Total Prince George's Department of Planning Employees = 192

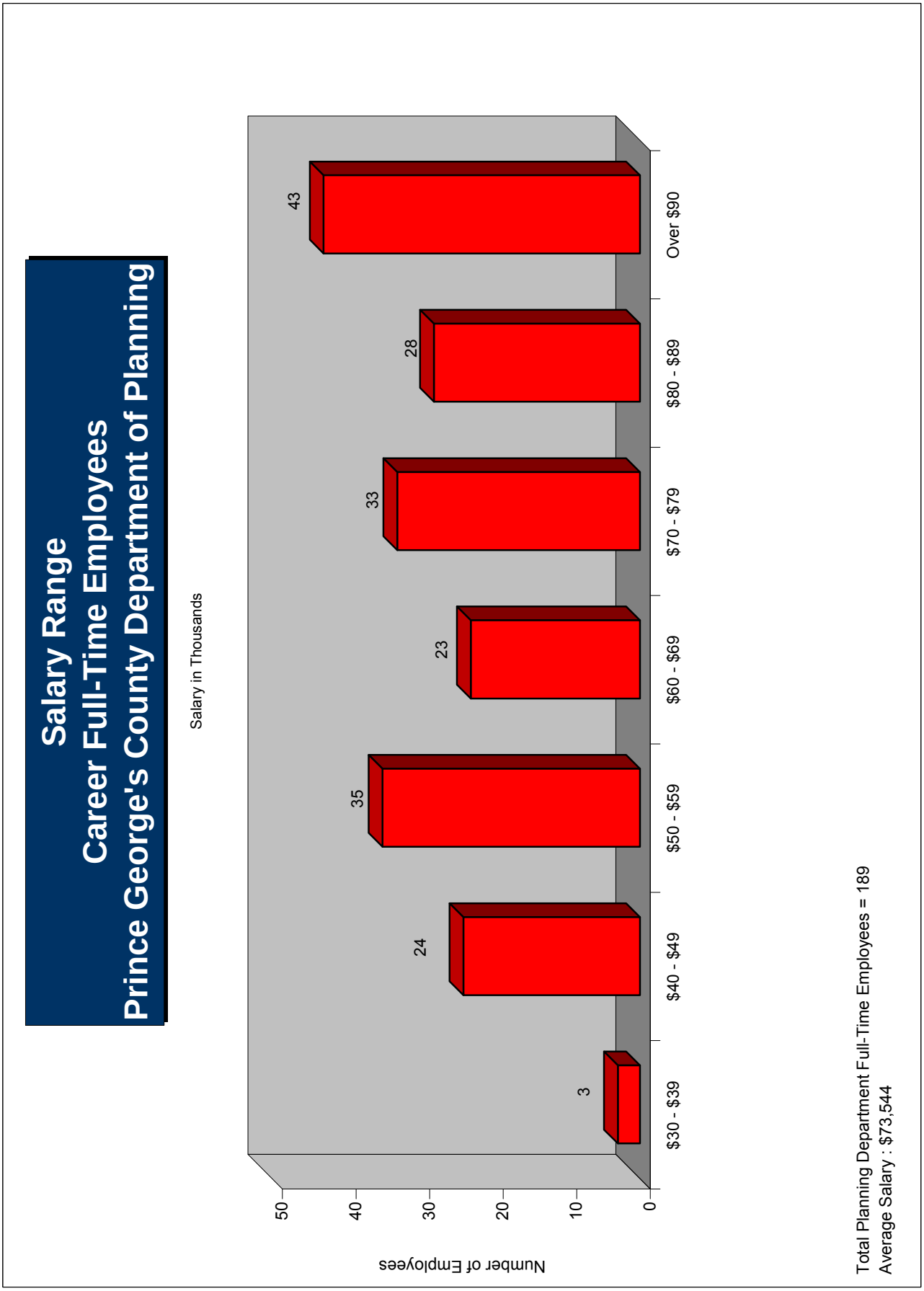
Distribution by Employment Category and Race/Ethnicity
Prince George's County Department of Planning



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Non-Minority	4	75	18	0	6	1	0	0
Minority	3	50	16	0	8	11	0	0

Total Prince George's Department of Planning Employees = 192

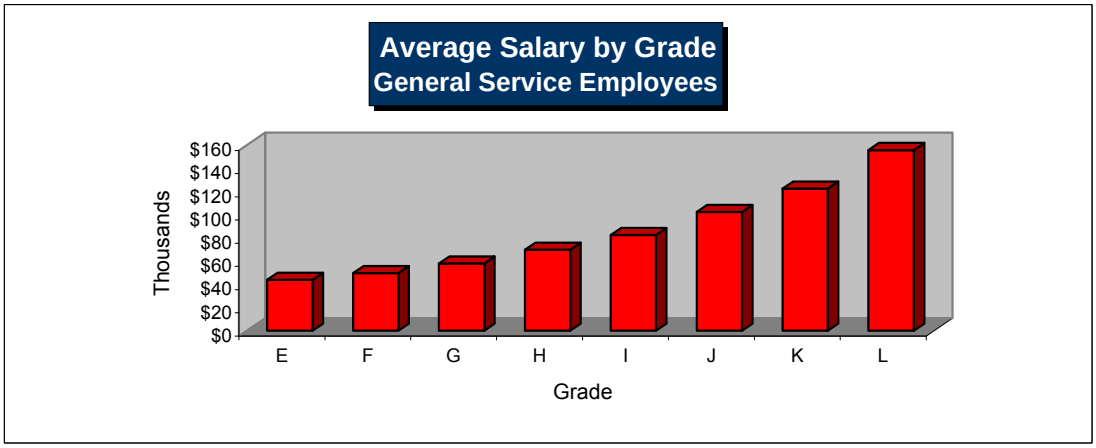

Average Length of Service
Career Employees
Prince George's County Department of Planning
Less than 5 Years
83 (43.23%)
5 - 9 Years
29 (15.10%)
10 - 14 Years
11 (5.73%)
15 - 19 Years
23 (11.98%)
20 - 24 Years
30 (15.63%)
25 - 29 Years
6 (3.13%)
30 Yrs. and Above
10 (5.21%)
Total Prince George's Planning Employees - 192

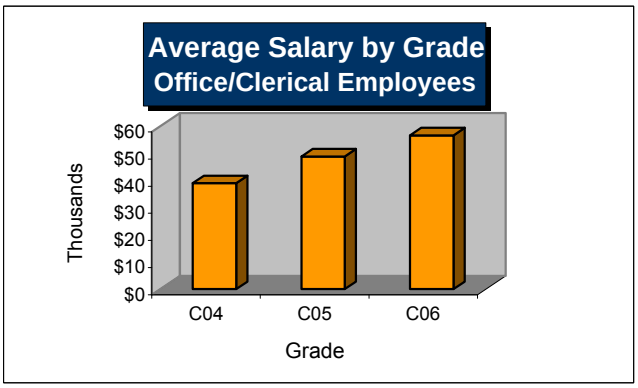

Salary Range
Career Full-Time Employees
Prince George's County Department of Planning
Salary in Thousands
Number of Employees
50
40
30
20
10
0
3
24
35
23
33
28
43
$30 - $39
$40 - $49
$50 - $59
$60 - $69
$70 - $79
$80 - $89
Over $90
Total Planning Department Full-Time Employees = 189
Average Salary : $73,544

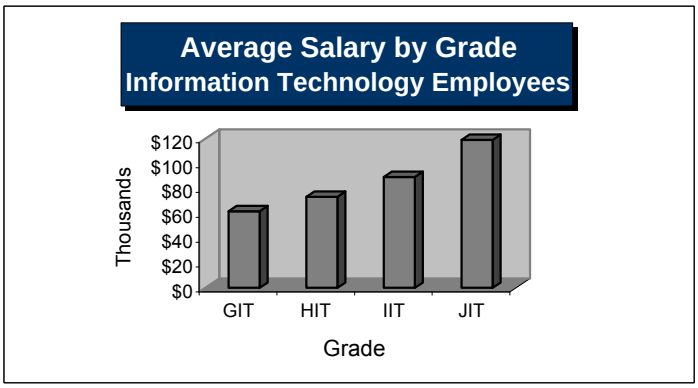
Average Annual Salary for Career Employees by Grade
Prince George's County Department of Planning

Grade	Salary	Grade	Salary	Grade	Salary
E	$43,895	C04	$39,000	GIT	$61,780
F	$49,632	C05	$48,850	HIT	$73,345
G	$57,862	C06	$56,610	IIT	$89,346
H	$69,796			JIT	$119,028
I	$82,587				
J	$102,460				
K	$122,424				
L	$155,743				

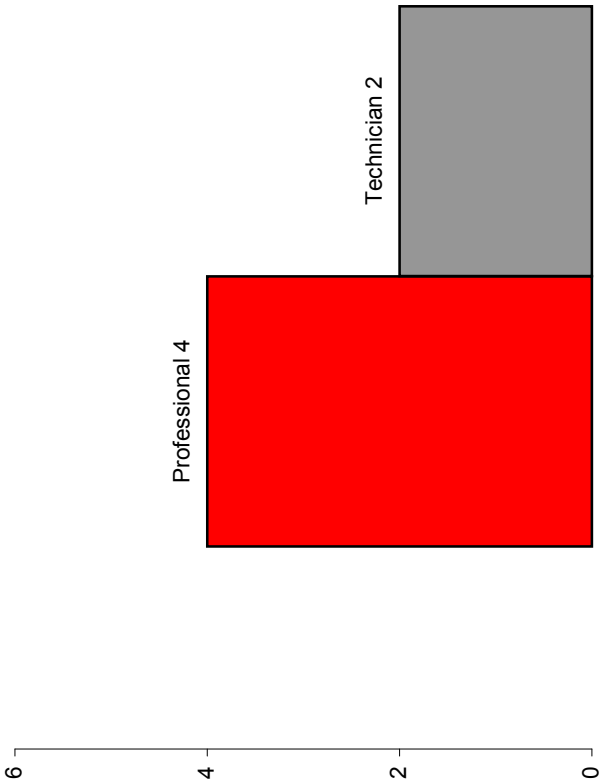
Average Departmental Salary: $73,544
Average Commission Salary: $63,561



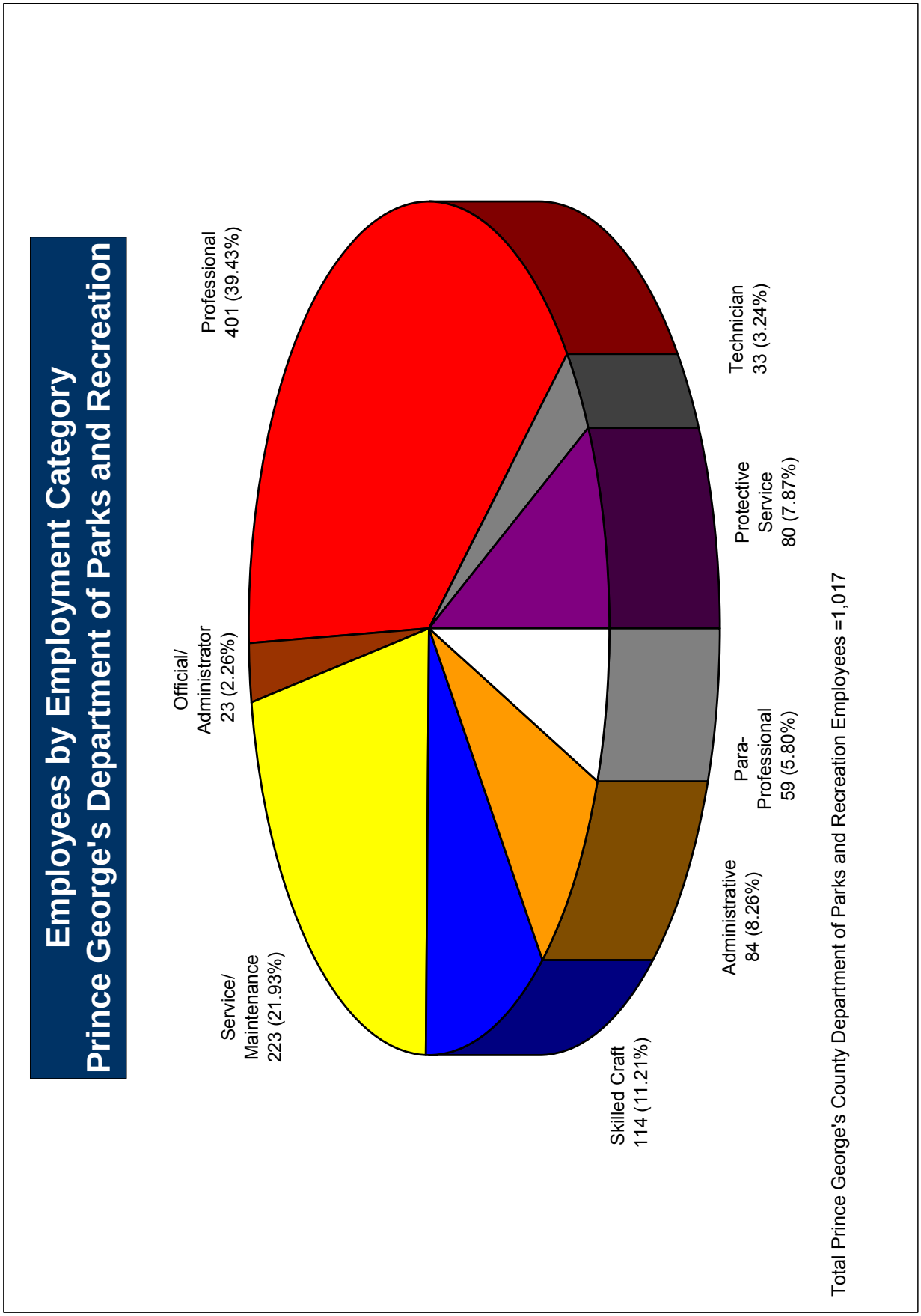


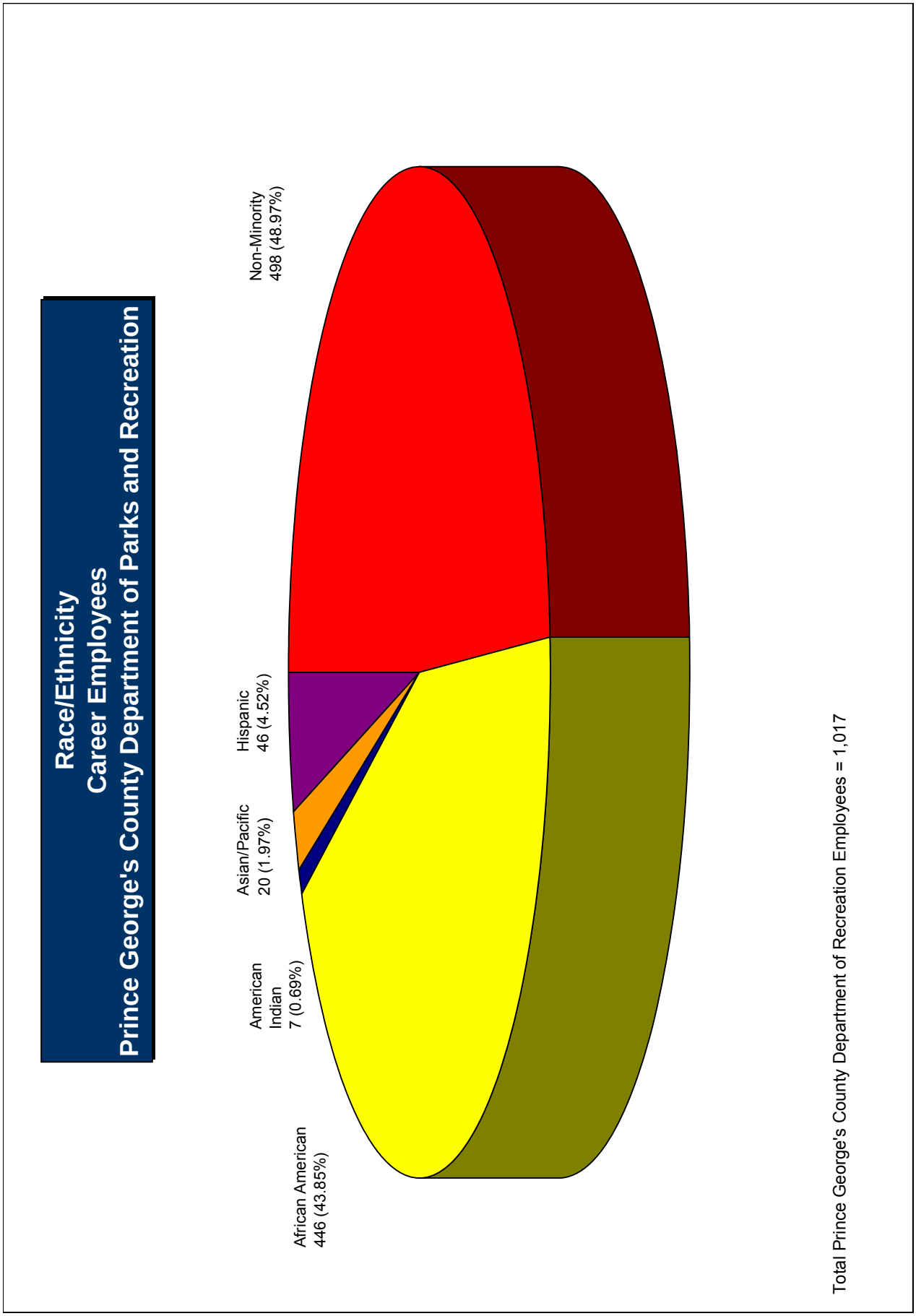


Employee Turnover by Employment Category
Prince George's County Department of Planning

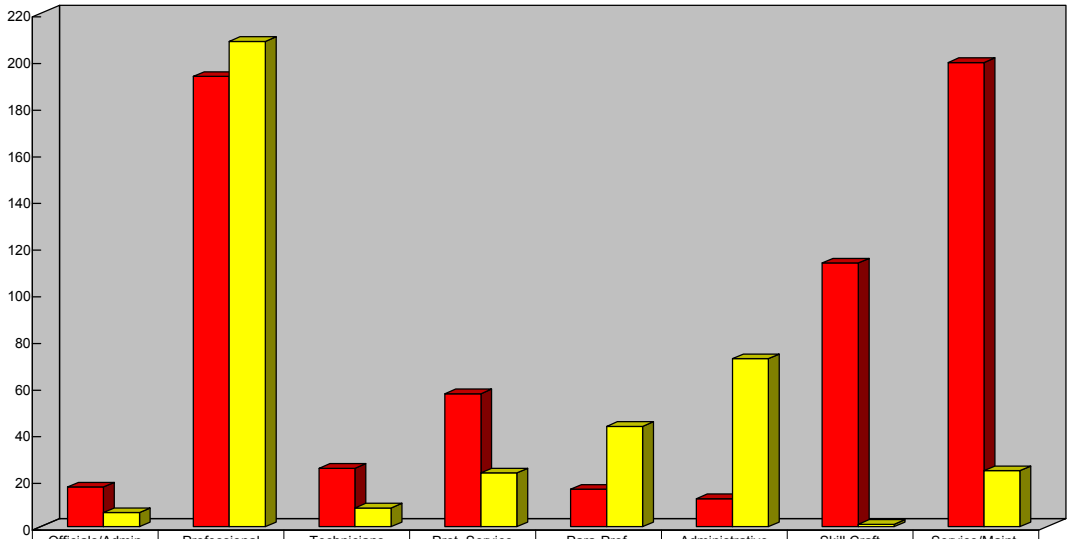


Prince George's Department of Planning Turnover = 6 or 3.2%
Prince George's Department of Planning Employees = 192
Commission-Wide Turnover = 133


Employees by Employment Category
Prince George's Department of Parks and Recreation
Professional
401 (39.43%)
Technician
33 (3.24%)
Protective
Service
80 (7.87%)
Para-
Professional
59 (5.80%)
Administrative
84 (8.26%)
Skilled Craft
114 (11.21%)
Service/
Maintenance
223 (21.93%)
Official/
Administrator
23 (2.26%)
Total Prince George's County Department of Parks and Recreation Employees =1,017


Race/Ethnicity
Career Employees
Prince George's County Department of Parks and Recreation
Non-Minority
498 (48.97%)
Hispanic
46 (4.52%)
Asian/Pacific
20 (1.97%)
American
Indian
7 (0.69%)
African American
446 (43.85%)
Total Prince George's County Department of Recreation Employees = 1,017

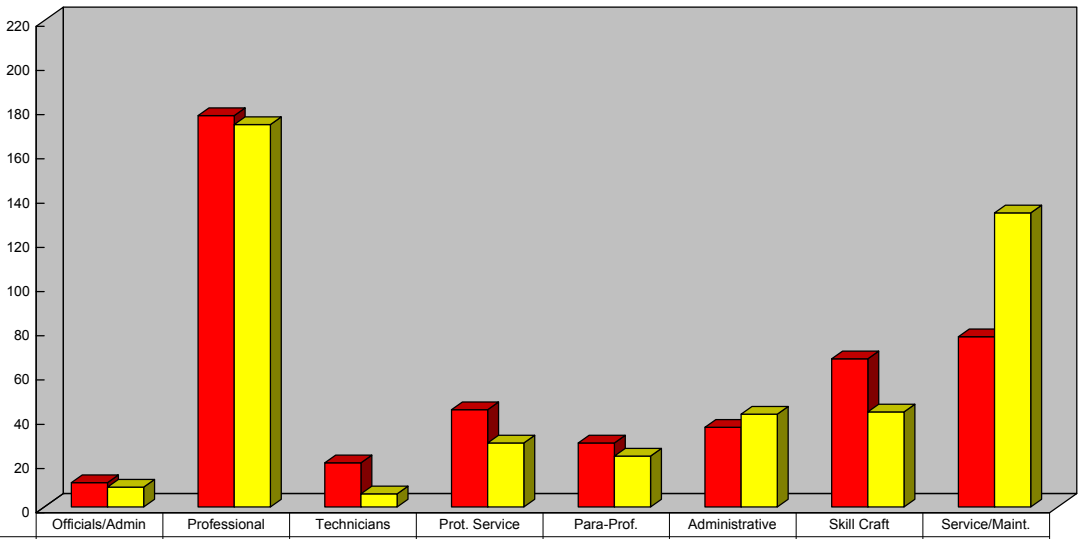
Distribution by Employment Category and Gender
Prince George's County Department of Parks and Recreation



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Male	17	193	25	57	16	12	113	199
Female	6	208	8	23	43	72	1	24

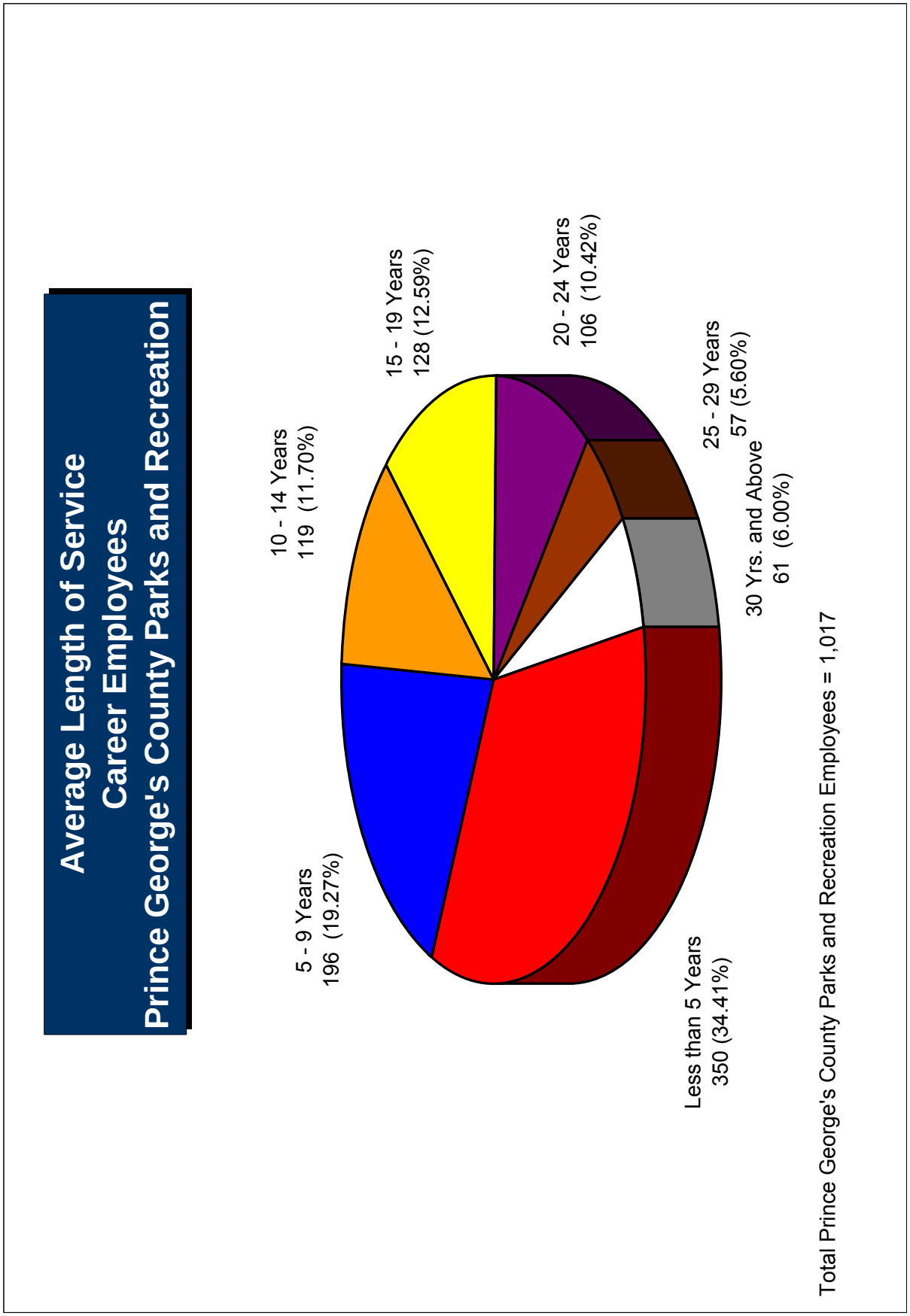
Total Employees Prince George's County Department of Parks and Recreation = 1,017

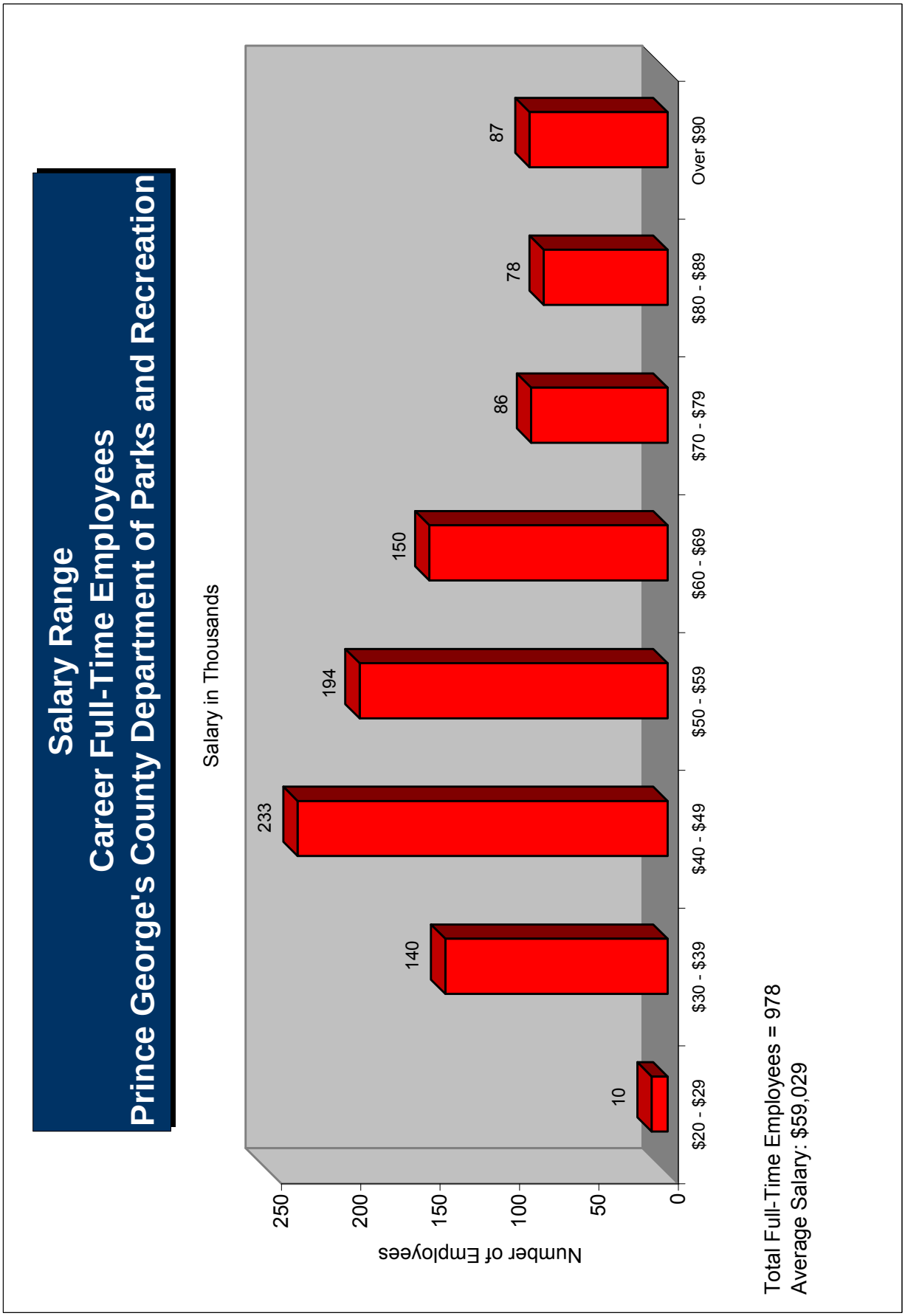
Distribution by Employment Category and Race/Ethnicity
Prince George's County Department of Parks and Recreation



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Non-Minority	11	177	20	44	29	36	67	77
Minority	9	173	6	29	23	42	43	133

Total Employees Prince George's County Department of Parks and Recreation = 1,017

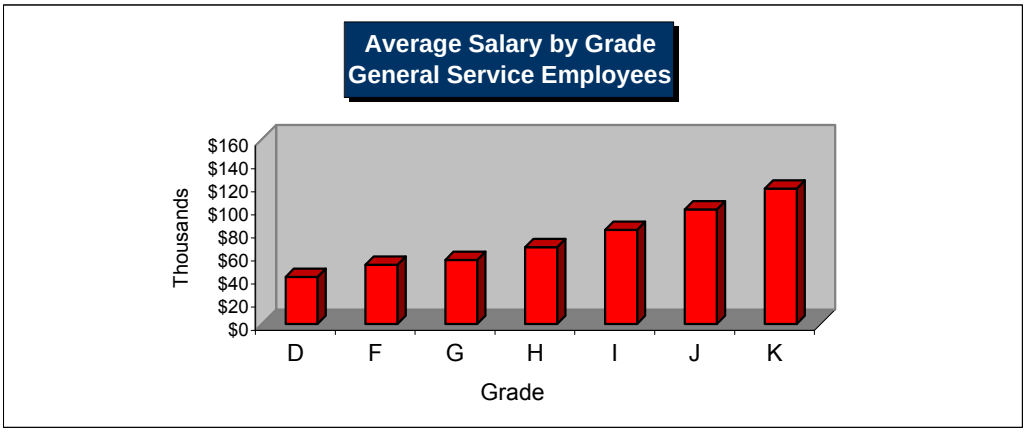

Average Length of Service
Career Employees
Prince George's County Parks and Recreation
5 - 9 Years
196 (19.27%)
10 - 14 Years
119 (11.70%)
15 - 19 Years
128 (12.59%)
20 - 24 Years
106 (10.42%)
25 - 29 Years
57 (5.60%)
30 Yrs. and Above
61 (6.00%)
Less than 5 Years
350 (34.41%)
Total Prince George's County Parks and Recreation Employees = 1,017

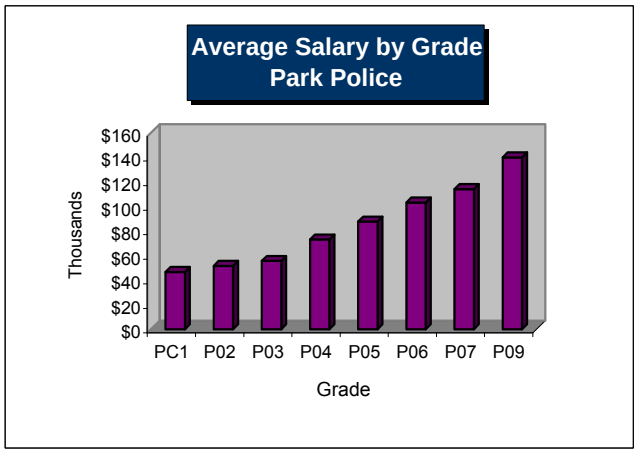

Salary Range
Career Full-Time Employees
Prince George's County Department of Parks and Recreation
Salary in Thousands
Number of Employees
250
200
150
100
50
0
10
140
233
194
150
86
78
87
$20 - $29
$30 - $39
$40 - $49
$50 - $59
$60 - $69
$70 - $79
$80 - $89
Over $90
Total Full-Time Employees = 978
Average Salary: $59,029

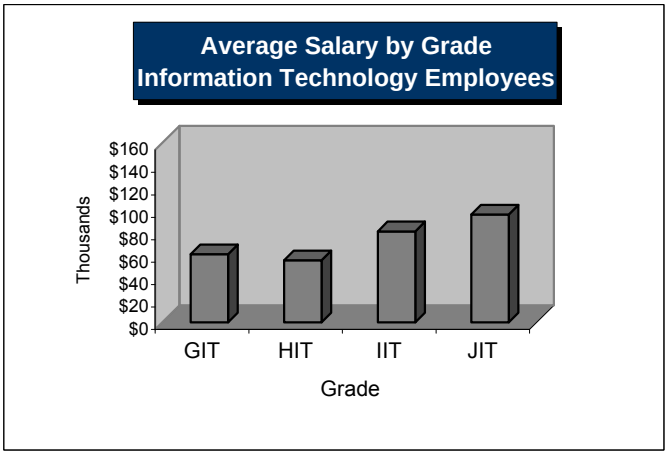
Average Annual Salary for Career Employees by Grade
Prince George's County Department of Parks and Recreation

Grade	Salary	Grade	Salary	Grade	Salary
PC1	$46,593	D	$40,761	GIT	$60,549
P02	$51,606	F	$51,472	HIT	$55,273
P03	$55,588	G	$55,469	IIT	$81,000
P04	$73,055	H	$66,734	JIT	$95,966
P05	$87,701	I	$81,661		
P06	$103,243	J	$99,355		
P07	$114,194	K	$117,402		
P09	$139,940				

Average Departmental Salary: $59,030
Average Commission Salary: $63,561



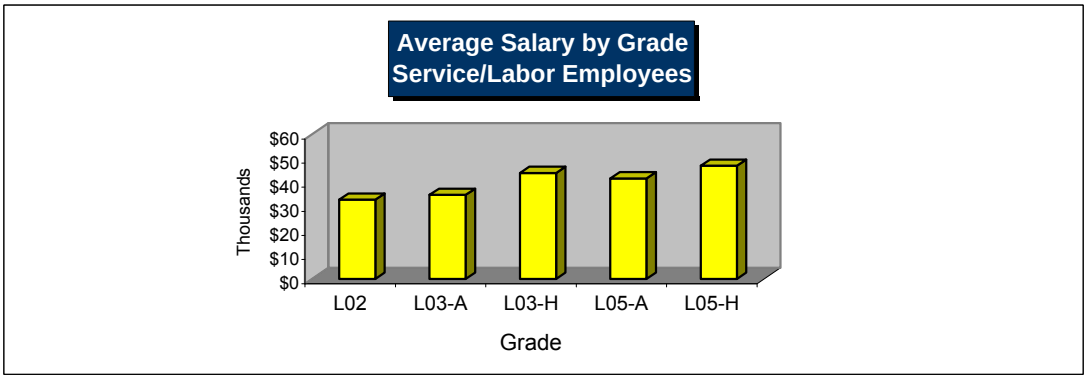


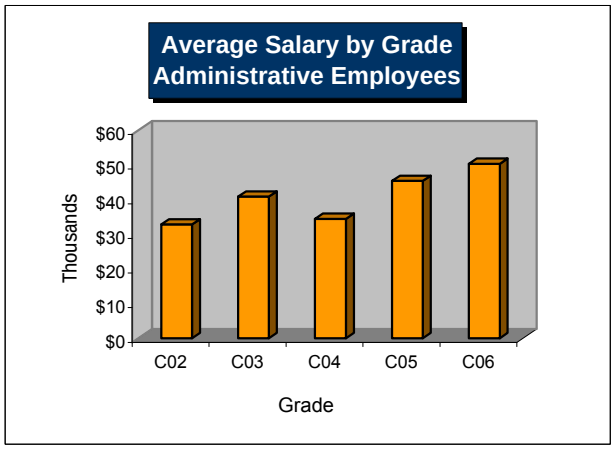


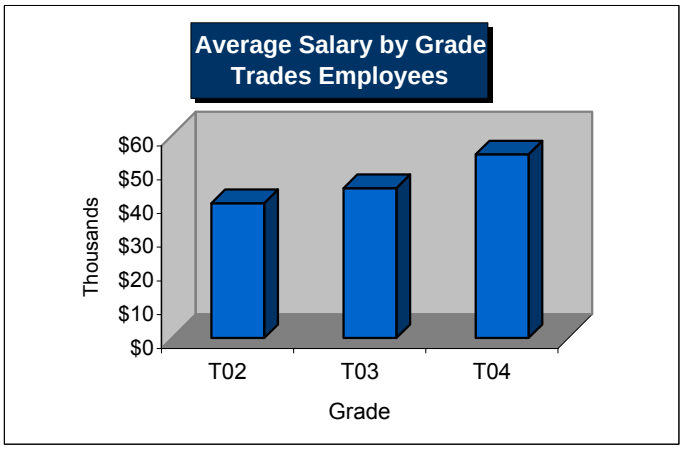
Average Annual Salary for Career Employees by Grade
Prince George's County Department of Parks and Recreation

Grade	Salary	Grade	Salary	Grade	Salary
C02	$32,870	L02	$32,836	T02	$40,027
C03	$40,894	L03	$34,866	T03	$44,508
C04	$34,464	L05	$43,969	T04	$54,492
C05	$45,445	L06	$41,674		
C06	$50,363	L07	$46,936		

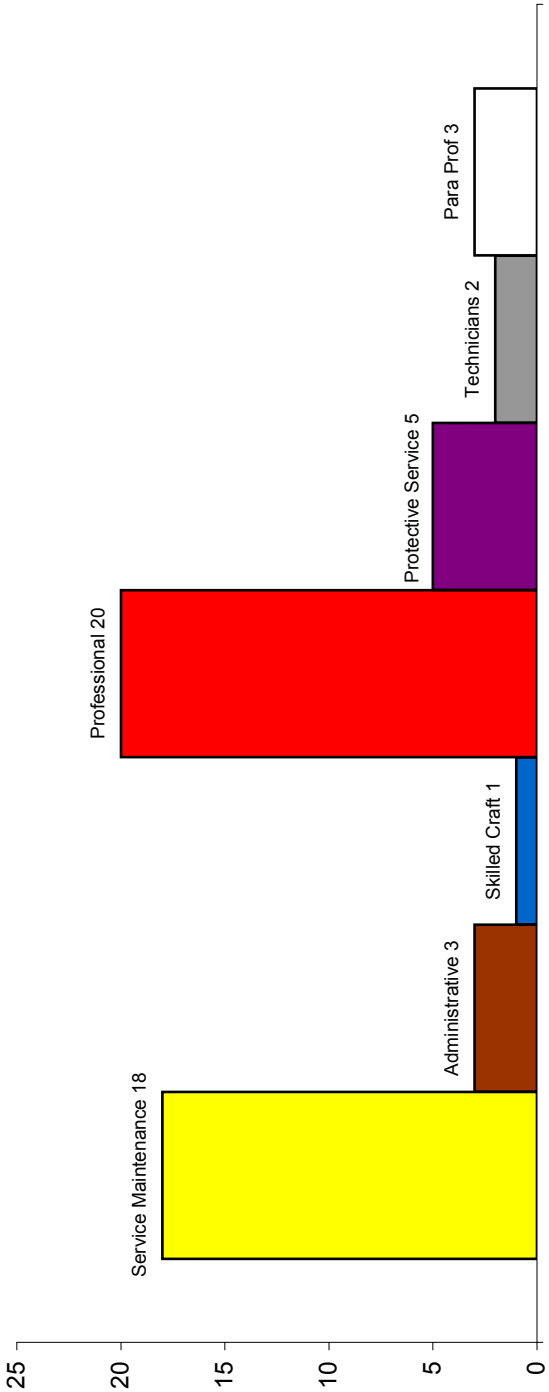
Average Departmental Salary: $59,030
Average Commission Salary: $63,561



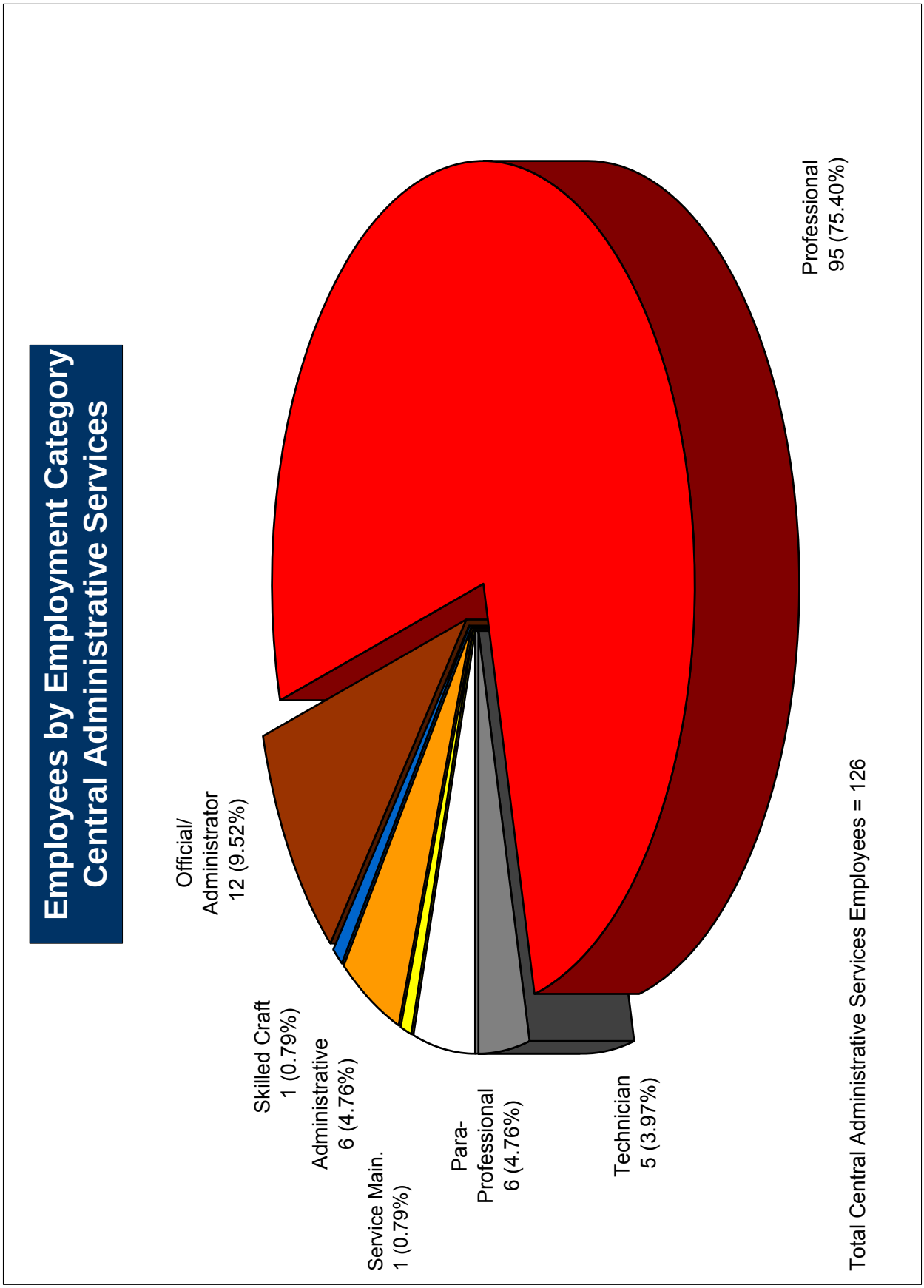


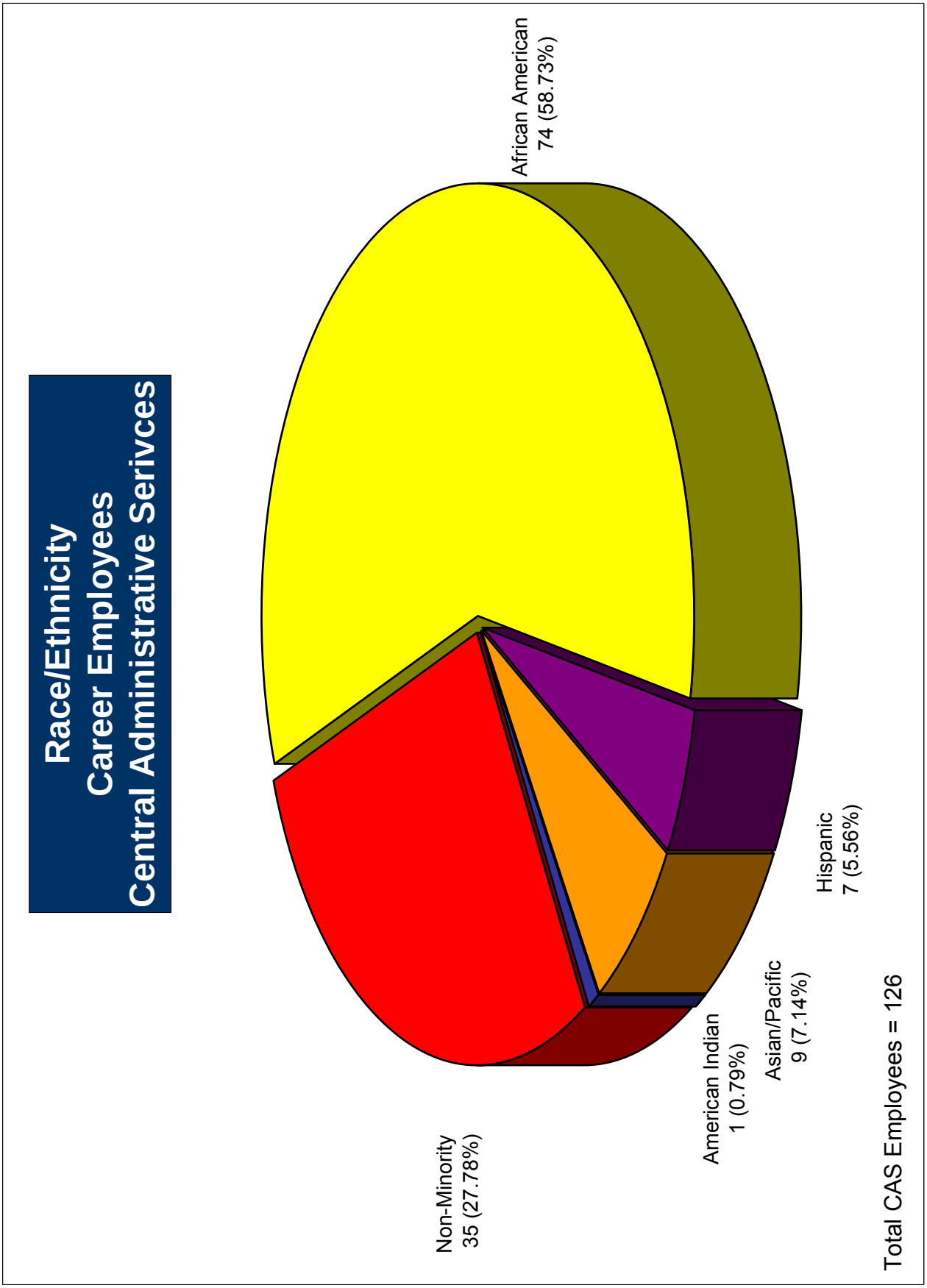


Employee Turnover by Employment Category
Prince George's County Department of Parks and Recreation

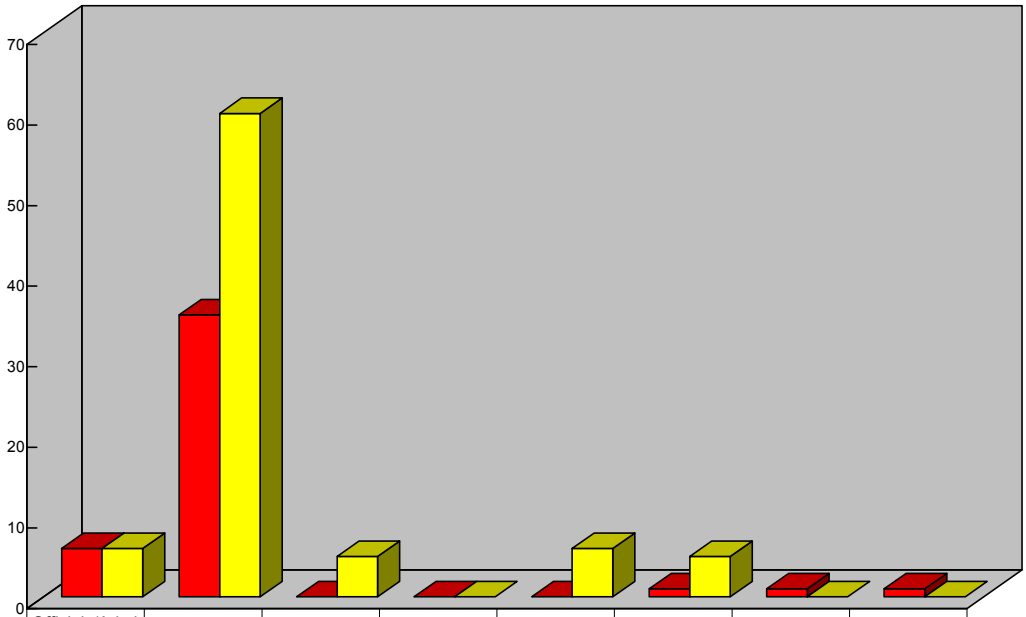


Prince George's Department of Parks and Recreation Turnover = 52 or 5.2%
Prince George's Department of Parks and Recreation Employees = 1,017
Commission-Wide Turnover = 133


Employees by Employment Category
Central Administrative Services
Official/
Administrator
12 (9.52%)
Skilled Craft
1 (0.79%)
Administrative
6 (4.76%)
Service Main.
1 (0.79%)
Para-
Professional
6 (4.76%)
Technician
5 (3.97%)
Professional
95 (75.40%)
Total Central Administrative Services Employees = 126


Race/Ethnicity
Career Employees
Central Administrative Serivces
African American
74 (58.73%)
Hispanic
7 (5.56%)
Asian/Pacific
9 (7.14%)
American Indian
1 (0.79%)
Non-Minority
35 (27.78%)
Total CAS Employees = 126

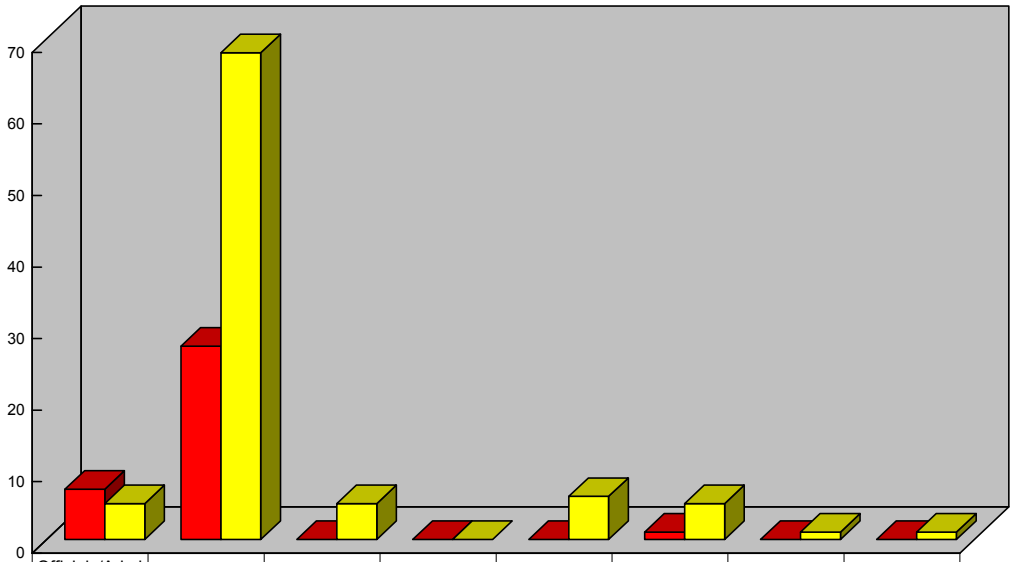
Distribution by Employment Category and Gender
Central Administrative Services



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Male	6	35	0	0	0	1	1	1
Female	6	60	5	0	6	5	0	0

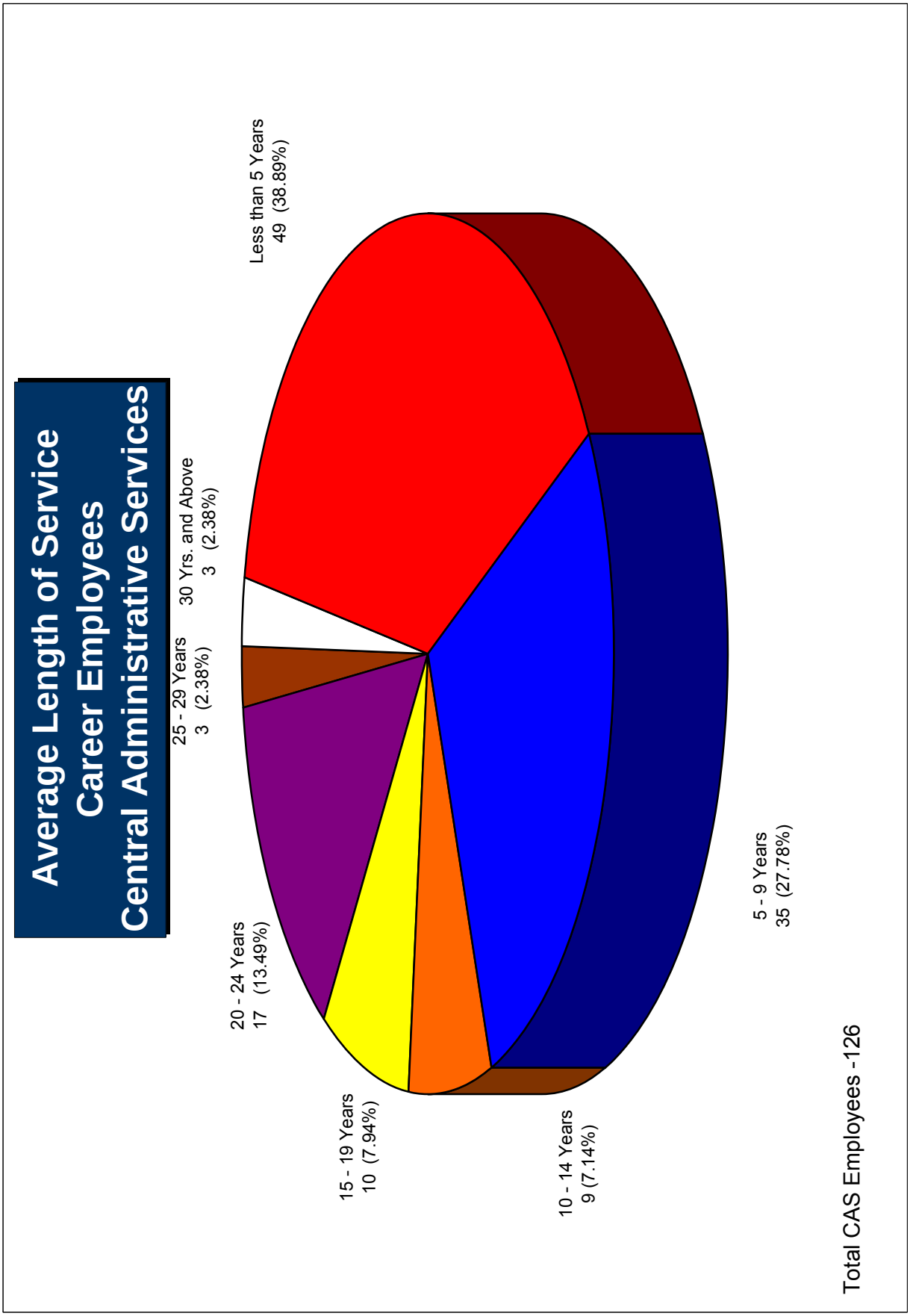
Total CAS Employees = 126

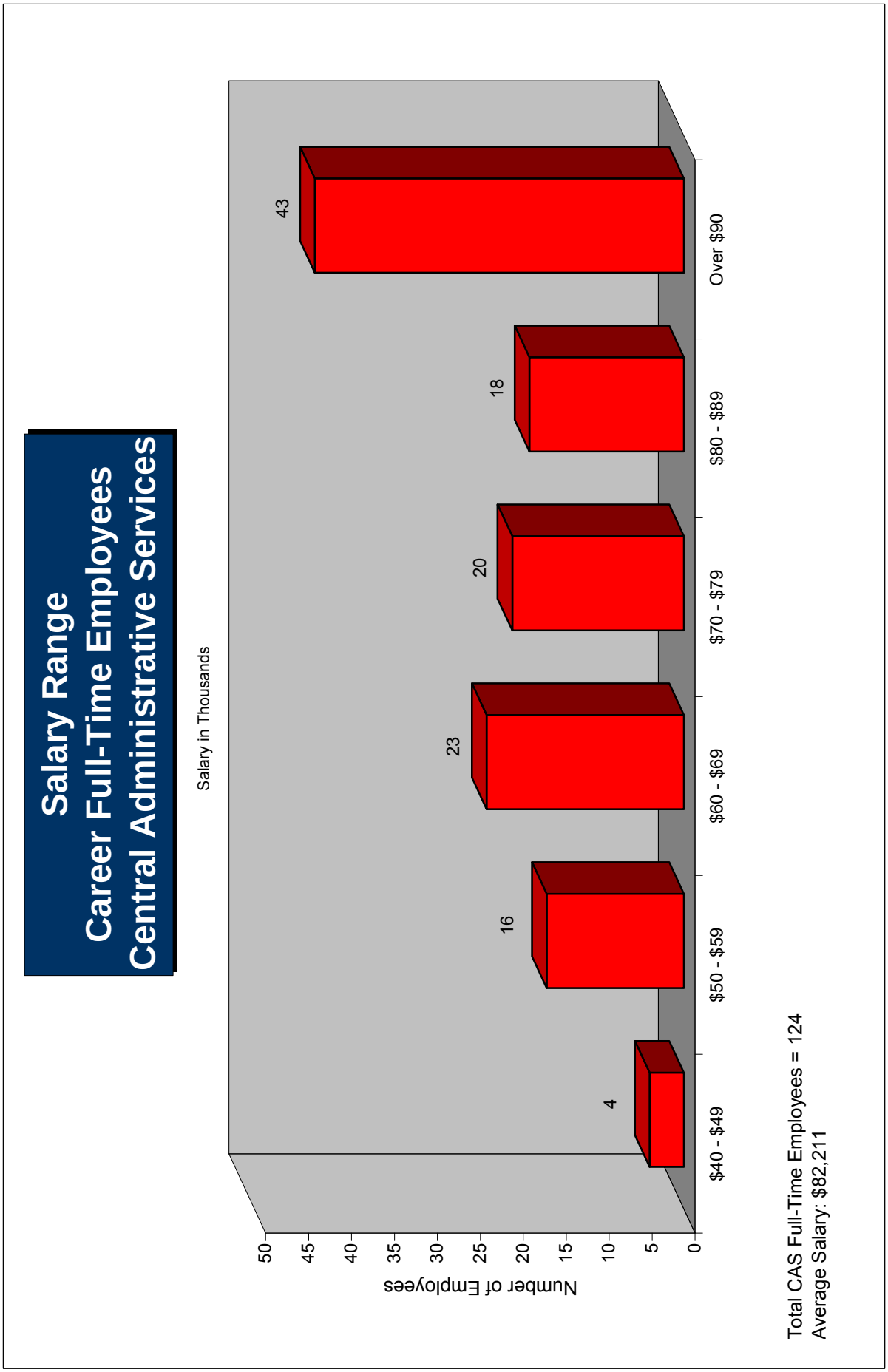
Distribution by Employment Category and Race/Ethnicity
Central Administrative Services



	Officials/Admin	Professional	Technicians	Prot. Service	Para-Prof.	Administrative	Skill Craft	Service/Maint.
Non-Minority	7	27	0	0	0	1	0	0
Minority	5	68	5	0	6	5	1	1

Total CAS Employees = 126


Average Length of Service
Career Employees
Central Administrative Services
Less than 5 Years
49 (38.89%)
30 Yrs. and Above
3 (2.38%)
25 - 29 Years
3 (2.38%)
20 - 24 Years
17 (13.49%)
15 - 19 Years
10 (7.94%)
10 - 14 Years
9 (7.14%)
5 - 9 Years
35 (27.78%)
Total CAS Employees -126

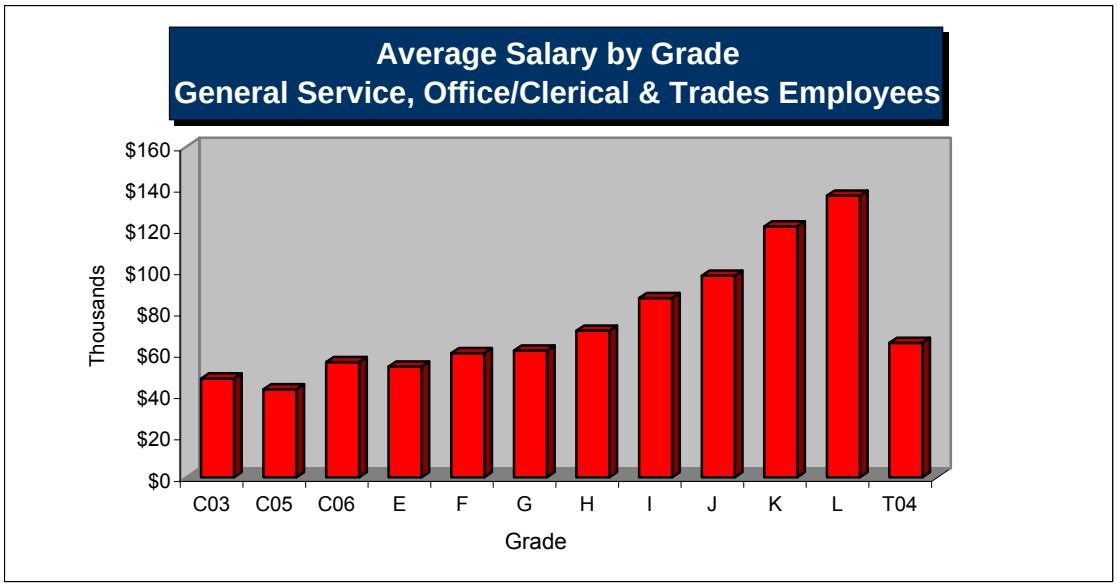

Salary Range
Career Full-Time Employees
Central Administrative Services
Salary in Thousands
Number of Employees
50
45
40
35
30
25
20
15
10
5
0
4
16
23
20
18
43
$40 - $49
$50 - $59
$60 - $69
$70 - $79
$80 - $89
Over $90
Total CAS Full-Time Employees = 124
Average Salary: $82,211

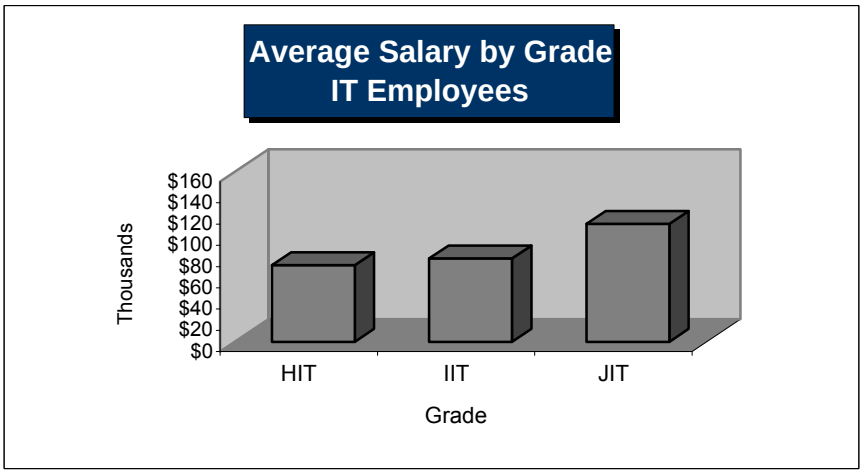
Average Annual Salary for Career Employees by Grade
Central Administrative Services

Grade	Salary
C03	$47,857
C05	$42,677
C06	$55,899
E	$53,668
F	$60,236
G	$61,464
H	$70,998
I	$86,862
J	$97,676
K	$121,583
L	$136,358
T04	$65,133

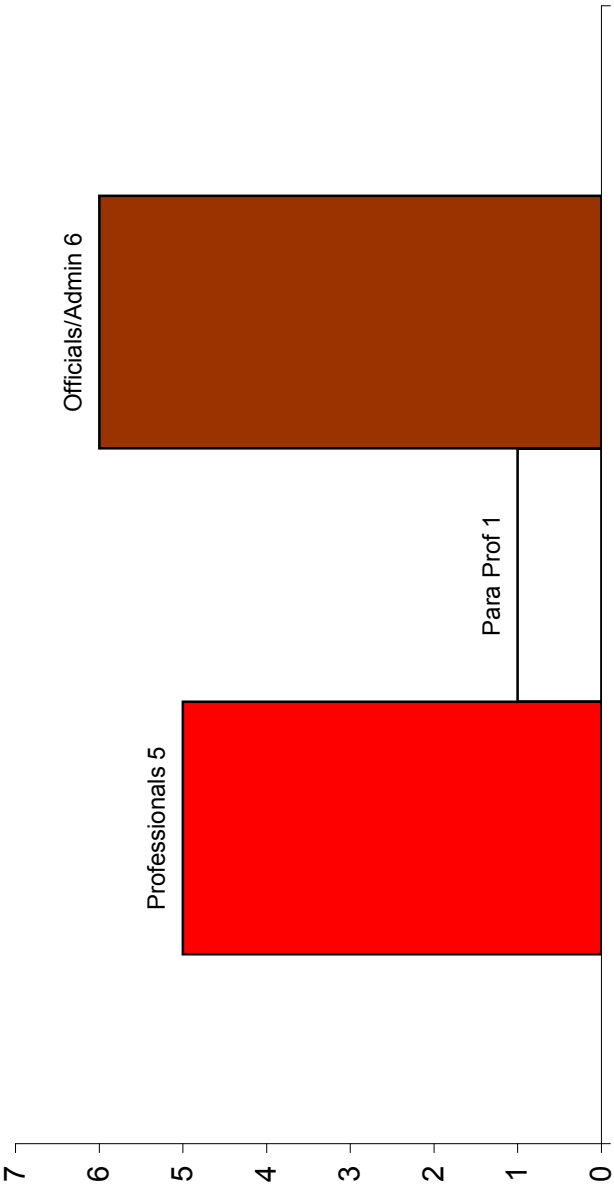
Grade	Salary
HIT	$72,208
IIT	$78,447
JIT	$111,067

Average Departmental Salary: $82,211
Average Commission Salary: $ 63,561

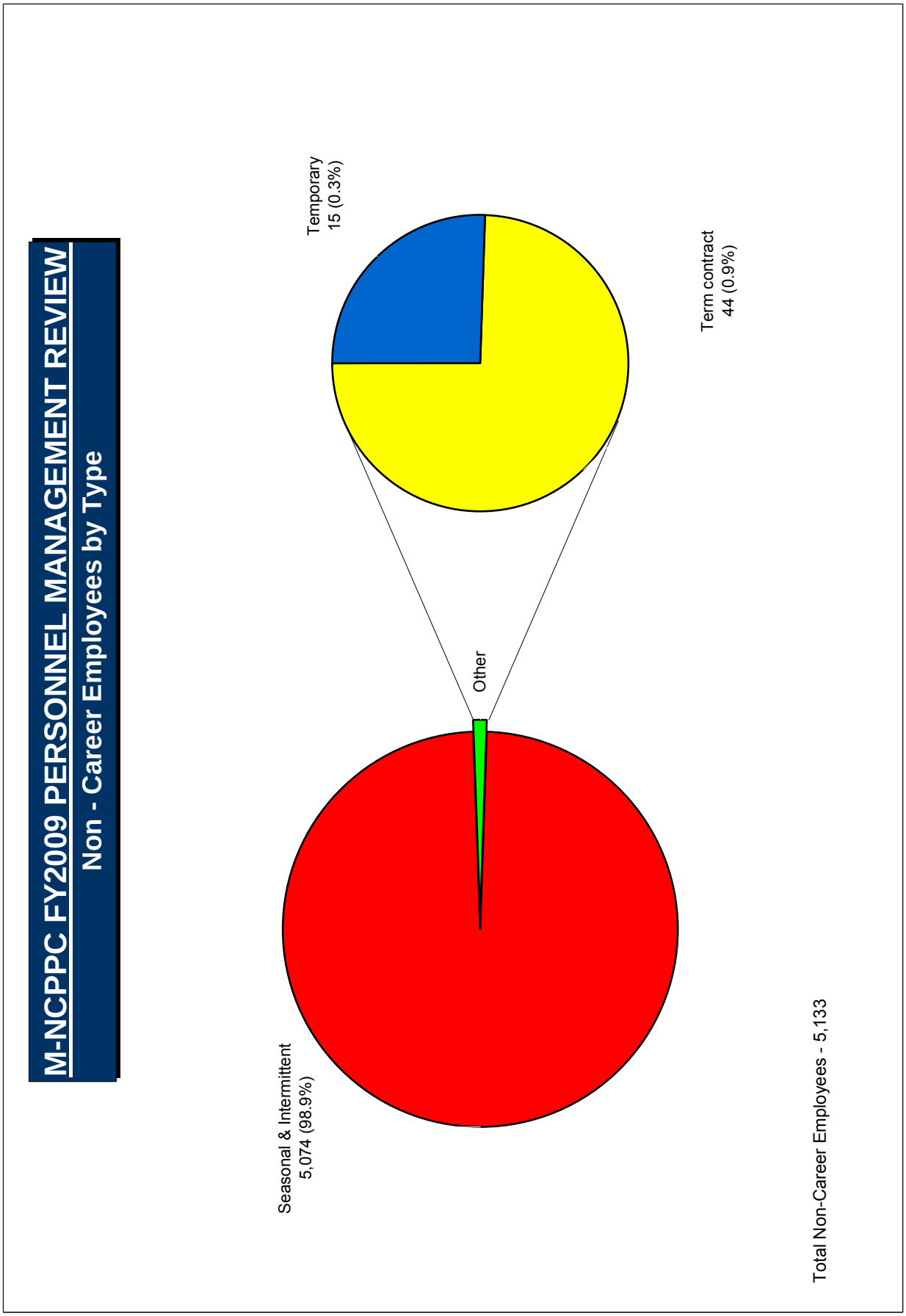




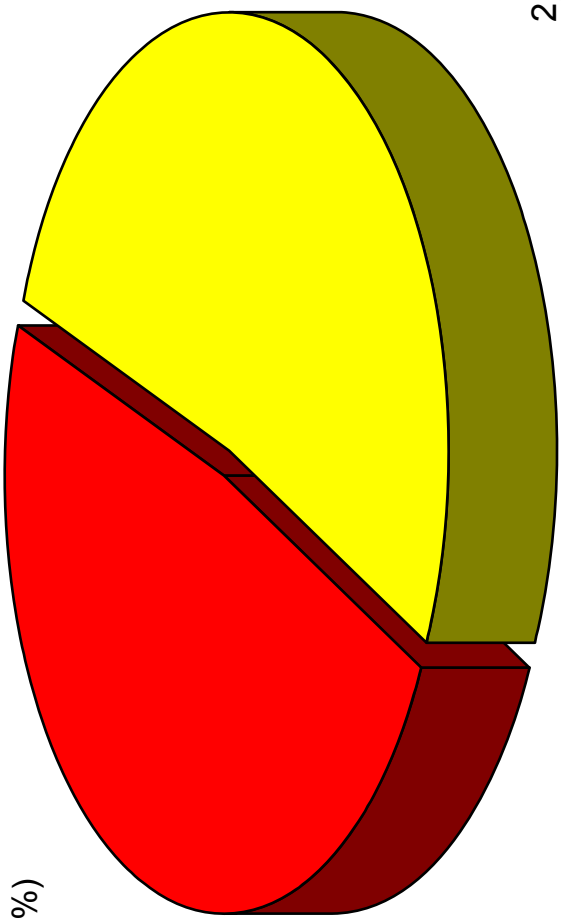
Employee Turnover by Employment Category
Central Administrative Services



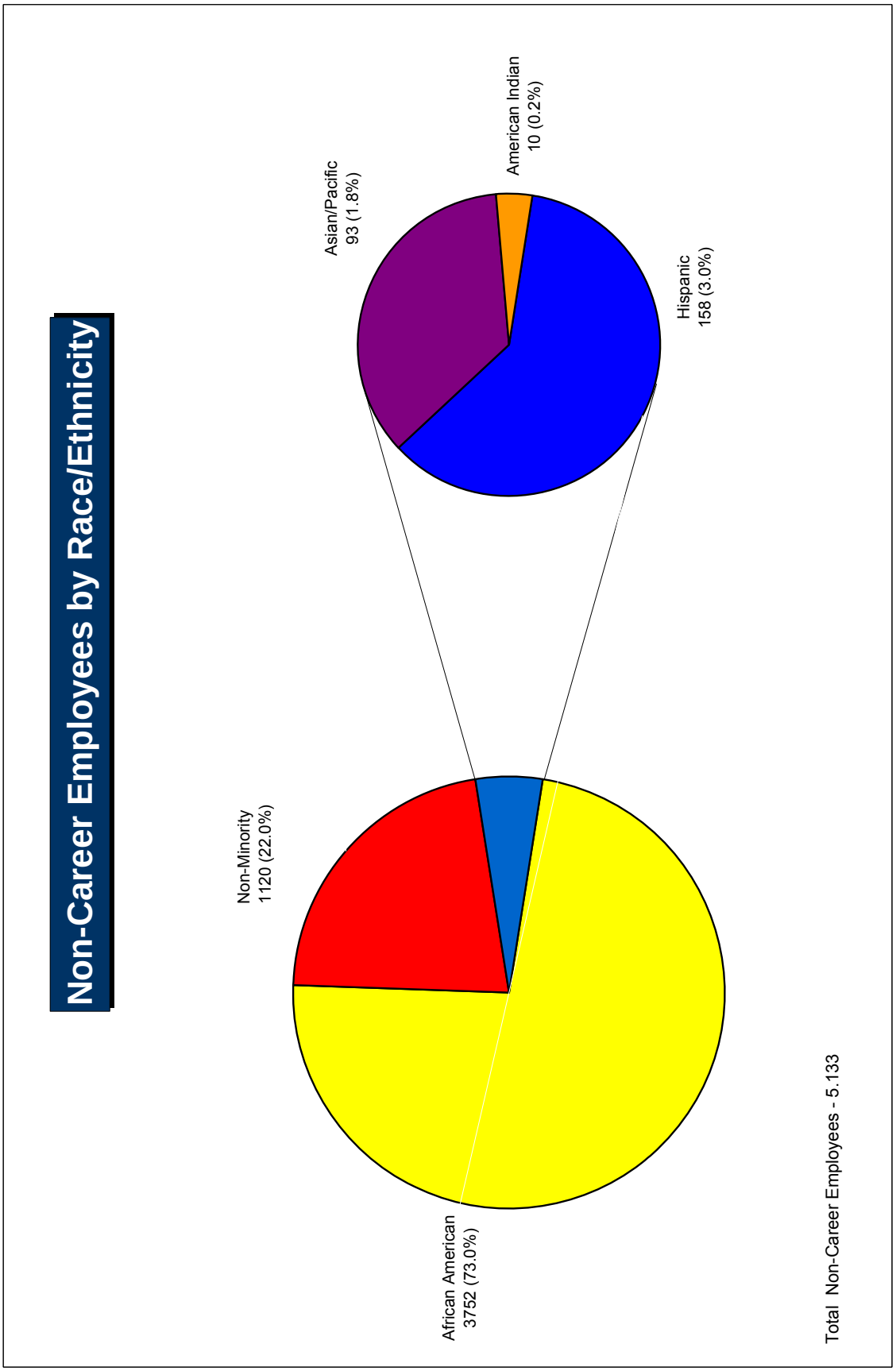
CAS Turnover = 12 or 9.6%
CAS Total Employees = 126
Commission-Wide Turnover = 133


M-NCPPC FY2009 PERSONNEL MANAGEMENT REVIEW
Non - Career Employees by Type
Temporary
15 (0.3%)
Term contract
44 (0.9%)
Other
Seasonal & Intermittent
5,074 (98.9%)
Total Non-Career Employees - 5,133

Non - Career Employees by Gender

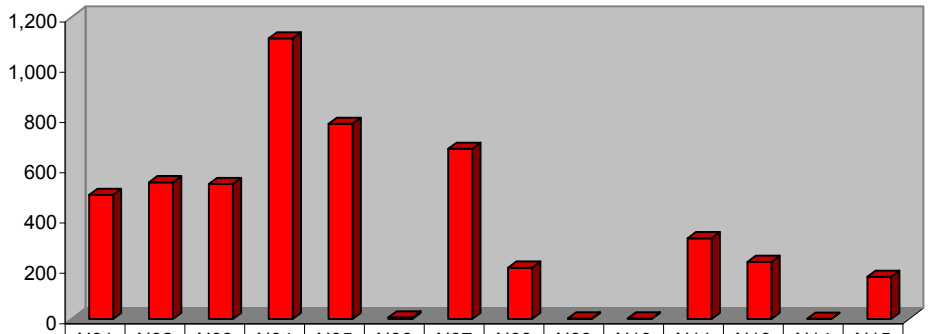


Note: Total Non-Career Employees - 5,133


Non-Career Employees by Race/Ethnicity
Non-Minority
1120 (22.0%)
Asian/Pacific
93 (1.8%)
American Indian
10 (0.2%)
Hispanic
158 (3.0%)
African American
3752 (73.0%)
Total Non-Career Employees - 5.133

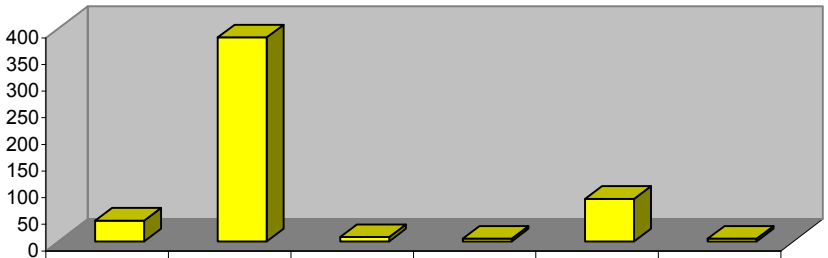
Non-Career Employees Distribution by Grade by Pay Schedule Assignment

Distribution by Grade Intermittent Pay Schedule



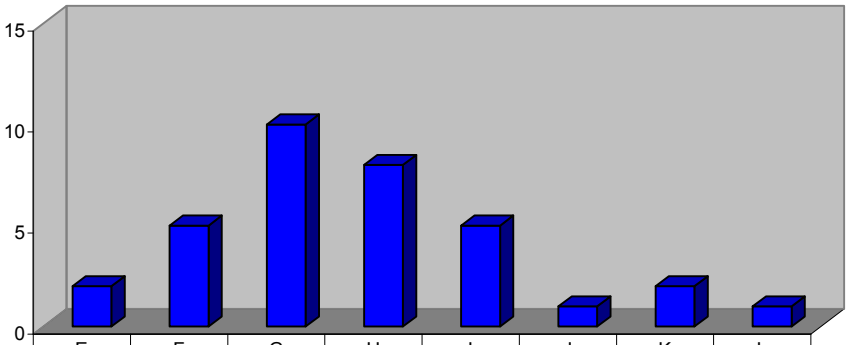
	N01	N02	N03	N04	N05	N06	N07	N08	N09	N10	N11	N13	N14	N15
Employees	494	544	537	1116	776	6	677	204	2	2	321	227	1	168

Distribution by Grade Aquatics Pay Schedule



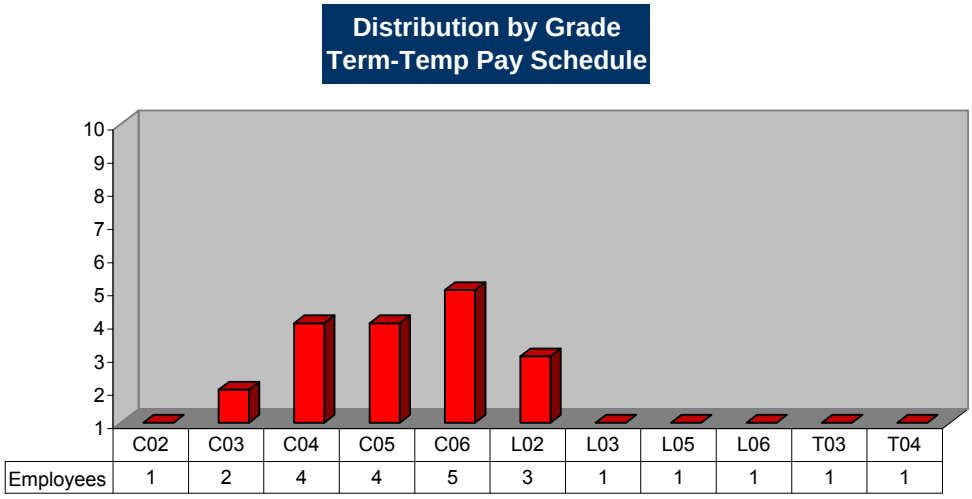
	A02	A03	A04	A05	A06	A07
Employees	39	383	8	5	80	5

Distribution by Grade General Service Pay Schedule



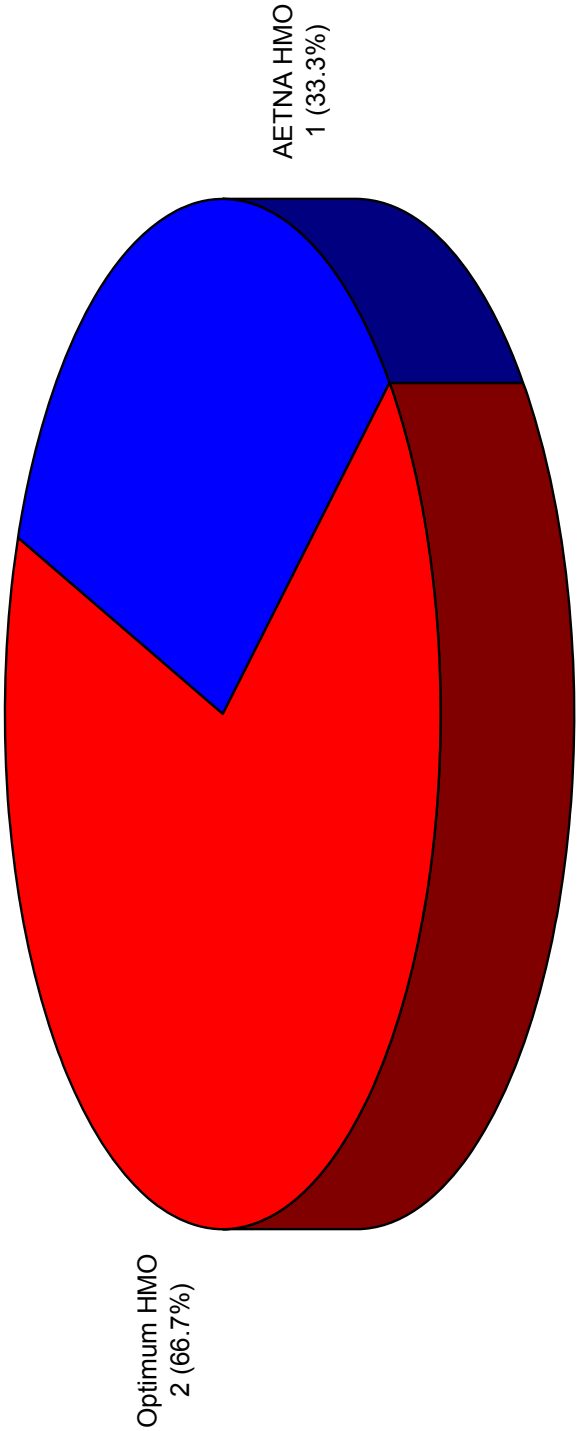
	E	F	G	H	I	J	K	L
Employees	2	5	10	8	5	1	2	1

Non-Career Employee Distribution by Grade by Pay Schedule Assignment



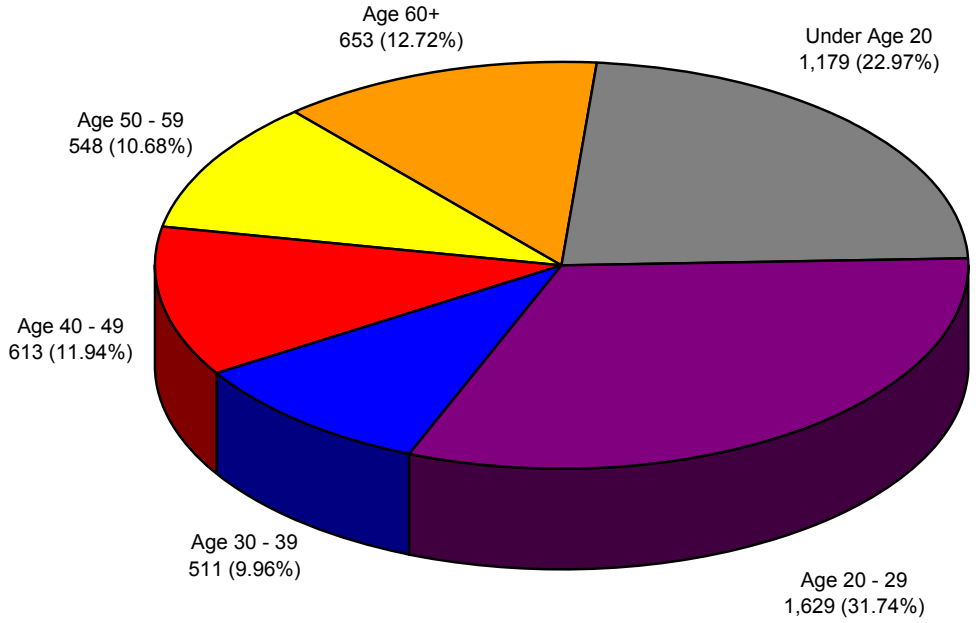
	C02	C03	C04	C05	C06	L02	L03	L05	L06	T03	T04
Employees	1	2	4	4	5	3	1	1	1	1	1

Non - Career (Term) Employee Medical Health Plan Participation



Note: Total Eligible Employees = 3

Non-Career Employees by Age



Total Non-Career Employees -5,133

Non - Career Employees Distribution by Department

Central Administrative Services	10	0.19%
Montgomery County Commissioners' Office	0	0.00%
Montgomery County Department of Planning	6	0.12%
Montgomery County Department of Parks	456	8.88%
Prince George's County Commissioners' Office	6	0.12%
Prince George's County Department of Planning	10	0.19%
Prince George's County Parks and Recreation	4,645	90.49%
M-NCPPC Non-Career Employees - Total	5,133	100.00%

Excerpt from U.S. Equal Employment Opportunity Commission's EEOC Form 164, State and Local Government Information (EEO-4), Instruction Booklet.

RACE/ETHNIC IDENTIFICATION

An employer may acquire the race/ethnic information necessary for this section either by visual surveys of the work force, or from post-employment records as to the identity of employees. Since visual surveys are permitted, and the fact that race/ethnic identifications are not present on agency records is not an excuse for failure to provide the data called for. However, although the Commission does not encourage direct inquiry as a method of determining racial or ethnic identity, this method is not prohibited in cases where it has been used in the past, or where other methods are not practical, provided it is not used for purposes of discrimination.

Moreover, the fact that employees may be located at different addresses does not provide an acceptable reason for failure to comply with the reporting requirements. In such cases, it is recommended that visual surveys be conducted for the employer by persons such as supervisors who are responsible for the work of the employees or to whom the employees report for instruction or otherwise.

Please note that the General Counsel of the Commission has ruled, on the basis of court decisions, that the Commission has the authority to require the racial and ethnic identification of employees, regardless of any possible conflicting state or local laws.

The concept of race as used by the Equal Employment Opportunity Commission does not denote clearcut scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person may be counted in more than one race/ethnic category.

NOTE: The category "HISPANIC", while not a race identification, is included as a separate race/ethnic category because of the employment discrimination often encountered by this group; for this reason do not include HISPANIC under either "white" or "black".

For the purposes of the report, the following race/ethnic categories will be used:

a. **White (not of Hispanic origin)**: All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

b. **Black (not or Hispanic origin)**: All persons having origins in any of the Black racial groups of Africa.

c. **Hispanic**: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

d. **Asian or Pacific Islander**: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

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

DESCRIPTION OF JOB CATEGORIES

a. **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 chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs 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.

b. **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, dietitians, lawyers, systems 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.

c. **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.

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

e. **Paraprofessionals**: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

f. **Administrative Support(Including Clerical and Sales)**: 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-typist, 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.

g. **Skilled Craft Workers**: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process 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, and kindred workers.

h. **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 groundkeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
General Service Pay Schedule
Effective July 13, 2008
3.25% COLA

Grade	Minimum	Midpoint	Maximum
A	$23,768	$32,220	$40,673
	$11.4269	$15.4904	$19.5543
B	$25,390	$34,417	$43,443
	$12.2067	$16.5466	$20.8861
C	$26,545	$37,131	$47,717
	$12.7620	$17.8514	$22.9409
D	$29,823	$40,427	$51,031
	$14.3380	$19.4361	$24.5341
E	$32,997	$44,730	$56,462
	$15.8639	$21.5048	$27.1452
F	$37,025	$50,191	$63,357
	$17.8005	$24.1303	$30.4601
G	$41,932	$56,842	$71,750
	$20.1596	$27.3279	$34.4952
H	$47,535	$64,438	$81,342
	$22.8534	$30.9798	$39.1067
I	$53,835	$73,068	$92,300
	$25.8822	$35.1288	$44.3750
J	$62,658	$85,930	$109,200
	$30.1240	$41.3125	$52.5000
K	$75,036	$101,718	$128,399
	$36.0750	$48.9029	$61.7303
L	$91,015	$123,379	$155,743
	$43.7572	$59.3168	$74.8764

Approved by the Commission May 21, 2008

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Special Salary Range Pay Schedule for Select Career IT Positions ONLY
Effective July 13, 2008 - REVISED
3.25% COLA plus 3.5% Increase to Salary Range Maximum

Grade	Minimum	Midpoint	Maximum
GIT	$44,028	$58,411	$75,340
	$21.1673	$28.0822	$36.2210
HIT	$49,912	$66,215	$85,406
	$23.9962	$31.8341	$41.0606
IIT	$56,526	$75,082	$96,914
	$27.1760	$36.0971	$46.5934
JIT	$68,298	$91,651	$119,028
	$32.8356	$44.0630	$57.2251

TITLE	GRADE
Programmer/Analyst I	GIT
GIS Specialist I	GIT
IT Telecommunications Spec I	GIT
Programmer/Analyst II	HIT
GIS Specialist II	HIT
Senior IT Support Specialist	IIT
Programmer/Analyst III	IIT
GIS Specialist III	IIT
IT Systems Manager/Leader	JIT

Approved by the Commission
May 21, 2008

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Office/Clerical Bargaining Unit Pay Schedule
Effective July 13, 2008
3.25% COLA plus 2.5% Longevity Step (L4)

Grade	Minimum	Midpoint	Maximum	Longevity
C01	$23,838	$32,316	$40,793	$41,813
	$11.4606	$15.5365	$19.6120	$20.1024
C02	$25,465	$34,520	$43,574	$44,663
	$12.2428	$16.5962	$20.9490	$21.4726
C03	$26,623	$37,240	$47,857	$49,053
	$12.7995	$17.9038	$23.0082	$23.5832
C04	$29,909	$40,545	$51,180	$52,460
	$14.3793	$19.4928	$24.6058	$25.2212
C05	$33,093	$44,860	$56,627	$58,043
	$15.9101	$21.5673	$27.2245	$27.9053
C06	$37,135	$50,340	$63,544	$65,133
	$17.8534	$24.2019	$30.5500	$31.3139

Approved by the Commission
June 21, 2006

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Trades Bargaining Unit Pay Schedule
Effective July 13, 2008
3.25% COLA + 2.5% Longevity Step(L4)

Grade	Minimum	Midpoint	Maximum	Longevity
T01	$25,465	$34,520	$43,574	$44,663
	$12.2428	$16.5962	$20.9490	$21.4726
T02	$29,909	$40,545	$51,180	$52,460
	$14.3793	$19.4928	$24.6058	$25.2212
T03	$33,093	$44,860	$56,627	$58,043
	$15.9101	$21.5673	$27.2245	$27.9053
T04	$37,135	$50,340	$63,544	$65,133
	$17.8534	$24.2019	$30.5500	$31.3139

Approved by the Commission
June 21, 2006

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Service/Labor Bargaining Unit Pay Schedule
Effective July 13, 2008
3.25% COLA + 2.5% Longevity Step(L4)

Grade	Minimum	Midpoint	Maximum	Longevity
L01	$23,768	$32,221	$40,673	$41,690
	$11.4269	$15.4909	$19.5543	$20.0433
L02	$26,545	$37,130	$47,716	$48,909
	$12.7620	$17.8514	$22.9404	$23.5139
L03,L04	$29,823	$40,428	$51,032	$52,308
	$14.3380	$19.4365	$24.5346	$25.1481
L05,L06	$32,997	$44,730	$56,462	$57,874
	$15.8639	$21.5048	$27.1452	$27.8240
L07	$37,025	$50,191	$63,357	$64,941
	$17.8005	$24.1303	$30.4601	$31.2216

Approved by the Commission
June 21, 2006

The Maryland-National Capital Park and Planning Commission
FOP Park Police
Effective July 12, 2009 (3.75% COLA)

Rank	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
P02		$47,853	$49,533	$51,265	$53,059	$54,914	$56,838	$58,826	$60,885	$63,016	$65,225	$67,508	$69,866	$72,311	$74,844	
P03	$47,832	$50,247	$52,009	$53,834	$55,711	$57,657	$59,679	$61,767	$63,934	$66,168	$68,485	$70,885	$73,367	$75,928	$78,586	
P04	$50,224	$52,757	$54,608	$56,519	$58,495	$60,544	$62,662	$64,854	$67,127	$69,472	$71,907	$74,425	$77,027	$79,726	$82,518	
P05	$55,371	$58,171	$60,205	$62,311	$64,490	$66,749	$69,085	$71,506	$74,009	$76,597	$79,281	$82,059	$84,924	$87,898	$90,971	$93,246

Rank	ASI 1*	ASI 2**
P02	$76,717	$78,634
P03	$80,550	$82,565
P04	$84,578	$86,692
P05	$95,579	$97,968

*ASI 1 Applies to all officers on the first anniversary date on which the officer has completed 16 years.
**ASI 2 Applies to all officers on the first anniversary date on which the officer has completed 19 years.

***1% Salary Adjustments effective 4/9/06, 7/2/06, and 7/1/07 as a result of officers assuming 100% of the LTD premiums or 80% of the CDBP premium effective 4/9/06 pursuant to Collective Bargaining Agreement dated February 1, 2005 to January 31, 2008.

Approved by the Commission May 21, 2008

Park Police Command Officers

Effective July 12, 2009

3.75% Adjustment to Pay Ranges

Title	Minimum	Midpoint	Maximum
Lieutenant [P06]	$64,234	$86,793	$109,354
Captain [P07]	$74,315	$100,412	$126,509
Commander [P09]	$90,785	$117,988	$145,188

Officer Candidate Pay Scale*
Effective July 13, 2008 (3.25% COLA)

Position	Scale
Candidate [PC]	$46,123

* Park Police Candidates and officers covered by the Collective Bargaining Unit received a 1% salary adjustment effective 4/9/06, 7/2/06 and 7/1/07 as a result of assuming 100% of the LTD premiums on 4/9/06. These adjustments remain in effect only as long as the 100% LTD premium payments are maintained by officers.

Approved by the Commission June 17, 2009
Candidate Pay Approved by the Commission May 21, 2008

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Seasonal/Intermittent Pay Schedule
Effective First Full Pay Period On or After April 12, 2009*

	GRADE	MINIMUM	MIDPOINT	MAXIMUM	INSTRUCTORS	
PFA I - 2001	N01	$7.2500	$8.3375	$9.4250	2003	I
PFA II - 2018	N02	$7.3000	$8.6500	$10.0000		
PFA III - 2042	N03	$7.3200	$9.0211	$10.7221		
PFMA I - 2047	N04	$7.4000	$9.4400	$11.4800	2045	II
PFMA II - 2051	N05	$8.0223	$10.2288	$12.4353		
	N06	$8.7447	$11.1496	$13.5547		
PFMA III - 2059	N07	$9.2691	$11.8182	$14.3673		
	N08	$9.8247	$12.5267	$15.2286	2065	III
	N09	$10.4140	$13.2780	$16.1420		
	N10	$11.0391	$14.0749	$17.1109		
Intern I/Playground Manager	N11	$11.9223	$15.2007	$18.4792	2067	IV
	N12	$12.8763	$16.4175	$19.9586		
Intern II	N13	$14.8072	$18.8791	$22.9511	2069	V
	N14	$17.0287	$21.7118	$26.3950		
	N15	$19.5836	$24.9688	$30.3541	2071	VI

*** N01-N04 rates revised in compliance with the Federal Minimum Wage Adjustment effective 7/24/09 as well as structural changes required to maximize its effectiveness**

APPROVED BY THE COMMISSION FEBRUARY 18, 2009

The Maryland-National Capital Park and Planning Commission
Aquatics Seasonal/Intermittent Pay Schedule
Effective First Full Pay Period On or After May 25, 2008
20.0% Pay Schedule Adjustment

Grade	First Year	Second Year	Third Year
A01	$7.75	$8.33	$8.90
A02	$8.52	$9.16	$9.80
A03	$9.30	$10.07	$10.88
A04	$10.69	$11.58	$12.52
A05	$12.31	$13.31	$14.39
A06	$14.16	$15.30	$16.56
A07	$16.28	$17.60	$19.04

Approved by Commission on February 20, 2008

The Maryland National Capital Park and Planning Commission
Premium Rates Effective January 1, 2009

EMPLOYEE-ONLY COVERAGE

		Total Cost			Commission Share		Employee Share		Employee	
Appointed & Career Employees & Pre-65 Retirees	**Career Co-Pay %**	**Bi-Weekly Rates**	**Monthly Rates**	**COBRA Rates**	**Bi-Weekly**	**Monthly**	**Bi-Weekly**	**Monthly**	**Term Contract Bi-Weekly**	**Change From 2008**
CareFirst BCBS POS	85%/15%	$135.24	$293.00	$298.86	$114.96	$249.05	**$20.28**	**$43.95**		-12.00%
CareFirst BCBS POS/OOA (Retirees)	85%/15%	$135.24	$293.00	$298.86	$114.96	$249.05	**$20.28**	**$43.95**		-12.00%
Aetna Select HMO	85%/15%	$146.45	$317.29	$323.64	$124.49	$269.70	**$21.96**	**$47.59**	**$102.52**	0.00%
UnitedHealthcare Select EPO	85%/15%	$132.58	$287.25	$293.00	$112.70	$244.17	**$19.88**	**$43.08**	**$92.81**	0.00%
Caremark Prescription	85%/15%	$42.47	$92.00	$93.84	$36.10	$78.20	**$6.37**	**$13.80**	**$29.73**	-12.00%
MetLife Dental	85%/15%	$18.60	$40.30	$41.11	$15.81	$34.26	**$2.79**	**$6.04**		0.00%
Vision Service Plan - Low	80%/20%	$1.73	$3.73	$3.80	$1.39	$2.99	**$0.34**	**$0.74**		0.00%
Vision Service Plan - Moderate	See note	$3.13	$6.77	$6.91	$1.39	$2.99	**$1.74**	**$3.78**		0.00%
Vision Service Plan - High	See note	$4.59	$9.94	$10.14	$1.39	$2.99	**$3.20**	**$6.95**		0.00%
Post-65 Retirees										
BC/BS Medicare Complement	85%/15%	N/A	$168.00	N/A	N/A	$142.80	**N/A**	**$25.20**		-12.00%
Other Benefit Plan Rates:										
CIGNA - Long Term Disb - Regular	80%/20%	$0.80	$1.73	N/A						0.00%
CIGNA - Long Term Disb - CDBP	80%/20%	$0.39	$0.83	N/A						0.00%
Legal Resources - Legal Services	0%/100%	$9.00	$18.00	N/A	$0.00	$0.00	**$9.00**	**$18.00**		0.00%
Life Insurance	80%/20%		$0.220							0.00%
AD&D	80%/20%		$0.03							0.00%

Notes:
Prescription drug coverage is separate from medical plans
Contract Employees: Commission pays 30%, employee pays 70%
Vision: (Commission pays/Employee pays) Low Option: 80%/20% Moderate and High Options: 80% of low plan/Employee pays balance
Basic Life Insurance: Commission pays 80%, employee pays 20%; dependent is paid 100% by employee. Rates are per $1000 of eligible salary
CIGNA: Rates are per $100 of monthly benefit
Legal Resources: Employee pays 100%. $9.00 bi-weekly - 1st and 2nd per pay periods monthly.

The Maryland National Capital Park and Planning Commission
Premium Rates Effective January 1, 2009

TWO-MEMBER COVERAGE

		Total Cost			Commission Share		Employee Share		Employee	
Appointed & Career Employees & Pre-65 Retirees	**Career Co-Pay %**	**Bi-Weekly Rates**	**Monthly Rates**	**COBRA Rates**	**Bi-Weekly**	**Monthly**	**Bi-Weekly**	**Monthly**	**Term Contract Bi-Weekly**	**Change From 2008**
CareFirst BCBS POS	85%/15%	$270.47	$586.00	$597.72	$229.90	$498.10	**$40.57**	**$87.90**		-12.00%
CareFirst BCBS POS/OOA (Retirees)	85%/15%	$270.47	$586.00	$597.72	$229.90	$498.10	**$40.57**	**$87.90**		-12.00%
Aetna Select HMO	85%/15%	$300.28	$650.60	$663.61	$255.24	$553.01	**$45.04**	**$97.59**	**$210.20**	0.00%
UnitedHealthcare Select EPO	85%/15%	$267.26	$579.06	$590.64	$227.18	$492.21	**$40.08**	**$86.85**	**$187.09**	0.00%
Caremark Prescription	85%/15%	$84.93	$184.00	$187.68	$72.20	$156.40	**$12.73**	**$27.60**	**$59.46**	-12.00%
MetLife Dental	85%/15%	$35.36	$76.60	$78.13	$30.06	$65.11	**$5.30**	**$11.49**		0.00%
Vision Service Plan - Low	80%/20%	$3.42	$7.39	$7.54	$2.74	$5.92	**$0.68**	**$1.47**		0.00%
Vision Service Plan - Moderate	See note	$6.20	$13.42	$13.69	$2.74	$5.92	**$3.46**	**$7.50**		0.00%
Vision Service Plan - High	See note	$9.10	$19.71	$20.10	$2.74	$5.92	**$6.36**	**$13.79**		0.00%
Post-65 Retirees										
BC/BS Medicare Complement	85%/15%	N/A	$336.00	N/A	N/A	$285.60	**N/A**	**$50.40**		-12.00%
Other Benefit Plan Rates:										
CIGNA - Long Term Disb - Regular	80%/20%	$0.80	$1.73	N/A						0.00%
CIGNA - Long Term Disb - CDBP	80%/20%	$0.39	$0.83	N/A						0.00%
Legal Resources - Legal Services	0%/100%	$9.00	$18.00	N/A	$0.00	$0.00	**$9.00**	**$18.00**		0.00%
Life Insurance	80%/20%		$0.220							0.00%
AD&D	80%/20%		$0.030							0.00%

Notes:
Prescription drug coverage is separate from medical plans
Contract Employees: Commission pays 30%, employee pays 70%
Vision: (Commission pays/Employee pays) Low Option: 80%/20% Moderate and High Options: 80% of low plan/Employee pays balance
Basic Life Insurance: Commission pays 80%, employee pays 20%; dependent is paid 100% by employee. Rates are per $1000 of eligible salary
CIGNA: Rates are per $100 of monthly benefit
Legal Resources: Employee pays 100%. $9.00 bi-weekly - 1st and 2nd per pay periods monthly.

The Maryland National Capital Park and Planning Commission
Premium Rates Effective January 1, 2009

FAMILY COVERAGE

		Total Cost			Commission Share		Employee Share		Employee	
Appointed & Career Employees & Pre-65 Retirees	**Career Co-Pay %**	**Bi-Weekly Rates**	**Monthly Rates**	**COBRA Rates**	**Bi-Weekly**	**Monthly**	**Bi-Weekly**	**Monthly**	**Term Contract Bi-Weekly**	**Change From 20086**
CareFirst BCBS POS	85%/15%	$405.70	$879.00	$896.58	$344.85	$747.15	**$60.85**	**$131.85**		-12.00%
CareFirst BCBS POS/OOA (Retirees)	85%/15%	$405.70	$879.00	$896.58	$344.85	$747.15	**$60.85**	**$131.85**		-12.00%
Aetna Select HMO	85%/15%	$440.52	$954.46	$973.55	$374.45	$811.30	**$66.07**	**$143.16**	**$308.37**	0.00%
UnitedHealthcare Select EPO	85%/15%	$403.02	$873.20	$890.66	$342.57	$742.22	**$60.45**	**$130.98**	**$282.12**	0.00%
Caremark Prescription	85%/15%	$127.39	$276.00	$281.52	$108.29	$234.60	**$19.10**	**$41.40**	**$89.18**	-12.00%
MetLife Dental	85%/15%	$53.96	$116.90	$119.24	$45.87	$99.37	**$8.09**	**$17.53**		0.00%
Vision Service Plan - Low	80%/20%	$3.72	$8.06	$8.22	$2.98	$6.45	**$0.74**	**$1.61**		0.00%
Vision Service Plan - Moderate	See note	$6.78	$14.67	$14.96	$2.98	$6.45	**$3.80**	**$8.22**		0.00%
Vision Service Plan - High	See note	$9.97	$21.59	$22.02	$2.98	$6.45	**$6.99**	**$15.14**		0.00%
Post-65 Retirees (3 members on)										
BC/BS Medicare Complement	85%/15%	N/A	$504.00	N/A	N/A	$428.40	**N/A**	**$75.60**		-12.00%
Other Benefit Plan Rates:										
CIGNA - Long Term Disb - Regular	80%/20%	$0.80	$1.73	N/A						0.00%
CIGNA - Long Term Disb - CDBP	80%/20%	$0.39	$0.83	N/A						0.00%
Legal Resources - Legal Services	0%/100%	$9.00	$18.00	N/A	$0.00	$0.00	**$9.00**	**$18.00**		0.00%
Life Insurance	80%/20%		$0.220							0.00%
Life Insurance for Dependents	0%/100%		$0.43							0.00%
AD&D	80%/20%		$0.030							0.00%

Notes:

Prescription drug coverage is separate from medical plans

Contract Employees: Commission pays 30%, employee pays 70%

Vision: (Commission pays/Employee pays) Low Option: 80%/20% Moderate and High Options: 80% of low plan/Employee pays balance

Basic Life Insurance: Commission pays 80%, employee pays 20%; dependent is paid 100% by employee. Rates are per $1000 of eligible salary

CIGNA: Rates are per $100 of monthly benefit

Legal Resources: Employee pays 100%. $9.00 bi-weekly - 1st and 2nd per pay periods monthly.