

Montgomery College Personnel Profile

Office of Human Resources and
Strategic Talent Management

March 2015

(A133)

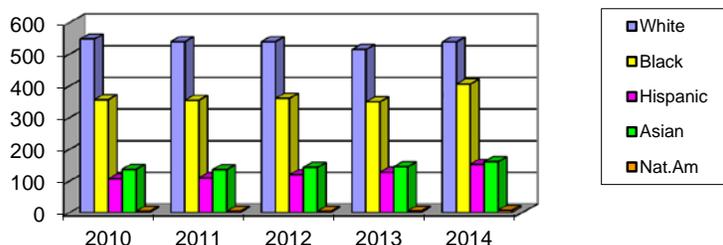
This publication serves to provide a useful overview of Montgomery College's workforce data. It includes data on staff, faculty, and administrators such as gender, race/ethnicity, age, length of service, turnover, enrollment in health and welfare plans, and retirement eligibility. It serves as a resource for information requests, fiscal year budget preparation, and workforce planning. The data contained in this profile is derived from the College's Banner System and Data Warehouse.

Sincerely,

Nadine M. Porter, JD
Associate Senior Vice President
Office of Human Resources and Strategic Talent Management

Associate & Support Staff Ethnicity Profile

- * Associate and Support staff headcount is 1262.
- * From 2013 to 2014 there has been a 9.75% increase in staff employees.
- * Non-white staff representation increased from 52% in 2010 to over 57% in 2014.
- * In 2014 there were 56 staff separations. Retirements accounted for 15 of the total.



	White	Black	Hispanic	Asian	Nat. Am	Total	Male	Female
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
2014	538	405	152	160	7	1262	532	730

Associate & Support Staff Age and Years of Service in '14

		Years of Service						Total
		Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
Age in 2014	Less than 36	214	5	0	0	0	0	219
	36 - 40	91	23	9	0	0	0	123
	41 - 45	104	30	10	9	1	0	154
	46 - 50	92	29	28	12	18	1	180
	51 - 55	99	40	27	10	16	8	200
	56 - 60	86	39	25	19	23	14	206
	61 - 65	55	26	18	14	11	16	140
	66 and greater	17	8	6	2	2	5	40
Total		758	200	123	66	71	44	1262

- * 76% (958) of staff employees have less than 15 years of service.
- * Just over 9% (115) have 25 or more years of service.
- * 39% (496) are less than 46 years of age.
- * 30% (380) are between 46 and 55 years of age.
- * Over 8% (106) are over 55 and have 20 or more years of service.

*Years Of Service - Complete years of creditable service as of December 31, 2014
May include early service in the Public School System.

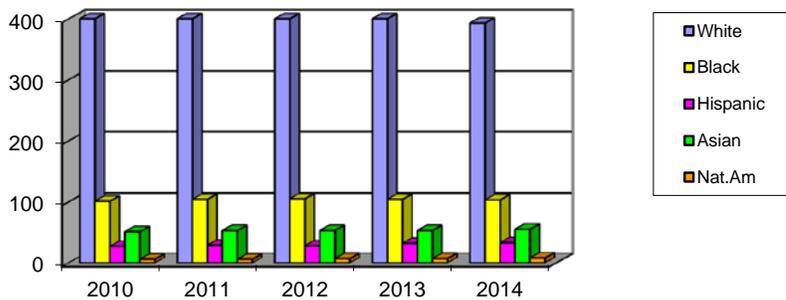
* Full-time faculty headcount is 592.

* 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 2014 (percentage includes both instructional & non instructional faculty).

* From 2010 to 2014 female faculty employees have increased from 58% of the total faculty to 62%.

* There were 11 faculty separations in 2014. Of those, 8 were retirements.

Full-Time Faculty Ethnicity Profile



	White	Black	Hispanic	Asian	Nat.Am	Total	Male	Female
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
2014	393	103	33	55	8	592	227	365

Full-Time Faculty Age and Years of Service in '14

		Years of Service						
		Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	Total
A g e i n 2 0 1 4	Less than 36	46						46
	36 - 40	51		1				52
	41 - 45	55	23	4				82
	46 - 50	56	19	12	3			90
	51 - 55	36	26	12	5	6		85
	56 - 60	30	24	13	10	3		80
	61 - 65	17	23	7	18	15	11	91
	66 and greater	9	19	8	12	4	14	66
Total	300	134	57	48	28	25	592	

* 73% (434) of full-time faculty have less than 15 years of service.

* 9% (53) have 25 or more years of service.

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

* 30% (175) are between 46 and 55 years of age.

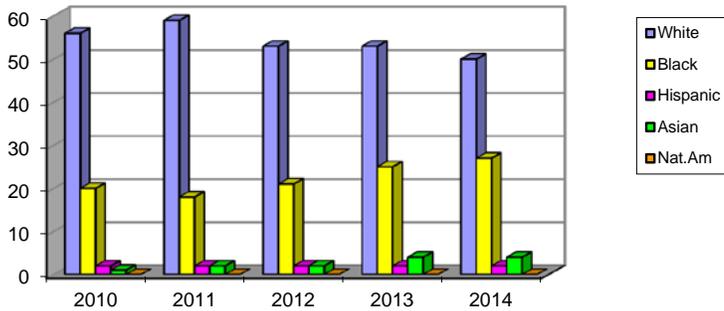
* 15% (87) are over 55 and have 20 or more years of service.

* 27% (157) are over 60 years old.

*Years Of Service - Complete years of creditable service as of December 31, 2014.

May include early service in the Public School System.

Administrative Staff Ethnicity Profile



	White	Black	Hispanic	Asian	Nat.Am	Total	Male	Female
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
2014	50	27	2	4	0	83	37	46

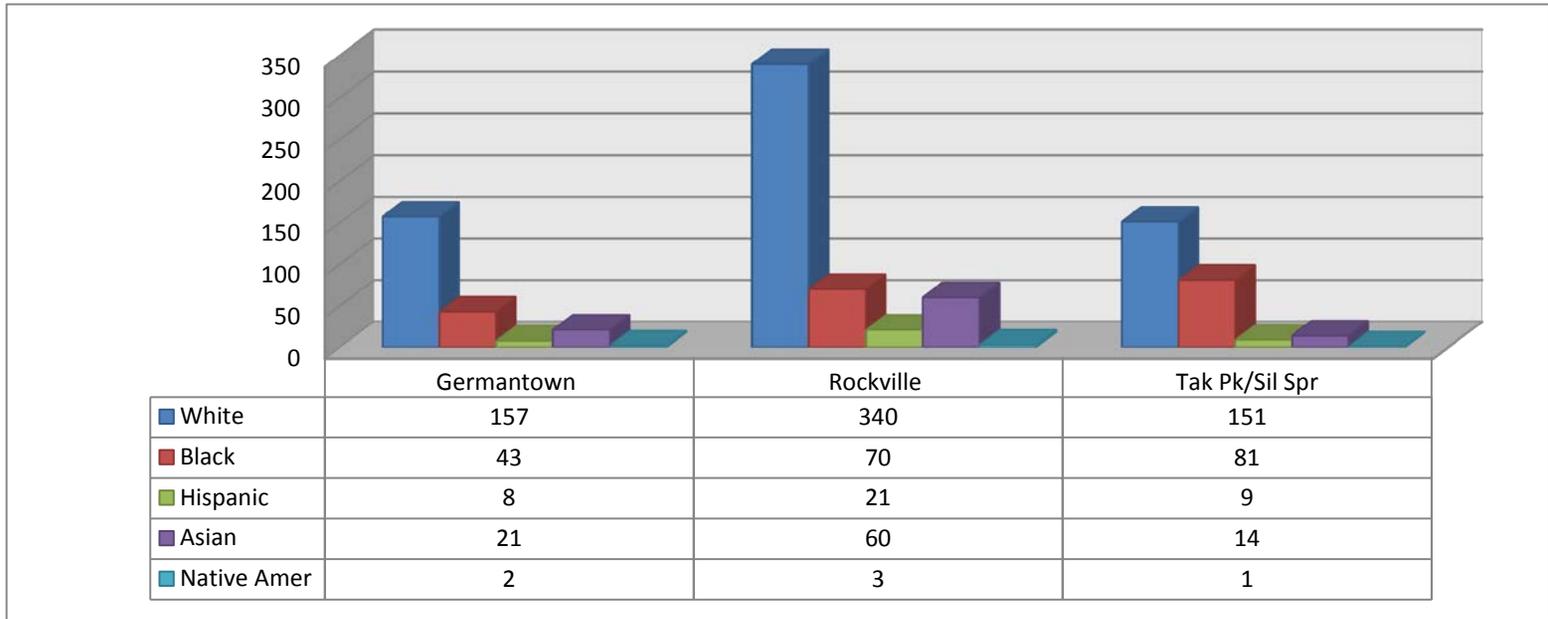
- * Administrative Staff headcount is 83.
- * From 2010 to 2014, there has been a 5% increase in administrative staff. This figure includes 7 employees on temporary assignments.
- * The non-white administrative staff has increased from 36% of the total in 2013 to 40% of the total in 2014.
- * Female representation has decreased from 58% in 2013 to 54% in 2014.
- * There were 9 administrative separations in 2014. Of those, 2 were retirements.

Administrative Staff Age and Years of Service in '14

	Years of Service						Total
	Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
Age							
< 36	2						2
36 - 40	3	1					4
41 - 45	9	1	1				11
46 - 50	8	2		1	1		12
51 - 55	9	5	2		1		17
56 - 60	5		4		2	2	13
61 - 65	6	3	2	1		4	16
66 and greater	2	2		1	1	2	8
Total	44	14	9	3	5	8	83

- * About 70% (58) of administrative staff have less than 15 years of service.
- * 16% (13) have 25 or more years of service.
- * 20% (17) are less than 46 years of age.
- * 35% (29) of administrative staff are between 46 and 55 years of age.
- * 16% (13) are over 55 and have 20 or more years of service.
- * 29% (24) of administrative staff are over 60 years of age.

*Years Of Service - Complete years of creditable service as of December 31, 2014. May include early service in the Public School System.

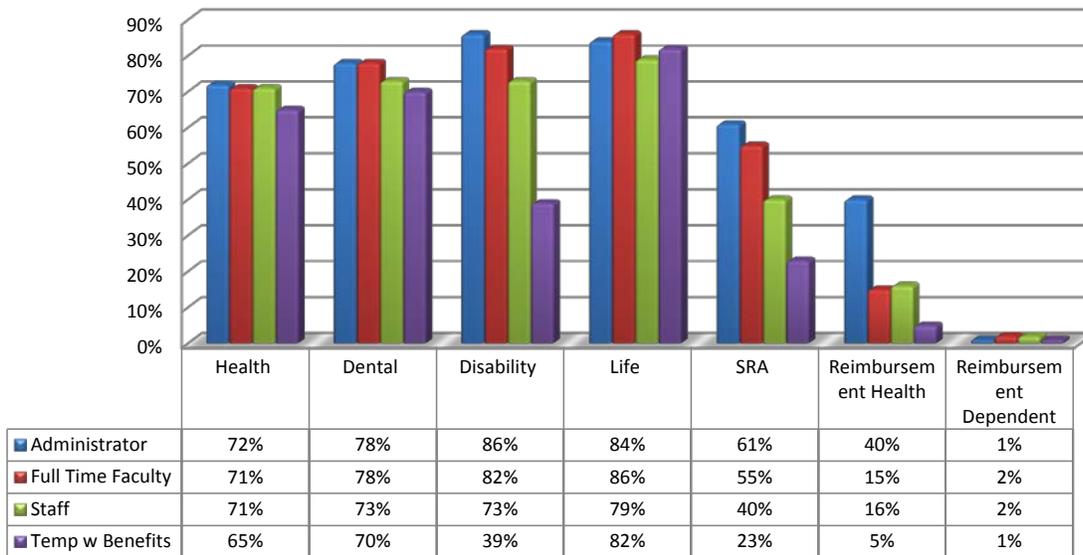


- 195 Part-time faculty have 2 or more part-time faculty assignments. Multiple assignments can be on different campuses, different departments on the same campus, or a combination of teaching and non-instructional faculty duties, including tutoring.
- 27 Part-time faculty are primarily employed as other College employee types (staff, administrator, short-term temporary).

	White		Black		Hispanic		Asian		Native Amer.		TOTAL	Male		Female		TOTAL
	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus		Total #	% of Campus	Total #	% of Campus	
Germantown	157	68%	43	19%	8	3%	21	9%	2	1%	231	115	50%	116	50%	231
Rockville	340	69%	70	14%	21	4%	60	12%	3	1%	494	211	43%	283	57%	494
Tak Pk/Sil Spr	151	59%	81	32%	9	4%	14	5%	1	0%	256	112	44%	144	56%	256
Total College	648	66%	194	20%	38	4%	95	10%	6	0%	981	438	45%	543	55%	981

*unduplicated head count

Administrators = 83
 Faculty = 592
 Staff = 1262
 Temps w/ Bene = 63



* Percentages are based on participation within employee group

* Montgomery College offers:

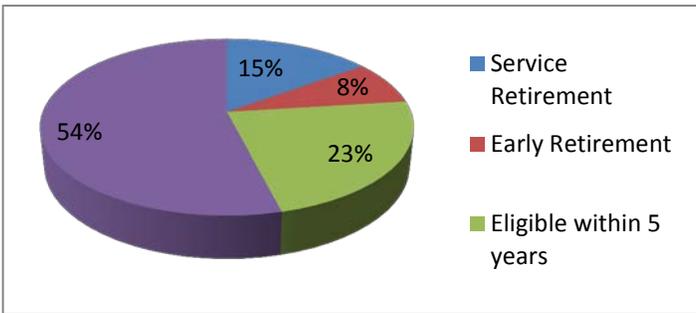
- **Three Health Plan options**
 - * Indemnity/Preferred Provider Plan, Group Model HMO, HMO/Point of Service Plan
 - * The College contributes 75% of the total cost.
- **Two Dental Plan options**
 - * Indemnity/Preferred Provider Plan, Dental Maintenance Plan
 - * The College contributes 75% of the 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, 14% of all College employees are currently eligible for service retirement, 7% are eligible for early retirement and an additional 18% are eligible, for either service or early retirement, within the next five years.

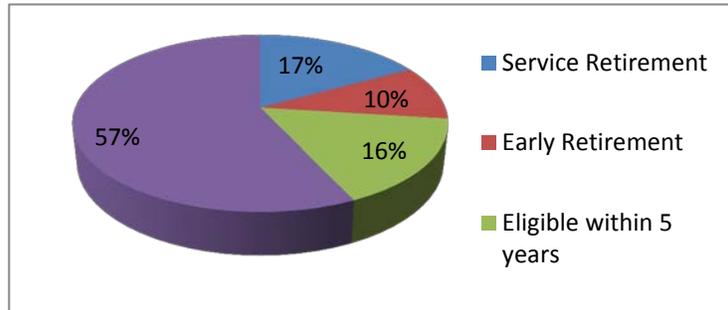
Teachers/Employees Pension Plan hired prior to 7/1/2011



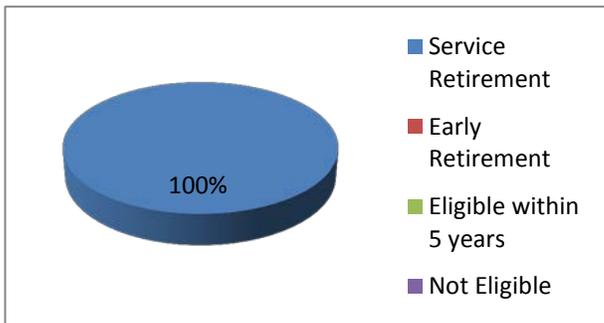
- * Defined Benefit Plan
- * Effective 1/1/80
- * Mandatory 7% contribution
- * Service retirement at age 62 with 5 years of service or with 30 years of service
- * Early retirement at 55 with 15 years of service
- * COLA included after retirement
- * Includes a death benefit and disability provision
- * 934 plan participants - 50%

Optional Retirement Plan

- * Defined contribution plan
- * 7.25% state contribution
- * Option available to professional staff/administrators and faculty
- * Self directed investment options
- * No provisions for disability
- * 663 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
- * 10 plan participants - 1%

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

- * Defined Benefit Plan
- * Effective 7/1/2011
- * Mandatory 7% contribution
- * Service Retirement: "The Rule of 90" combined age and years of service must total 90.
- * 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
- * 251 plan participants - 13%

