



MARYLAND

Department of Budget and Management

**STATEWIDE ANNUAL
EQUAL EMPLOYMENT OPPORTUNITY REPORT**

FISCAL YEAR 2004

**Robert L. Ehrlich, Jr.
Governor**

**Michael S. Steele
Lt. Governor**

**James C. DiPaula, Jr.
Secretary**

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SECTION 1: STATEWIDE WORK FORCE STATISTICS

- This edition of the Annual Statewide Equal Employment Opportunity Report incorporates two significant changes from preceding years. For the 2000 United States Census, the Census Bureau changed several longstanding job categories. The category of paraprofessionals was completely eliminated and the protective service worker category was divided into protective service workers: sworn, and protective service workers: non sworn. To comply with the Census Bureau changes, 3,472 State paraprofessional employees were distributed into other job categories, including the administrative support, technical, professional, and service-maintenance categories. These category changes will allow the State to compare the utilization of women and minorities in the Maryland State Government work force to the Civilian Labor Force as modified by the Census Bureau in fiscal year 2005.
- In fiscal year 2004, 71.64% of the State work force was over 40 years of age, and the average age was 45.

Work Force	TOTAL	Males	Females
Maryland Civilian Labor Force	2,737,360	1,393,112 50.9%	1,344,191 49.1%
State of Maryland Employees Work Force	56,225	24,822 44.2%	31,403 55.8%

TOTAL FULL-TIME AND PART-TIME WORK FORCE UTILIZATION

EEO Job Category	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators		2,217	1,650	1,775	1,166	250	370	3	-	17	8	2	1	156	84	8	8	6	13
		57%	43%	46%	30%	6%	10%	0.08%	0.0%	0.44%	0.21%	0.05%	0.03%	4.03%	2.17%	0.21%	0.21%	0.16%	0.34%
Professionals	3,867	8,112	14,453	5,353	7,940	2,110	5,652	19	24	118	113	6	5	388	552	33	46	85	121
		36%	64%	24%	35%	9%	25%	0.08%	0.11%	0.52%	0.50%	0.03%	0.02%	1.72%	2.45%	0.15%	0.20%	0.38%	0.54%
Technicians	22,565	1,764	1,827	1,393	957	291	781	3	5	14	5	1	1	30	58	19	5	13	15
		49%	51%	39%	27%	8%	22%	0.08%	0.14%	0.39%	0.14%	0.03%	0.03%	0.84%	1.62%	0.53%	0.14%	0.36%	0.42%
Protective Service Workers: <i>Sworn</i>	3,591	2,037	281	1,519	168	439	101	2	1	4	1	1	-	35	5	3	3	34	2
		88%	12%	66%	7%	19%	4%	0.09%	0.04%	0.17%	0.04%	0.04%	0.00%	1.51%	0.22%	0.13%	0.13%	1.47%	0.09%
Protective Service Workers: <i>Non-sworn</i>	2,318	5,465	3,021	2,760	385	2,316	2,437	8	7	12	-	2	-	323	179	8	3	36	10
		64%	36%	33%	5%	27%	29%	0.09%	0.08%	0.14%	0.00%	0.02%	0.00%	3.81%	2.11%	0.09%	0.04%	0.42%	0.12%
Administrative Support	8,486	770	7,798	337	3,885	381	3,619	3	16	11	33	2	-	24	135	5	42	7	68
		9%	91%	4%	45%	4%	42%	0.04%	0.19%	0.13%	0.39%	0.02%	0.00%	0.28%	1.58%	0.06%	0.49%	0.08%	0.79%
Skilled Craft Workers	8,568	2,165	62	1,535	41	559	18	9	-	13	-	3	-	15	2	16	-	15	1
		97%	3%	69%	2%	25%	0.81%	0.40%	0.00%	0.58%	0.00%	0.13%	0.00%	0.67%	0.09%	0.72%	0.00%	0.67%	0.04%
Service-Maintenance	2,227	2,292	2,311	670	632	1,527	1,595	8	5	15	15	-	4	33	38	20	3	19	19
		50%	50%	15%	14%	33%	35%	0.17%	0.11%	0.33%	0.33%	0.00%	0.09%	0.72%	0.83%	0.43%	0.07%	0.41%	0.41%
TOTAL		24,822	31,403	15,342	15,174	7,873	14,573	55	58	204	175	17	11	1,004	1,053	112	110	215	249
		44%	56%	27%	27%	14%	26%	0.10%	0.10%	0.36%	0.31%	0.03%	0.02%	1.79%	1.87%	0.20%	0.20%	0.38%	0.44%

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

STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2004 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
General Services Department	640	419	221	233	84	159	129	2	-	1	-	1	-	18	5	-	1	5	2
Health & Mental Hygiene Department	10,207	2,625	7,582	1,559	4,641	860	2,488	6	9	48	90	-	6	109	267	3	6	40	75
Higher Education Commission	63	19	44	13	31	3	12	-	-	-	-	-	-	3	-	-	-	-	1
Higher Education Labor Relations Board	2	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Historic St. Mary's City Comm.	34	19	15	16	13	3	1	-	-	-	-	-	-	-	1	-	-	-	-
Housing and Community Development	361	131	230	90	149	20	61	1	1	-	1	-	-	20	17	-	-	-	1
Human Resources	6,819	1,244	5,575	526	2,125	667	3,324	-	9	1	2	1	-	36	70	1	5	12	40
Juvenile Services	1,697	745	952	339	310	369	599	3	1	4	3	-	-	25	33	-	2	5	4
Labor, Licensing and Regulations	1,538	623	915	411	381	186	493	2	3	13	16	-	-	4	4	1	-	6	18
Maryland Automobile Insurance Fund	539	169	370	119	210	33	130	1	3	4	7	-	1	1	-	8	13	3	6
Maryland Commission Human Relations	46	15	31	5	7	8	20	-	-	-	-	-	-	2	3	-	-	-	1
Maryland Department of Disabilities	2	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maryland Energy Administration	19	11	8	8	5	2	2	-	-	1	-	-	-	-	-	-	-	-	1
Maryland Environmental Service	652	510	142	363	104	120	33	6	-	11	2	4	-	1	-	-	-	5	3
Maryland Food Center Authority	28	17	11	11	9	4	2	-	-	-	-	-	-	1	-	1	-	-	-

STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2004 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
State Treasurer	45	18	27	13	18	3	5	-	-	-	-	-	-	2	4	-	-	-	-
Subsequent Injury Fund	20	7	13	6	10	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Transportation	10,322	6,425	3,897	3,983	1,950	2,158	1,799	20	7	90	35	8	-	44	14	80	68	42	24
Uninsured Employers' Fund	14	9	5	7	3	2	1	-	-	-	-	-	-	-	1	-	-	-	-
University System of Maryland	30,470	14,858	15,612	9,536	9,424	2,153	3,570	36	42	1,990	1,474	-	-	739	628	-	-	404	474
Veterans Affairs	61	43	18	26	11	13	3	-	-	-	-	-	-	3	4	1	-	-	-
Worker's Compensation Commission	122	27	95	19	33	8	58	-	-	-	-	-	-	-	3	-	-	-	1
TOTAL	88,512	40,765	47,747	25,412	24,876	10,501	18,557	100	104	2,209	1,653	21	11	1,783	1,707	112	110	627	729
		46.1%	53.9%	28.7%	28.1%	11.9%	21.0%	0.1%	0.1%	2.5%	1.9%	0.0%	0.0%	2.0%	1.9%	0.1%	0.1%	0.7%	0.8%

NOTE: Data includes all State of Maryland employees: SPMS, MDOT, Independent Agencies, Colleges, and Universities.

STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2004 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Office of Administrative Hearings	124	35	89	31	56	3	27	-	-	-	-	-	-	1	6	-	-	-	-
Office of Attorney General	215	61	154	52	119	9	30	-	-	-	-	-	-	-	3	-	-	-	2
Office of Children, Youth & Families	48	8	40	4	21	2	16	-	-	1	-	-	-	1	3	-	-	-	-
Office of People's Counsel	17	6	11	6	8	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Office of Individuals with Disabilities	14	4	10	4	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office of the Public Defender	839	321	518	207	236	44	176	1	1	-	-	1	-	66	93	-	1	2	11
Office of the State Prosecutor	9	6	3	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planning	116	64	52	43	27	6	15	-	-	1	-	-	-	14	10	-	-	-	-
Property Tax Assessments Appeal Board	9	2	7	1	5	-	2	-	-	1	-	-	-	-	-	-	-	-	-
Public Safety & Correctional Services Department	10,501	5,785	4,716	3,097	1,159	2,257	3,258	9	13	9	5	4	1	366	259	6	4	37	17
Public Service Commission	124	60	64	36	36	9	22	-	-	2	-	-	-	12	6	-	-	1	-
Saint Mary's College of Maryland	369	180	189	144	159	23	22	-	1	1	1	-	-	9	6	-	-	3	-
Secretary of State	32	9	23	7	14	1	5	-	-	-	1	-	-	1	2	-	-	-	1
State Administrative Board of Election Laws	158	28	130	19	102	7	21	1	-	-	-	-	-	1	5	-	-	-	2
State Retirement and Pensions	152	60	92	38	32	15	53	-	-	6	3	-	-	-	3	1	1	-	-

STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2004 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Maryland Institute for Emergency Medical Services System	91	49	42	43	28	2	11	-	-	-	-	-	-	4	3	-	-	-	-
Maryland Insurance Administration	286	124	162	88	92	22	65	-	-	5	1	-	-	5	3	4	-	-	1
Maryland Prepaid College Trust	9	1	8	1	6	-	1	-	-	-	-	-	-	-	1	-	-	-	-
Maryland Public Broadcasting Commission	179	89	90	65	60	10	15	-	-	-	-	-	-	14	15	-	-	-	-
Maryland School for the Deaf	322	100	222	81	190	17	20	-	-	-	-	-	-	2	6	-	-	-	6
Maryland Stadium Authority	72	50	22	31	12	18	10	-	-	-	-	-	-	-	-	-	-	1	-
Maryland State Archives	45	18	27	11	21	4	5	-	-	-	-	-	-	3	1	-	-	-	-
Maryland State Board of Contract Appeals	5	4	1	3	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-
Maryland State Lottery Agency	167	80	87	49	33	26	44	-	-	-	-	-	-	5	10	-	-	-	-
Maryland State Police	2,332	1,812	520	1,452	388	292	114	-	1	4	1	1	-	31	9	1	-	31	7
Maryland Tax Court	8	7	1	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maryland Teachers and Employees Supplemental Retirement Plan	17	6	11	6	7	-	3	-	-	-	-	-	-	-	1	-	-	-	-
Military Department	306	237	69	153	41	68	24	-	-	2	-	-	-	9	4	-	-	5	-
Morgan State University	890	462	428	66	33	337	363	3	3	2	1	-	-	54	25	-	-	-	3
Natural Resources	1,330	857	473	737	361	80	79	2	2	2	1	-	-	25	22	1	1	10	7

STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2004 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
State Treasurer	45	18	27	13	18	3	5	-	-	-	-	-	-	2	4	-	-	-	-
Subsequent Injury Fund	20	7	13	6	10	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Transportation	10,322	6,425	3,897	3,983	1,950	2,158	1,799	20	7	90	35	8	-	44	14	80	68	42	24
Uninsured Employers' Fund	14	9	5	7	3	2	1	-	-	-	-	-	-	-	1	-	-	-	-
University System of Maryland	30,470	14,858	15,612	9,536	9,424	2,153	3,570	36	42	1,990	1,474	-	-	739	628	-	-	404	474
Veterans Affairs	61	43	18	26	11	13	3	-	-	-	-	-	-	3	4	1	-	-	-
Worker's Compensation Commission	122	27	95	19	33	8	58	-	-	-	-	-	-	-	3	-	-	-	1
TOTAL	88,512	40,765	47,747	25,412	24,876	10,501	18,557	100	104	2,209	1,653	21	11	1,783	1,707	112	110	627	729
		46.1%	53.9%	28.7%	28.1%	11.9%	21.0%	0.1%	0.1%	2.5%	1.9%	0.0%	0.0%	2.0%	1.9%	0.1%	0.1%	0.7%	0.8%

NOTE: Data includes all State of Maryland employees: SPMS, MDOT, Independent Agencies, Colleges, and Universities.

SECTION 2: WORKFORCE UTILIZATION

Trends in this area for fiscal year 2004 are displayed in charts on the succeeding pages, and are highlighted as follows:

- African-American males exceeded their representation in the CLF in four job categories: Professional, Protective Service: Non-Sworn, Skilled Craft Workers and Service-Maintenance.
- African-American females exceeded their representation in the CLF in six job categories: Professional, Technician, Protective Service: Non-Sworn, Administrative Support, and Service-Maintenance.
- White females exceeded their representation in the CLF in two job categories: Officials and Administrators, and Administrative Support.

STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2004

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Aging	275	48	227	28	117	14	98	-	-	-	1	-	2	6	8	-	-	-	1
Agriculture	412	239	173	206	129	18	30	1	2	1	-	-	-	10	10	-	1	3	1
Assessments and Taxation	633	217	416	193	213	20	187	-	-	-	-	-	-	3	10	1	4	-	2
Baltimore City Community College	493	185	308	52	71	107	209	1	-	2	-	-	-	23	25	-	-	-	3
Baltimore City Sheriff's Office	80	61	19	27	2	34	17	-	-	-	-	-	-	-	-	-	-	-	-
Board of Public Works	9	2	7	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Boards, Commissions & Offices	71	24	47	17	27	6	17	-	-	-	-	-	-	1	3	-	-	-	-
Budget and Management	429	137	292	86	147	35	120	-	-	1	1	-	-	12	23	2	-	1	1
Business and Economic Development	287	119	168	76	100	19	47	-	-	-	-	1	-	21	18	1	-	1	3
Canal Place Preservation & Development Authority	4	1	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commission for Public School Construction	17	9	8	5	4	3	4	-	-	-	-	-	-	-	-	-	-	1	-
Comptroller	1,040	331	709	247	437	65	253	2	2	1	4	-	1	13	8	-	3	3	1
Education	1,301	393	908	276	531	100	342	1	3	3	2	-	-	11	26	-	-	2	4
Environment	890	504	386	395	271	54	88	2	1	1	1	-	-	48	20	-	-	4	5
Executive Department	84	35	49	29	36	2	7	-	-	1	-	-	-	3	6	-	-	-	-

SECTION 3: REASONABLE ACCOMMODATION

In fiscal year 2004 there were 207 requests for reasonable accommodations from State employees and applicants for State employment, 193, or 94% of the requests were granted. There were 16 agencies that reported data on reasonable accommodation requests, with the Departments of Agriculture; Health and Mental Hygiene; Labor, Licensing and Regulation; Public Safety and Correctional Services; Transportation; and the Maryland Automobile Insurance Fund accounting for 167 or 81.07% of all the employee reasonable accommodation requests.

The Disability Employment Workgroup, an interagency initiative co-chaired by the Department of Budget and Management and the Department of Disabilities continued administering the Governor's Quality, Understanding, Excellence, Success and Training (QUEST) Internship Program. The QUEST Program provides opportunities in State government to qualified individuals with disabilities. In fiscal year 2004, 25 interns participated in the QUEST Program.

STATEWIDE REQUESTS FOR REASONABLE ACCOMMODATION — FISCAL YEAR 2004

Agency	Applicants	Employees	STATUS		
			Granted	Denied	Pending
Agriculture		21	21		
Automobile Insurance Fund		20	20		
Comptroller		2	2		
Education		12	9		3
Food Center Authority		4	4		
Health and Mental Hygiene	4	74	75		3
Housing and Community Development		6	5		1
Institute for Emergency and Medical Services System		1	1		
Insurance Administration		1	1		
Juvenile Services		6	6		
Labor, Licensing & Regulation	2	15	17		
Natural Resources		3	1		2
Public Defenders		2	2		
Public Safety and Correctional Services	1	15	13	2	1
Subsequent Injury Fund		3	3		
Transportation		15	13		2
TOTAL	7	200	193	2	12

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

**SECTION 4: DISTRIBUTION OF STATEWIDE EMPLOYEE WORK FORCE BY SALARY,
GRADE, RACE AND GENDER**

WORK FORCE BY SALARY, RACE AND GENDER — FISCAL YEAR 2004

Chart A

Salary	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$10,000 or Less	16	12	4	12	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		75.00%	25.00%	75.00%	18.75%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$10,001 - \$20,000	282	158	124	50	41	91	74	2	0	4	2	1	1	7	6	2	0	1	0
		56.03%	43.97%	17.73%	14.54%	32.27%	26.24%	0.71%	0.00%	1.42%	0.71%	0.35%	0.35%	2.48%	2.13%	0.71%	0.00%	0.35%	0.00%
\$20,001 - \$30,000	8,251	2,686	5,565	1,218	2,112	1,283	3,138	12	12	43	43	6	3	76	152	14	26	34	79
		32.55%	67.45%	14.76%	25.60%	15.55%	38.03%	0.15%	0.15%	0.52%	0.52%	0.07%	0.04%	0.92%	1.84%	0.17%	0.32%	0.41%	0.96%
\$30,001 - \$40,000	18,516	6,883	11,633	4,154	5,162	2,405	5,973	13	25	29	31	2	2	201	316	28	41	51	83
		37.17%	62.83%	22.43%	27.88%	12.99%	32.26%	0.07%	0.14%	0.16%	0.17%	0.01%	0.01%	1.09%	1.71%	0.15%	0.22%	0.28%	0.45%
\$40,001 - \$50,000	12,414	5,649	6,765	3,548	3,615	1,687	2,776	12	13	37	41	5	1	272	264	23	14	65	41
		45.51%	54.49%	28.58%	29.12%	13.59%	22.36%	0.10%	0.10%	0.30%	0.33%	0.04%	0.01%	2.19%	2.13%	0.19%	0.11%	0.52%	0.33%
\$50,001 - \$60,000	7,957	3,958	3,899	2,862	2,461	804	1,206	6	4	41	28	1	2	197	156	16	15	31	27
		50.38%	49.62%	36.43%	31.32%	10.23%	15.35%	0.08%	0.05%	0.52%	0.36%	0.01%	0.03%	2.51%	1.99%	0.20%	0.19%	0.39%	0.34%
\$60,001 and Over	5,960	3,660	2,300	2,946	1,633	422	465	3	1	43	29	2	1	212	145	10	9	22	17
		61.41%	38.59%	49.43%	27.40%	7.08%	7.80%	0.05%	0.02%	0.72%	0.49%	0.03%	0.02%	3.56%	2.43%	0.17%	0.15%	0.37%	0.29%
Hourly/ Daily	2,030	1,816	1,113	552	147	1,181	940	7	3	7	1	0	1	39	14	19	5	11	2
		62.00%	38.00%	18.85%	5.02%	40.32%	32.09%	0.24%	0.10%	0.24%	0.03%	0.00%	0.03%	1.33%	0.48%	0.65%	0.17%	0.38%	0.07%
TOTAL	56,225	24,822	31,403	15,342	15,174	7,873	14,573	55	58	204	175	17	11	1,004	1,053	112	110	215	249
		44.15%	55.85%	27.29%	26.99%	14.00%	25.92%	0.10%	0.10%	0.36%	0.31%	0.03%	0.02%	1.79%	1.87%	0.20%	0.20%	0.38%	0.44%

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

WORK FORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2004 (Continued)

Grade	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 22 — (\$55,219- \$86,118)	825	449	376	354	276	49	62	0	0	5	2	0	0	34	29	3	2	4	5
		54%	46%	43%	33%	6%	8%	0%	0%	1%	0%	0%	0%	4%	4%	0%	0%	0%	1%
Grade 23 — (\$58,988 - \$92,049)	347	206	141	167	109	15	15	1	0	0	0	0	0	20	17	2	0	1	0
		59%	41%	48%	31%	4%	4%	0%	0%	0%	0%	0%	0%	6%	5%	1%	0%	0%	0%
Grade 24 — (\$63,020 - \$98,396)	244	157	87	128	66	13	11	0	0	5	1	0	0	11	8	0	0	0	1
		64%	36%	52%	27%	5%	5%	0%	0%	2%	0%	0%	0%	5%	3%	0%	0%	0%	0%
Grade 25 — (\$67,975- \$105,183)	71	42	29	40	19	2	7	0	0	0	1	0	0	0	2	0	0	0	0
		59%	41%	56%	27%	3%	10%	0%	0%	0%	1%	0%	0%	0%	3%	0%	0%	0%	0%
Grade 26 — (\$71,952- \$112,454)	67	42	25	37	21	1	4	0	0	1	0	0	0	3	0	0	0	0	0
		63%	37%	55%	31%	1%	6%	0%	0%	1%	0%	0%	0%	4%	0%	0%	0%	0%	0%
Hourly/ Daily		1,816	1,113	552	147	1,181	940	7	3	7	1	-	1	39	14	19	5	11	2
		62%	38%	19%	5%	40%	32%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%
MRT*	2,929	3,777	1,973	2,785	1,236	746	573	8	3	40	34	1	2	127	84	24	19	46	22
		66%	34%	48%	21%	13%	10%	0%	0%	1%	1%	0%	0%	2%	1%	0%	0%	1%	0%
TOTAL		24,822	31,403	#####	#####	7,873	#####	55	58	204	175	17	11	1,004	1,053	112	110	215	249
		44%	56%	27%	27%	14%	26%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%

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

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

WORK FORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2004 (Continued)

Grade	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 11 — (\$26,958 - \$41,641)	3,887	1,012	2,875	487	1,141	479	1,640	2	4	6	6	-	1	27	54	7	7	4	22
		26%	74%	13%	29%	12%	42%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	1%
Grade 12 — (\$28,749 - \$44,453)	8,162	4,251	3,911	2,405	1,283	1,663	2,444	6	9	11	8	3	-	121	139	11	3	31	25
		52%	48%	29%	16%	20%	30%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	0%
Grade 13 — (\$30,664 - \$47,468)	3,196	1,454	1,742	825	858	482	763	5	8	7	2	2	-	117	100	2	4	14	7
		45%	55%	26%	27%	15%	24%	0%	0%	0%	0%	0%	0%	4%	3%	0%	0%	0%	0%
Grade 14 — (\$32,715 - \$50,700)	3,371	1,137	2,234	734	1,115	343	1,021	4	2	2	5	1	-	30	63	5	6	18	22
		34%	66%	22%	33%	10%	30%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	1%	1%
Grade 15 — (\$34,908 - \$54,147)	3,408	1,568	1,840	1,031	947	412	784	2	5	7	11	2	1	95	72	3	5	16	15
		46%	54%	30%	28%	12%	23%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	0%	0%
Grade 16 — (\$37,255 - \$57,844)	4,456	1,791	2,665	1,148	1,640	526	900	4	5	20	15	1	1	67	76	4	8	21	20
		40%	60%	26%	37%	12%	20%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%
Grade 17 — (\$39,766 - \$61,794)	3,026	1,336	1,690	936	1,023	286	561	-	1	24	22	-	-	72	72	7	5	11	6
		44%	56%	31%	34%	9%	19%	0%	0%	1%	1%	0%	0%	2%	2%	0%	0%	0%	0%
Grade 18 — (\$42,453 - \$66,022)	1,948	926	1,022	704	714	124	245	3	2	21	9	-	1	63	39	6	5	5	7
		48%	52%	36%	37%	6%	13%	0%	0%	1%	0%	0%	0%	3%	2%	0%	0%	0%	0%
Grade 19 — (\$45,329 - \$70,547)	1,451	773	678	627	486	94	147	1	-	9	6	1	-	36	31	1	2	4	6
		53%	47%	43%	33%	6%	10%	0%	0%	1%	0%	0%	0%	2%	2%	0%	0%	0%	0%
Grade 20 — (\$48,405 - \$75,389)	817	446	371	347	224	49	90	-	-	2	-	2	-	45	52	-	1	1	4
		55%	45%	42%	27%	6%	11%	0%	0%	0%	0%	0%	0%	6%	6%	0%	0%	0%	0%
Grade 21 — (\$51,697 - \$80,570)	721	408	313	322	211	50	73	1	-	3	1	-	-	31	23	-	1	1	4
		57%	43%	45%	29%	7%	10%	0%	0%	0%	0%	0%	0%	4%	3%	0%	0%	0%	1%

WORK FORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2004

Chart B

Grade	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Flat/Slope		22	5	19	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-
		81%	19%	70%	19%	11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 2 — (\$15,293- \$23,274)	27	2	4	-	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-
		33%	67%	0%	0%	33%	67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 3 — (\$16,267 - \$24,808)	6	1	3	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
		25%	75%	25%	0%	0%	75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 4 — (\$17,309 - \$26,451)	4	47	47	12	15	31	28	-	-	2	1	-	-	1	2	-	-	1	1
		50%	50%	13%	16%	33%	30%	0%	0%	2%	1%	0%	0%	1%	2%	0%	0%	1%	1%
Grade 5 — (\$18,424 - \$28,203)	94	324	524	114	211	190	284	1	-	3	11	-	1	9	11	1	1	6	5
		38%	62%	13%	25%	22%	33%	0%	0%	0%	1%	0%	0%	1%	1%	0%	0%	1%	1%
Grade 6 — (\$19,617 - \$30,081)	728	348	380	141	150	190	204	3	1	5	4	1	1	6	15	1	-	1	5
		48%	52%	19%	21%	26%	28%	0%	0%	1%	1%	0%	0%	1%	2%	0%	0%	0%	1%
Grade 7 — (\$20,894- \$32,093)	2,171	496	1,675	207	562	271	1,054	1	5	6	4	-	1	8	28	-	1	3	20
		23%	77%	10%	26%	12%	49%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%
Grade 8 — (\$22,260 - \$34,241)	1,828	463	1,365	241	581	195	733	1	2	5	6	1	-	13	22	2	8	5	13
		25%	75%	13%	32%	11%	40%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	1%
Grade 9 — (\$23,722 - \$36,541)	2,288	407	1,881	248	890	139	912	-	5	3	8	1	1	11	45	-	3	5	17
		18%	82%	11%	39%	6%	40%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	1%
Grade 10 — (\$25,286- \$39,002)	3,555	1,121	2,434	730	1,244	337	1,071	5	3	10	17	1	-	18	55	14	24	6	20
		32%	68%	21%	35%	9%	30%	0%	0%	0%	0%	0%	0%	1%	2%	0%	1%	0%	1%

EXECUTIVE PAY PLAN WORK FORCE BY SALARY, GRADE, RACE AND GENDER — FY 2004

Chart C

EPP Scale	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ES 4 — (\$68,518- \$92,069)	7	6	1	5	1	1													
		86%	14%	71%	14%	14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ES 5 — (\$73,777- \$99,136)	25	19	6	15	4	1								3	2				
		76%	24%	60%	16%	4%	0%	0%	0%	0%	0%	0%	0%	12%	8%	0%	0%	0%	0%
ES 6 — (\$79,458- \$106,769)	46	27	19	22	13	3	4							1	2			1	
		59%	41%	48%	28%	7%	9%	0%	0%	0%	0%	0%	0%	2%	4%	0%	0%	2%	0%
ES 7 — (\$85,594- \$115,014)	25	19	6	12	5	1	1							6					
		76%	24%	48%	20%	4%	4%	0%	0%	0%	0%	0%	0%	24%	0%	0%	0%	0%	0%
ES 8 — (\$92,220- \$123,919)	20	14	6	11	5	1				1				1	1				
		70%	30%	55%	25%	5%	0%	0%	0%	5%	0%	0%	0%	5%	5%	0%	0%	0%	0%
ES 9 — (\$99,459- \$133,538)	28	19	9	13	5	0	3						1	6					
		68%	32%	46%	18%	0%	11%	0%	0%	0%	0%	0%	4%	21%	0%	0%	0%	0%	0%
ES 10 — (\$107,106- \$143,922)	7	7	0	5		2													
		100%	0%	71%	0%	29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ES 11 — (\$115,456- \$155,141)	7	6	1	5	1	1													
		86%	14%	71%	14%	14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	165	117	48	88	34	10	8	0	0	1	0	0	1	17	5	0	0	1	0
		71%	29%	53%	21%	6%	5%	0%	0%	1%	0%	0%	1%	10%	3%	0%	0%	1%	0%

SECTION 5: STATEWIDE PERSONNEL TRANSACTIONS

A comparison of personnel transactions from fiscal year 2003 to fiscal year 2004 indicates a significant reduction in promotions and marginal increases in the number of appointments and reclassifications.

	FY 2003	FY 2004	Percent Change
Appointments	4,072	4,129	+ 1.40%
Promotions	3,086	2,506	- 18.79%
Reclassifications	3,811	3,959	+ 3.88%

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2004

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments		1,753	2,376	879	971	608	1,100	7	3	48	34	7	4	181	223	13	17	10	24
		42%	58%	21%	24%	15%	27%	0%	0%	1%	1%	0%	0%	4%	5%	0%	0%	0%	1%
Reinstatements	4,129	249	331	90	118	123	160	2	4	5	3	-	-	29	45	-	-	-	1
		43%	57%	16%	20%	21%	28%	0%	1%	1%	1%	0%	0%	5%	8%	0%	0%	0%	0%
Promotions	580	1,117	1,389	547	517	400	725	8	3	10	16	-	2	145	108	1	-	6	18
		45%	55%	22%	21%	16%	29%	0%	0%	0%	1%	0%	0%	6%	4%	0%	0%	0%	1%
Reclassifications	2,506	1,666	2,293	1,064	1,156	495	1,030	6	5	19	10	3	2	51	61	8	9	20	20
		42%	58%	27%	29%	13%	26%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	1%	1%
Demotions	3,959	94	142	56	77	26	42	-	2	-	1	-	-	11	16	-	3	1	1
		40%	60%	24%	33%	11%	18%	0%	1%	0%	0%	0%	0%	5%	7%	0%	1%	0%	0%
Suspensions	236	356	381	128	99	206	267	-	2	2	-	-	-	17	10	3	2	-	1
		48%	52%	17%	13%	28%	36%	0%	0%	0%	0%	0%	0%	2%	1%	0%	0%	0%	0%
TOTAL		5,235	6,912	2,764	2,938	1,858	3,324	23	19	84	64	10	8	434	463	25	31	37	65
		43%	57%	23%	24%	15%	27%	0%	0%	1%	1%	0%	0%	4%	4%	0%	0%	0%	1%

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2004

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations		1,031	1,579	530	696	399	727	4	8	18	15	3	1	61	106	5	5	11	21
		40%	60%	20%	27%	15%	28%	0%	0%	1%	1%	0%	0%	2%	4%	0%	0%	0%	1%
Rejections on Probation	2,610	54	102	13	19	36	72	-	-	1	3	-	-	3	8	1	-	-	-
		35%	65%	8%	12%	23%	46%	0%	0%	1%	2%	0%	0%	2%	5%	1%	0%	0%	0%
Terminations	156	484	378	275	162	180	200	2	-	4	1	-	-	20	13	2	2	1	-
		56%	44%	32%	19%	21%	23%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%
TOTAL		1,569	2,059	818	877	615	999	6	8	23	19	3	1	84	127	8	7	12	21
		43%	57%	23%	24%	17%	28%	0%	0%	1%	1%	0%	0%	2%	4%	0%	0%	0%	1%

Separations and Terminations by Age, Race and Gender — Fiscal Year 2004

AGE	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
RESIGNATIONS																			
19 OR LESS	6	4	2	4	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-
20 - 29	584	217	367	107	133	84	193	2	3	5	4	1	-	16	24	1	3	1	7
30 - 39	854	318	536	150	219	129	259	1	3	9	7	1	1	21	37	2	2	5	8
40 - 49	666	259	407	127	194	108	183	1	1	2	3	1	-	14	21	2	-	4	5
50 - 59	397	174	223	94	122	68	78	-	-	2	1	-	-	9	21	-	-	1	1
60 - 69	79	42	37	35	23	6	11	-	1	-	-	-	-	1	2	-	-	-	-
70 PLUS	24	17	7	13	5	4	2	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	2,610	1,031	1,579	530	696	399	727	4	8	18	15	3	1	61	106	5	5	11	21
REJECTIONS ON PROBATION																			
19 OR LESS	7	3	4	-	2	3	1	-	-	-	1	-	-	-	-	-	-	-	-
20 - 29	53	15	38	3	2	10	33	-	-	-	1	-	-	1	2	1	-	-	-
30 - 39	42	13	29	3	4	9	20	-	-	-	1	-	-	1	4	-	-	-	-
40 - 49	33	16	17	4	2	10	13	-	-	1	-	-	-	1	2	-	-	-	-
50 - 59	20	7	13	3	8	4	5	-	-	-	-	-	-	-	-	-	-	-	-
60 - 69	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	156	54	102	13	19	36	72	-	-	1	3	-	-	3	8	1	-	-	-
TERMINATIONS																			
20 - 29	54	26	28	8	2	13	24	-	-	1	-	-	-	4	2	-	-	-	-
30 - 39	140	64	76	34	16	25	57	-	-	-	1	-	-	3	2	1	-	1	-
40 - 49	216	114	102	52	33	55	63	1	-	-	-	-	-	6	5	-	1	-	-
50 - 59	263	162	101	107	60	49	38	1	-	-	-	-	-	4	2	1	1	-	-
60 - 69	170	108	62	68	44	35	17	-	-	3	-	-	-	2	1	-	-	-	-
70 PLUS	19	10	9	6	7	3	1	-	-	-	-	-	-	1	1	-	-	-	-
TOTAL	862	484	378	275	162	180	200	2	-	4	1	-	-	20	13	2	2	1	-
GRAND TOTAL	3,628	1,569	2,059	818	877	615	999	6	8	23	19	3	1	84	127	8	7	12	21

SECTION 6: STATEWIDE EEO COMPLAINTS

- The total number of discrimination complaints received statewide in FY 2004 was 494. Of that total 382 (77.3%) were internal and 112 (22.7%) were external. 142 complaints, 29% of the total, did not allege a legal protected basis.
- The primary basis for Internal Complaints was sex, exceeding race-based complaints for the second year.

Type of Complaint	FY 2004	
Disability	43	
National Origin	16	
Race	83	
Sex		
Sexual Harassment	104	56

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

External complaints are those filed with the Maryland Commission on Human Relations or Equal Employment Opportunity Commission.

STATEWIDE DISCRIMINATION COMPLAINTS BY AGENCY, BASIS, ISSUE AND DISPOSITION — FISCAL YEAR 2004

Agency	External	Internal	Basis									Issue			Disposition							
			ADA	Age	Color	National Origin	Race	Religion	Sex/Gender	Sexual Orientation	Other	Harassment	Sexual Harassment	Retaliation	Probable Cause	No Cause	Administrative Closure	Mediation/Settlement	Open/Pending	Other	Withdrawn	
Agriculture	412	1	0																			
Assessments and Taxation	633	1	2					1		1				1					1		1	
Baltimore City Community College	493	1	0																			
Business and Economic Development	287	0	1					1		1					1							
Comptroller of Maryland	1,040	5	5					2		3			2	3		1	1		3			
Education	1,301	2	7	2				1		3	1			1	2			3	1			
Environment	890	2	8		2		1		3			3	3				7				1	
General Services	640	0	9							4		5	6	3		1	3	2	2		1	
Health and Mental Hygiene	10,207	19	7	1			1	4				2	1		1	1			1	3	2	
Housing and Community Development	361	0	4	1				3		3			2		1		2	2				
Human Resources	6,819	0	24	4	2		2	6	2	10	3	2	9	2	5	2	12	2	2	6		
Juvenile Services	1,697	8	47	17	1	1		8	1	7	1	10	14	4	4		10	6	4	5	10	7
Labor, Licensing & Regulation	1,538	4	5	1			1					3					1	4				
Maryland Automobile Insurance Fund	539	2	6					3	1	2			4	2		2	4					
Maryland School for the Deaf	322	0	1	1														1				
Maryland State Retirement Agency	152	0	1									0			1							
Maryland State Police	2,332	2	14	1			1	7		4		1	2	1	1	5	7			2		
Military	306	1	5					1		4			1	4		4			1			
Morgan State University	890	7	8					1		3		4	5	2			1	1		3	3	
Natural Resources	1,330	1	4					4		1					1	1	2				1	
Office of the Attorney General	215	1	0																			
Public Safety & Correctional Services	10,501	29	171	8	2	1	8	24	4	45	2	93	67	29	18		93	46	61			
Transportation	10,322	26	53	7		3	2	17	1	13		19	20	3	10	1	7	28	1	11	3	2
All Other Agencies	35,285	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	88,512	112	382	43	7	5	16	83	12	104	7	142	136	56	41	21	145	99	79	31	15	16

NOTE: In order to avoid duplication, Bases, Issues, and Dispositions are counted on Internal complaints only.

"Internal" complaints are those filed at the agency level, with a State agency's Fair Practices Officer or Equal Employment Opportunity Officer.

"External" complaints are those filed with the Maryland Commission on Human Relations, Department of Justice, Courts, and/or Equal Employment Opportunity Commission.

(1) "Other" Complaints include employment related complaints, not discriminatory in basis

(2)

(3)

- The Office of the Statewide Equal Employment Opportunity Coordinator processed a total of 36 EEO appeals and complaints.
- There were 31 appeals of agency level EEO complaints; of that number 29 dispositions were “no cause,” one was “probable cause,” and one appeal was “untimely.”
- The Office investigated four Whistleblower complaints: three were “no cause” and one was referred back to the agency due to lack of jurisdiction.
- The Office of the Statewide Equal Employment Opportunity Coordinator responded to 887 inquiries that were received through correspondence, telephone, emails, walk-in, TTY and fax.

SECTION 7: UNIVERSITY SYSTEM OF MARYLAND

The University System of Maryland includes the headquarters and the following institutions: Bowie State University, Coppin State College, Frostburg State University, Salisbury University, Towson University, University of Baltimore, University of Maryland at Baltimore, University of Maryland Baltimore County, University of Maryland Biotechnology Institute, University of Maryland Center for Environmental Science, University of Maryland College Park, University of Maryland Eastern Shore, and University of Maryland University College.

- There were a total of 30,480 employees in the University System of Maryland.
 - Of the total employees, 18,967 (62.23%) were White, 5,726 (18.79%) were African-American, 78 (.26%) were American Indian and Alaska Native, 3,464 (11.36%) were Asian, and 878 (2.88%) were Hispanic or Latino.
 - Males comprised 14,863 (48.76%) of the work force.
 - Females comprised 15,6178 (51.24%) of the work force.

**UNIVERSITY SYSTEM OF MARYLAND
TOTAL FULL-TIME AND PART-TIME WORK FORCE UTILIZATION - FISCAL YEAR 2004**

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators		681	605	507	401	139	184	1	1	13	9	-	-	9	2	-	-	12	8
		53%	47%	39%	31%	11%	14%	0%	0%	1%	1%	0%	0%	1%	0%	0%	0%	1%	1%
Faculty and Instructors	1,286	6,520	4,311	4,810	3,098	437	495	10	6	697	318	-	-	443	300	-	-	123	94
		60%	40%	44%	29%	4%	5%	0%	0%	6%	3%	0%	0%	4%	3%	0%	0%	1%	1%
Teachers' Assistants	10,831	2,819	2,810	1,313	1,459	143	268	8	5	1,029	757	-	-	210	220	-	-	116	101
		50%	50%	23%	26%	3%	5%	0%	0%	18%	13%	0%	0%	4%	4%	0%	0%	2%	2%
Professionals	5,629	2,311	3,285	1,634	2,251	408	696	7	6	169	230	-	-	37	47	-	-	56	55
		41%	59%	29%	40%	7%	12%	0%	0%	3%	4%	0%	0%	1%	1%	0%	0%	1%	1%
Clerical-Secretarial	5,596	395	2,919	178	1,586	179	1,145	3	17	16	87	-	-	7	34	-	-	12	50
		12%	88%	5%	48%	5%	35%	0%	1%	0%	3%	0%	0%	0%	1%	0%	0%	0%	2%
Technical-Paraprofessionals	3,314	669	848	428	485	169	277	3	5	33	46	-	-	18	22	-	-	18	13
		44%	56%	28%	32%	11%	18%	0%	0%	2%	3%	0%	0%	1%	1%	0%	0%	1%	1%
Skilled Craft	1,517	680	33	439	12	189	20	4	-	17	-	-	-	11	-	-	-	20	1
		95%	5%	62%	2%	27%	3%	1%	0%	2%	0%	0%	0%	2%	0%	0%	0%	3%	0%
Service-Maintenance	713	788	806	230	136	491	486	-	2	16	27	-	-	4	3	-	-	47	152
		49%	51%	14%	9%	31%	30%	0%	0%	1%	2%	0%	0%	0%	0%	0%	0%	3%	10%
TOTAL		14,863	15,617	9,539	9,428	2,155	3,571	36	42	1,990	1,474	0	0	739	628	0	0	404	474
		49%	51%	31%	31%	7%	12%	0%	0%	7%	5%	0%	0%	2%	2%	0%	0%	1%	2%

SECTION 8: INDEPENDENT HIGHER EDUCATION INSTITUTIONS

BALTIMORE CITY COMMUNITY COLLEGE

- There are 493 employees in the Baltimore City Community College work force.
 - 316 (64%) African-American employees
 - 308 (62%) female employees

MORGAN STATE UNIVERSITY

- There are 890 employees in the Morgan State University work force.
 - 700 (79%) African-American employees
 - 428 (48%) female employees

SAINT MARY'S COLLEGE OF MARYLAND

- There are 369 employees in the St. Mary's College of Maryland work force.
 - 45 (12%) African-American employees
 - 189 (51%) female employees

SAINT MARY'S COLLEGE OF MARYLAND
TOTAL FULL-TIME AND PART-TIME WORK FORCE UTILIZATION

EEO Job Category	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	277	139	138	119	125	9	6	0	1	1	1	0	0	8	5	0	0	2	0
		50%	50%	43%	45%	3%	2%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	1%	0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers: <i>Sworn</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers: <i>Non-sworn</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft Workers	92	41	51	25	34	14	16	0	0	0	0	0	0	1	1	0	0	1	0
		45%	55%	27%	37%	15%	17%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	1%	0%
Service-Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	369	180	189	144	159	23	22	0	1	1	1	0	0	9	6	0	0	3	0
		49%	51%	39%	43%	6%	6%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	1%	0%

**MORGAN STATE UNIVERSITY
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2004**

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	47	23 49%	24 51%	5 11%	2 4%	10 21%	14 30%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8 17%	8 17%	0 0%	0 0%	0 0%	0 0%
Reinstatements	5	2 40%	3 60%	0 0%	0 0%	0 0%	3 60%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 40%	0 0%	0 0%	0 0%	0 0%	0 0%
Promotions	1	0 0%	1 100%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Reclassifications	2	2 100%	0 0%	0 0%	0 0%	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Demotions	5	3 60%	2 40%	0 0%	0 0%	2 40%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	0 0%	0 0%	0 0%	0 0%
Suspensions	5	2 40%	3 60%	0 0%	0 0%	2 40%	3 60%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Transfers	1	0 0%	1 100%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
TOTAL	66	32 48%	34 52%	5 8%	2 3%	16 24%	23 35%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11 17%	9 14%	0 0%	0 0%	0 0%	0 0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2004

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	3	0 0%	3 100%	0 0%	0 0%	0 0%	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Terminations	0	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
TOTAL	3	0 0%	3 100%	0 0%	0 0%	0 0%	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

**MORGAN STATE UNIVERSITY
TOTAL FULL-TIME AND PART-TIME WORK FORCE UTILIZATION**

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	615	348	267	58	30	240	218	3	3	2	1	0	0	45	14	0	0	0	1
		57%	43%	9%	5%	39%	35%	0%	0%	0%	0%	0%	0%	7%	2%	0%	0%	0%	0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers: <i>Sworn</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers: <i>Non-sworn</i>	35	27	8	5	0	16	7	0	0	0	0	0	0	6	1	0	0	0	0
		77%	23%	14%	0%	46%	20%	0%	0%	0%	0%	0%	0%	17%	3%	0%	0%	0%	0%
Administrative Support	240	87	153	3	3	81	138	0	0	0	0	0	0	3	10	0	0	0	2
		36%	64%	1%	1%	34%	58%	0%	0%	0%	0%	0%	0%	1%	4%	0%	0%	0%	1%
Skilled Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	890	462	428	66	33	337	363	3	3	2	1	0	0	54	25	0	0	0	3
		52%	48%	7%	4%	38%	41%	0%	0%	0%	0%	0%	0%	6%	3%	0%	0%	0%	0%

**BALTIMORE CITY COMMUNITY COLLEGE
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2004**

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	55	24 44%	31 56%	3 5%	3 5%	10 18%	14 25%	1 2%	0 0%	2 4%	0 0%	0 0%	0 0%	8 15%	14 25%	0 0%	0 0%	0 0%	0 0%
Reinstatements	6	4 67%	2 33%	1 17%	0 0%	3 50%	2 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Promotions	8	6 75%	2 25%	0 0%	0 0%	2 25%	1 13%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 50%	1 13%	0 0%	0 0%	0 0%	0 0%
Reclassifications	18	11 61%	7 39%	3 17%	2 11%	6 33%	3 17%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	1 6%	2 11%	0 0%	0 0%	0 0%	0 0%
Demotions	1	0 0%	1 100%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Transfers	2	1 50%	1 50%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%
TOTAL	90	46 51%	44 49%	7 8%	5 6%	21 23%	22 24%	1 1%	0 0%	3 3%	0 0%	0 0%	0 0%	14 16%	17 19%	0 0%	0 0%	0 0%	0 0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2004

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	5	1 20%	4 80%	1 20%	1 20%	0 0%	3 60%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Terminations	60	2 3%	58 97%	0 0%	8 13%	2 3%	49 82%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%
TOTAL	65	3 5%	62 95%	1 2%	9 14%	2 3%	52 80%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%

**BALTIMORE CITY COMMUNITY COLLEGE
TOTAL FULL-TIME AND PART-TIME WORK FORCE UTILIZATION**

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	373	145	228	48	62	75	140	1	0	2	0	0	0	19	23	0	0	0	3
		39%	61%	13%	17%	20%	38%	0%	0%	1%	0%	0%	0%	5%	6%	0%	0%	0%	1%
Technicians	5	1	4	1	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0
		20%	80%	20%	20%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: <i>Sworn</i>	9	6	3	0	0	5	3	0	0	0	0	0	0	1	0	0	0	0	0
		67%	33%	0%	0%	56%	33%	0%	0%	0%	0%	0%	0%	11%	0%	0%	0%	0%	0%
Protective Service Workers: <i>Non-sworn</i>	14	9	5	2	0	6	5	0	0	0	0	0	0	1	0	0	0	0	0
		64%	36%	14%	0%	43%	36%	0%	0%	0%	0%	0%	0%	7%	0%	0%	0%	0%	0%
Administrative Support	60	2	58	0	8	2	49	0	0	0	0	0	0	0	1	0	0	0	0
		3%	97%	0%	13%	3%	82%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%
Skilled Craft Workers	10	9	1	1	0	7	1	0	0	0	0	0	0	1	0	0	0	0	0
		90%	10%	10%	0%	70%	10%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%
Service-Maintenance	22	13	9	0	0	12	8	0	0	0	0	0	0	1	1	0	0	0	0
		59%	41%	0%	0%	55%	36%	0%	0%	0%	0%	0%	0%	5%	5%	0%	0%	0%	0%
TOTAL	493	185	308	52	71	107	209	1	0	2	0	0	0	23	25	0	0	0	3
		38%	62%	11%	14%	22%	42%	0%	0%	0%	0%	0%	0%	5%	5%	0%	0%	0%	1%

**SAINT MARY'S COLLEGE OF MARYLAND
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2004**

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	49	23	26	14	19	3	4	0	0	1	0	0	0	5	3	0	0	0	0
		47%	53%	29%	39%	6%	8%	0%	0%	2%	0%	0%	0%	10%	6%	0%	0%	0%	0%
Reinstatements	8	4	4	0	2	2	2	0	0	0	0	0	0	2	0	0	0	0	0
		50%	50%	0%	25%	25%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%
Reclassifications	4	0	4	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	0%	75%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	62	27	35	14	25	5	7	0	0	1	0	0	0	7	3	0	0	0	0
		44%	56%	23%	40%	8%	11%	0%	0%	2%	0%	0%	0%	11%	5%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2004

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	36	13	23	11	16	2	4	0	0	0	1	0	0	0	1	0	0	0	1
		36%	64%	31%	44%	6%	11%	0%	0%	0%	3%	0%	0%	0%	3%	0%	0%	0%	3%
Terminations	4	2	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
		50%	50%	25%	25%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%
TOTAL	40	15	25	12	17	3	4	0	0	0	1	0	0	0	1	0	0	0	2
		38%	63%	30%	43%	8%	10%	0%	0%	0%	3%	0%	0%	0%	3%	0%	0%	0%	5%