

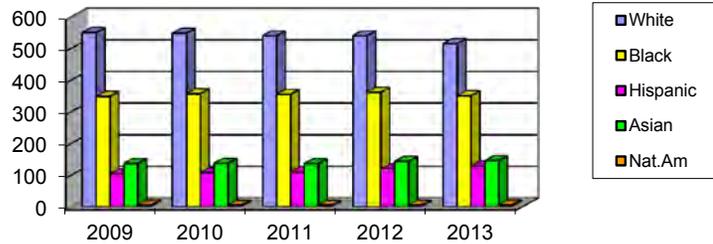
*Montgomery College
Personnel Profile*

*Office of Human Resources,
Development & Engagement*

March 2014

Associate & Support Staff Ethnicity Profile

- * From 2012 to 2013 there has been a 2.1% decrease in staff employees.
- * Non-white staff representation increased from 52% in 2009 to over 54% in 2013.
- * In 2013 there were 92 staff separations. Retirements accounted for 51 of the total.



	White	Black	Hispanic	Asian	Nat. Am	Total	Male	Female
2009	549	347	103	135	5	1139	481	658
2010	547	356	106	136	4	1149	485	664
2011	539	354	109	135	4	1141	481	660
2012	539	360	119	142	4	1164	493	671
2013	514	349	127	144	5	1139	491	648

Associate & Support Staff Age and Years of Service in '13

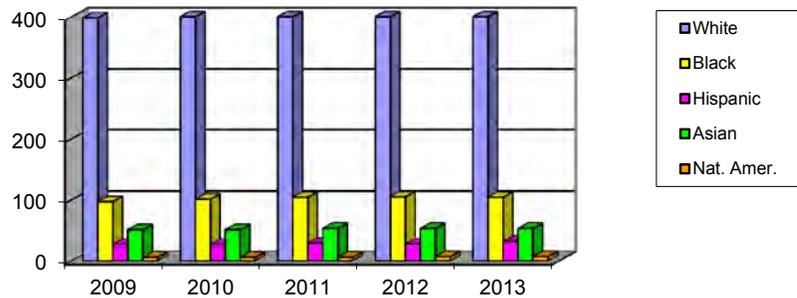
	Years of Service						Total
	Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
Less than 36	173	11					184
36 - 40	78	18	10	1			107
41 - 45	90	30	13	8			141
46 - 50	88	32	21	13	16	1	171
51 - 55	96	43	23	11	21	6	200
56 - 60	73	43	20	20	23	19	198
61 - 65	39	26	11	9	11	13	109
66 and greater	10	8	3		4	4	29
Total	647	211	101	62	75	43	1139

- * 75% (858) of staff employees have less than 15 years of service.
- * Just over 10% (118) have 25 or more years of service.
- * 38% (432) are less than 46 years of age.
- * 32% (371) are between 46 and 55 years of age.
- * Almost 9% (103) are over 55 and have 20 or more years of service.

*Years Of Service - Complete years of creditable service as of December 31, 2013
May include early service in the Public School System.

* Full-time faculty counts remained at 596 in 2013.

Full-Time Faculty Ethnicity Profile



* Non-white faculty represented about 30% of the faculty in 2007. In 2011 that percentage rose to over 32% and has reached just over 33% in 2013 (percentage includes both instructional & non instructional faculty).

* From 2008 to 2013 female faculty employees have increased from 57% of the total faculty to a steady 60%.

* There were 41 faculty separations in 2013. Of those, 23 were retirements.

	White	Black	Hispanic	Asian	Nat.Am	Total	Male	Female
2009	398	97	27	51	6	579	237	342
2010	402	101	27	51	6	587	245	342
2011	400	104	29	53	6	592	243	349
2012	403	105	28	53	7	596	240	356
2013	400	104	32	53	7	596	234	362

Full-Time Faculty Age and Years of Service in '13

	Years of Service							Total
	Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more		
Less than 36	42						42	
36 - 40	53	5					58	
41 - 45	60	17	3				80	
46 - 50	54	22	12	1	2		91	
51 - 55	34	27	11	8	4		84	
56 - 60	30	25	6	12	7	5	85	
61 - 65	20	21	6	20	11	13	91	
66 and greater	9	16	5	13	4	18	65	
Total	302	133	43	54	28	36	596	

* 73% (435) of full-time faculty have less than 15 years of service.

* 10% (64) have 25 or more years of service.

* 30% (180) are less than 46 years of age.

* 29% (175) are between 46 and 55 years of age.

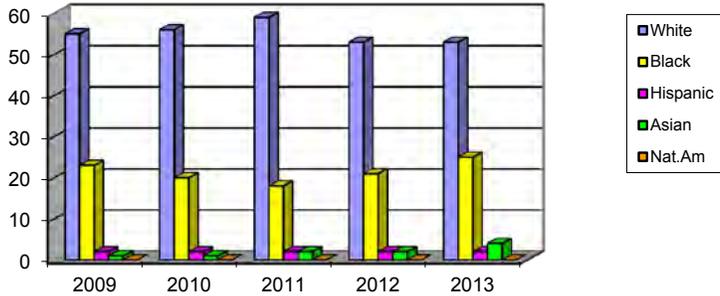
* 17% (105) are over 55 and have 20 or more years of service.

* 26% (156) are over 60 years old.

*Years Of Service - Complete years of creditable service as of December 31, 2013.

May include early service in the Public School System.

Administrative Staff Ethnicity Profile



- * From 2009 to 2013, there has been a 4% increase in administrative staff. This figure includes 3 employees on temporary assignments.
- * The non-white administrative staff has increased from 32% of the total in 2012 to 36% of the total in 2013.
- * Female representation has decreased from 60% in 2012 to 58% in 2013.

	White	Black	Hispanic	Asian	Nat.Am	Total	Male	Female
2009	55	23	2	1	0	81	35	46
2010	56	20	2	1	0	79	33	46
2011	59	18	2	2	0	81	31	50
2012	53	21	2	2	0	78	31	47
2013	53	25	2	4	0	84	35	49

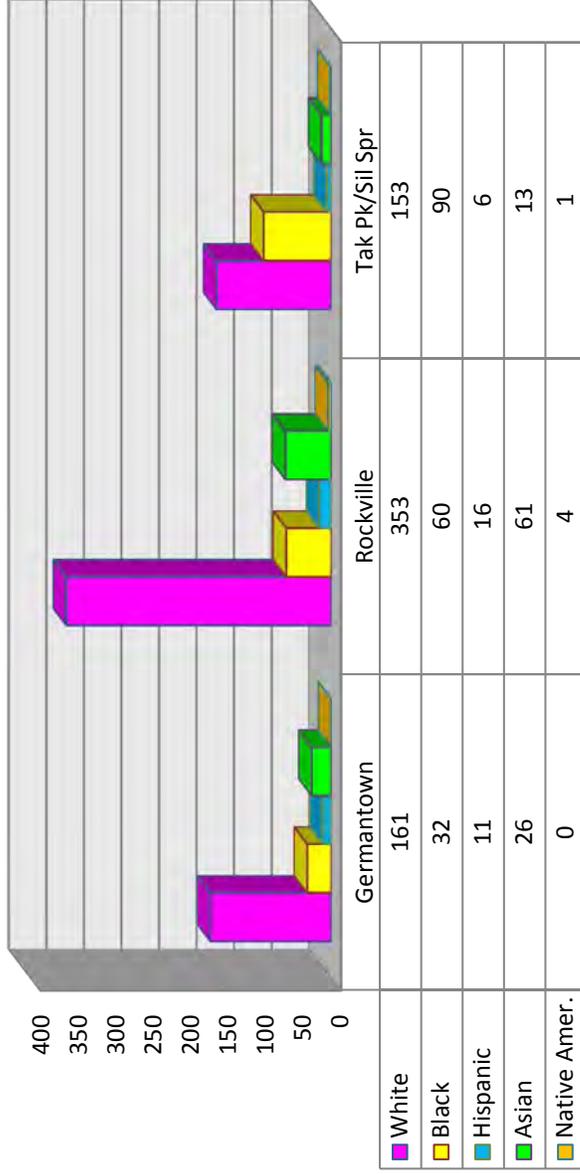
- * There were 6 administrative separations in 2013.

Administrative Staff Age and Years of Service in '13

	Years of Service						Total
	Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
< 36	2						2
36 - 40	3	3					6
41 - 45	4	3	1				8
46 - 50	8	3		2			13
51 - 55	13	4	1	2			20
56 - 60	3	4	2	1	1	1	12
61 - 65	6	4		2	2	4	18
66 and greater		2		2		1	5
Total	39	23	4	9	3	6	84

- * About 74% (62) of administrative staff have less than 15 years of service.
- * 10.7% (9) have 25 or more years of service.
- * 19% (16) are less than 46 years of age.
- * 39% (33) of administrative staff are between 46 and 55 years of age.
- * 41.6% (35) are over 55 and have 20 or more years of service.
- * 27% (23) of administrative staff are over 60 years of age.

*Years Of Service - Complete years of creditable service as of December 31, 2013. May include early service in the Public School System.



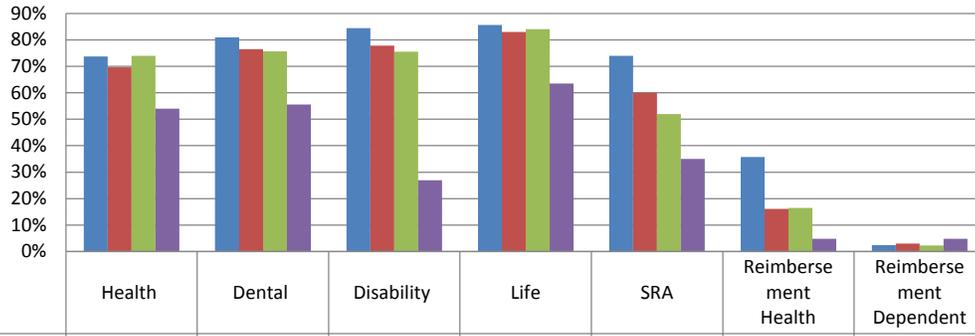
250 Part-time faculty have 2 or more part-time faculty assignments. Multiple assignments can be on different campuses, different departments on the same campus, or a combination of teaching and non-instructional faculty duties, including tutoring.

23 Part-time faculty are primarily employed as other College employee types (staff, administrator, short-term temporary).

	White		Black		Hispanic		Asian		Native Amer.		Male		Female	
	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus
Germantown	161	70%	32	14%	11	5%	26	11%	0	0%	108	47%	122	53%
Rockville	353	71%	60	12%	16	3%	61	12%	4	1%	212	43%	282	57%
Tak Pk/Sil Spr	153	58%	90	34%	6	2%	13	5%	1	0%	102	39%	161	61%
Total College	667	68%	182	18%	33	3%	100	10%	5	1%	422	43%	565	57%
											230		230	
													494	
													263	
													987	

*unduplicated head count

Percentage based on participation in the group



Administrators = 84
 Faculty = 596
 Staff = 1202
 Temps w/ Bene = 63

Administrators	74%	81%	85%	86%	74%	36%	2%
Full Time Faculty	70%	77%	78%	83%	60%	16%	3%
Staff	74%	76%	76%	84%	52%	17%	2%
Temp w Benefits	54%	56%	27%	63%	35%	5%	5%

* Percentages are based on participation within employee group

* Montgomery College offers:

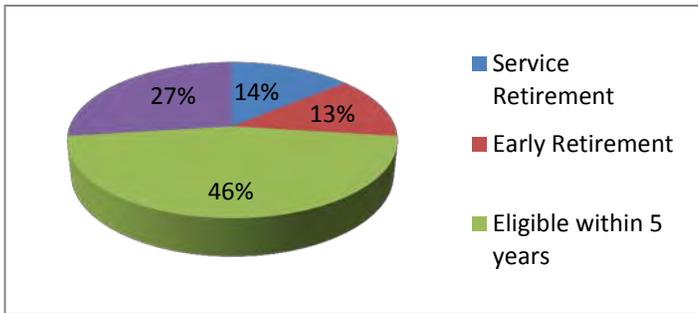
- **Three Health Plan options**
 - * Indemnity/Preferred Provider Plan, Group Model HMO, HMO/Point of Service Plan
 - * The College contributes 75% of the total cost.
- **Two Dental Plan options**
 - * Indemnity/Preferred Provider Plan, Dental Maintenance Plan
 - * The College contributes 75% of the total cost.
- **Life, Accidental Death & Dismemberment, Long Term Disability Coverage**
 - * The College contributes 75% of the total cost of each of the above.
- **Four Supplemental Retirement Annuities - 403(B)**
 - * TIAA/CREF, Aetna, Equitable, Valic
 - * Effective 1/1/2008, these plans became available to part-time faculty and short term temporaries.
- **Four Deferred Compensation Plans - 457(F)**
 - * TIAA/CREF, Aetna, Equitable, Valic
 - * Employee may participate in both 457(F) and 403(B)
- **Reimbursement Accounts**
 - * Health/ Dependent Care/Parking/Mass Transportation Reimbursement Accounts
 - Funds withheld on a pre-tax basis to pay for unreimbursed medical, dependent care, mass transportation and parking expenses. These funds are exempt from federal, state and FICA taxes.
- **Vision Care and Group Legal** coverage are available to employees who pay 100% of the total cost.

Montgomery College employees are enrolled in either the Maryland State Pension plan or the Optional Retirement Plan. The Optional Retirement Plan is available to faculty members and professional staff employees whose positions require a minimum of a bachelors degree, providing the employees possesses such. The Maryland State Retirement Plan has been closed to new enrollment since January 1, 1980.

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

The information presented below provides retirement eligibility information for each of the plans. In aggregate, 17% of all College employees are currently eligible for service retirement, 15% are eligible for early retirement and an additional 30% are eligible, for either service or early retirement, within the next five years.

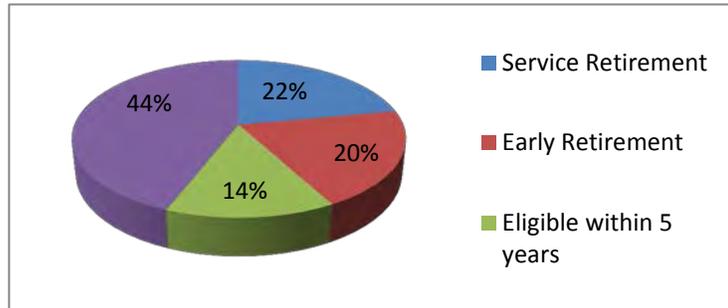
Teachers/Employees Pension Plan hired prior to 7/1/2011



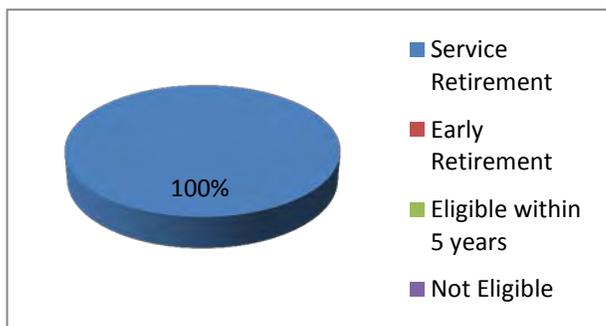
- * Defined Benefit Plan
- * Effective 1/1/80
- * Mandatory 7% contribution
- * Service retirement at age 62 or 30 years of service
- * Early retirement at 55 with 15 years of service
- * COLA included after retirement
- * Includes a death benefit and disability provision
- * 930 plan participants - 55%

Optional Retirement Plan - enrollment not contingent upon hiring date

- * Defined contribution plan
- * 7.25% state contribution
- * Option available to professional staff/administrators and faculty
- * Self directed investment options
- * No provisions for disability
- * 600 plan participants - 36%



Teachers/Employees Retirement Plan - hired prior to 1/1/80, closed plan



- * Defined Benefit Plan
- * Enrollment limited to employment before 1/1/80
- * Mandatory 5% or 7% contribution
- * Service retirement at age 60 or 30 years of service.
- * Early retirement at 25 years of service
- * COLA included after retirement
- * Includes death benefit and disability provision
- * 19 plan participants - 2%

Teachers/Employees Pension Plan hired after 7/1/2011

- * Defined Benefit Plan
- * Effective 7/1/2011
- * Mandatory 7% contribution
- * Service Retirement 90 years of combined age and years of eligibility service.
- * Active members w/10 years of service become eligible at age 65
- * Early retirement at 60 with 15 years of service
- * COLA included after retirement
- * Includes a death benefit and disability provision
- * 152 plan participants - 9%

