

MARYLAND

DEPARTMENT OF BUDGET AND MANAGEMENT

Annual Statewide
Equal Employment
Opportunity
Report



FISCAL YEAR 2005

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SECTION 1: STATEWIDE WORKFORCE STATISTICS

The Annual Statewide Equal Employment Opportunity Report for fiscal year 2005 presents workforce statistics and information from the eighteen executive agencies under the State Personnel management System, the independent agencies, the University System of Maryland, Baltimore City Community College, Morgan State University, and St. Mary's College. The statistics benchmark for this report is the 2005 Local Area unemployment Statistics report from the Department of Labor, Licensing and Regulation for the Maryland Civilian labor Force and the 2000 United States Census data for the percentage breakdown between males and females.

In fiscal year 2005 statewide discrimination complaints decreased significantly from preceding years. Complaints based on disability decreased by 62.7%, national origin by 25%, race by 25.3%, sex by 31.7%, and complaints based on sexual harassment decreased by 33.9%.

In fiscal year 2005, 68.2% of the State workforce was over 40 years of age, and the average age was 45.

WORKFORCE	TOTAL	MALES	FEMALES
Maryland Civilian Labor Force	2,932,560	1,492,673 50.9%	1,439,887 49.1%
State of Maryland Employees Workforce	55,335	24,217 43.8%	31,118 56.2%

TOTAL FULL-TIME AND PART-TIME WORKFORCE 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		2,278	1,722	1,803	1,195	243	369	3	1	19	11	2	1	196	123	6	9	6	13
		57%	43%	45%	30%	6%	9%	0.08%	0.0%	0.48%	0.28%	0.05%	0.03%	4.90%	3.08%	0.15%	0.23%	0.15%	0.33%
Professionals	4,000	7,835	14,428	5,097	7,750	2,022	5,702	20	25	125	133	10	6	451	655	28	42	82	115
	22,263	35%	65%	23%	35%	9%	26%	0.09%	0.11%	0.56%	0.60%	0.04%	0.03%	2.03%	2.94%	0.13%	0.19%	0.37%	0.52%
Technicians		1,750	1,766	1,351	907	313	769	5	5	14	5	1	1	36	57	18	7	12	15
		50%	50%	38%	26%	9%	22%	0.14%	0.14%	0.40%	0.14%	0.03%	0.03%	1.02%	1.62%	0.51%	0.20%	0.34%	0.43%
Protective Service Workers: Sworn	3,516	2,083	261	1,553	158	442	90	2	0	5	1	2	0	41	8	4	3	34	1
	2,344	89%	11%	66%	7%	19%	4%	0.09%	0.00%	0.21%	0.04%	0.09%	0.00%	1.75%	0.34%	0.17%	0.13%	1.45%	0.04%
Protective Service Workers: Non-Sworn		5,203	3,086	2,568	376	2,193	2,467	6	7	16	0	3	1	375	219	6	6	36	10
	8,289	63%	37%	31%	5%	26%	30%	0.07%	0.08%	0.19%	0.00%	0.04%	0.01%	4.52%	2.64%	0.07%	0.07%	0.43%	0.12%
Administrative Support		778	7,587	344	3,690	381	3,533	2	15	12	37	2	1	26	207	4	39	7	65
		9%	91%	4%	44%	5%	42%	0.02%	0.18%	0.14%	0.44%	0.02%	0.01%	0.31%	2.47%	0.05%	0.47%	0.08%	0.78%
Skilled Craft Workers	8,365	2,124	51	1,488	34	563	16	9	0	15	0	2	0	16	1	15	0	16	0
		98%	2%	68%	2%	26%	0.74%	0.41%	0.00%	0.69%	0.00%	0.09%	0.00%	0.74%	0.05%	0.69%	0.00%	0.74%	0.00%
Service-Maintenance	2,175	2,166	2,217	644	603	1,426	1,519	8	6	12	15	0	4	44	48	18	4	14	18
		49%	51%	15%	14%	33%	35%	0.18%	0.14%	0.27%	0.34%	0.00%	0.09%	1.00%	1.10%	0.41%	0.09%	0.32%	0.41%
TOTAL		24,217	31,118	14,848	14,713	7,583	14,465	55	59	218	202	22	14	1,185	1,318	99	110	207	237
	55,335	44%	56%	27%	27%	14%	26%	0.10%	0.11%	0.39%	0.37%	0.04%	0.03%	2.14%	2.38%	0.18%	0.20%	0.37%	0.43%

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

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2005

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	222	39	183	28	109	8	63	0	0	0	0	0	2	3	9	0	0	0	0
Agriculture	399	229	170	196	128	17	31	1	1	1	0	0	0	12	9	0	0	2	1
Assessments and Taxation	626	220	406	193	205	22	185	1	0	0	0	0	0	3	10	1	4	0	2
Baltimore City Community College	487	183	304	42	64	103	204	1	1	2	1	0	0	33	31	1	0	1	3
Baltimore City Sheriff's Office	79	60	19	26	2	33	17	0	0	0	0	0	0	1	0	0	0	0	0
Board of Public Works	8	1	7	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Boards, Commissions and Offices	75	24	51	18	31	4	16	0	0	1	0	0	0	1	4	0	0	0	0
Budget and Management	386	124	262	76	133	33	109	0	0	1	1	0	0	12	18	1	0	1	1
Business and Economic Development	280	113	167	73	90	16	47	0	0	0	2	1	0	22	24	0	0	1	4
Canal Place Preservation and Development Authority	4	1	3	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Commission for Public School Construction	15	8	7	4	3	3	4	0	0	0	0	0	0	0	0	0	0	1	0
Comptroller	1,052	335	717	244	423	71	275	2	2	3	6	1	12	7	1	3	2		
Education	1,339	411	928	270	503	94	333	1	2	3	4	0	0	42	82	0	0	1	4
Environment	877	492	385	381	271	57	87	2	1	2	2	1	0	46	19	0	0	3	5
Executive Department	76	34	42	29	30	2	7	0	0	0	0	0	0	3	5	0	0	0	0
General Services Department	622	411	211	231	74	153	128	2	0	1	1	1	0	18	5	0	1	5	2
Health and Mental Hygiene Department	10,062	2,537	7,525	1,479	4,517	845	2,496	6	11	41	96	1	7	131	327	2	5	32	66

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2005 (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
Higher Education Commission	67	21	46	16	32	3	11	0	1	0	0	0	0	2	1	0	0	0	1
Higher Education Labor Relations Board	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Historic St. Mary's City Commission	33	19	14	16	11	2	1	0	0	0	0	0	0	1	2	0	0	0	0
Housing and Community Development	385	135	250	87	147	21	68	1	1	1	2	0	0	25	30	0	1	0	1
Human Resources	6,850	1,223	5,627	517	2,110	653	3,370	0	10	4	5	2	1	35	81	0	7	12	43
Juvenile Services	1,765	771	994	348	316	361	611	3	1	6	6	0	0	48	54	0	4	5	2
Labor, Licensing and Regulation	1,454	590	864	401	368	164	456	1	2	15	17	0	0	0	1	1	2	8	18
Maryland Automobile Insurance Fund	543	177	366	122	209	38	131	2	3	5	4	0	1	1	0	6	13	3	5
Maryland Commission on Human Relations	45	15	30	5	7	8	18	0	0	0	0	0	0	2	4	0	0	0	1
Maryland Department of Disabilities	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maryland Energy Administration	17	10	7	9	3	0	2	0	0	1	0	0	0	0	1	0	0	0	1
Maryland Environmental Service	577	456	121	333	90	100	29	0	0	0	0	0	0	0	0	0	0	23	2
Maryland Food Center Authority	27	16	11	10	8	5	2	0	0	0	0	0	0	0	1	1	0	0	0
Maryland Institute for Emergency Medical Services System	92	49	43	42	29	2	11	0	0	0	0	0	0	5	3	0	0	0	0
Maryland Insurance Administration	271	112	159	78	89	23	64	0	0	4	2	0	0	3	3	4	0	0	1

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2005 (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 College Savings Plan	10	2	8	1	5	0	1	0	0	0	0	0	0	0	1	2	0	0	0	0
Maryland Public Broadcasting Commission	171	89	82	61	54	10	11	0	0	0	0	0	0	0	18	17	0	0	0	0
Maryland School for the Deaf	312	93	219	76	190	15	19	0	0	0	0	0	0	0	2	5	0	0	0	5
Maryland Stadium Authority	68	47	21	31	12	16	9	0	0	0	0	0	0	0	0	0	0	0	0	0
Maryland State Archives	46	21	25	14	19	4	5	0	0	0	0	0	0	0	3	1	0	0	0	0
Maryland State Board of Contract Appeals	5	4	1	3	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Maryland State Lottery Agency	164	79	85	46	31	25	40	0	0	1	0	0	0	0	7	14	0	0	0	0
Maryland State Police	2,344	1,846	498	1,477	367	293	115	0	0	4	1	2	0	39	8	1	0	30	7	
Maryland Tax Court	9	7	2	7	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maryland Teachers & Employees Supplemental Retirement Plan	15	5	10	4	6	0	3	0	0	0	0	0	0	0	1	1	0	0	0	0
Military Department	309	236	73	151	41	70	29	0	0	1	0	0	0	9	3	0	0	5	0	
Morgan State University	920	473	447	58	30	319	332	3	2	2	4	0	1	91	75	0	0	0	3	
Natural Resources	1,279	821	458	705	343	76	77	2	2	1	2	0	0	28	27	0	1	9	6	
Office of Administrative Hearings	115	31	84	27	46	2	26	0	0	0	0	0	0	2	12	0	0	0	0	
Office of the Attorney General	217	65	152	55	118	9	29	0	0	0	0	0	0	1	4	0	0	0	1	
Office of Children, Youth and Families	35	8	27	4	12	2	13	0	0	1	0	0	0	1	2	0	0	0	0	

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2005 (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 Individuals with Disabilities	22	6	16	6	14	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Office of People's Counsel	18	7	11	3	7	1	3	0	0	0	1	0	0	3	0	0	0	0	0
Office of the Public Defender	884	338	546	202	241	52	183	1	1	1	1	2	0	77	108	0	0	3	12
Office of the State Prosecutor	9	6	3	6	1	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Planning	112	60	52	41	26	5	15	0	0	1	0	0	0	13	11	0	0	0	0
Property Tax Assessments Appeal Board	105	71	34	38	22	4	4	0	0	0	0	0	0	29	8	0	0	0	0
Public Safety and Correctional Services	10,397	5,570	4,827	2,925	1,155	2,146	3,296	7	14	15	6	5	2	432	329	4	7	36	18
Public Service Commission	126	66	60	30	30	8	20	0	0	2	0	0	0	25	10	0	0	1	0
Saint Mary's College of Maryland	389	192	197	149	160	29	26	0	1	2	2	1	0	8	8	0	0	3	0
Secretary of State	33	11	22	9	14	1	5	0	0	0	1	0	0	1	2	0	0	0	0
State Board of Election Laws	152	23	129	16	95	6	20	0	0	0	0	0	0	1	12	0	0	0	2
State Retirement and Pensions	154	66	88	38	30	15	49	0	0	5	3	0	0	7	5	1	1	0	0

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2005 (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	50	18	32	15	20	2	6	0	0	0	1	0	0	1	5	0	0	0	0
Subsequent Injury Fund	16	6	10	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transportation	10,281	6,353	3,928	3,899	1,898	2,161	1,877	23	7	97	37	7	0	44	21	76	63	46	25
Uninsured Employers' Fund	15	9	6	7	4	2	1	0	0	0	0	0	0	0	1	0	0	0	0
University System of Maryland	31,971	15,397	16,574	10,023	9,998	2,339	3,907	46	51	2,113	1,590	0	0	468	483	0	0	408	545
Veterans Affairs	65	48	17	24	9	12	3	0	0	0	0	0	0	11	5	1	0	0	0
Worker's Compensation Commission	118	27	91	19	31	8	56	0	0	0	0	0	0	0	3	0	0	0	1
TOTAL	89,674	40,918	48,756	25,453	25,055	10,473	18,958	105	114	2,337	1,799	23	15	1,785	1,915	100	110	642	790
		45.6%	54.4%	28.4%	27.9%	11.7%	21.1%	0.1%	0.1%	2.6%	2.0%	0.0%	0.0%	2.0%	2.1%	0.1%	0.1%	0.7%	0.9%

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 2005 are displayed in the chart on the succeeding pages, and are highlighted as follows:

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

STATEWIDE WORKFORCE UTILIZATION ANALYSIS — FISCAL YEAR 2005

EEO JOB CATEGORY		WHITE			AFRICAN-AMERICAN						OTHER MINORITIES						TOTAL PERMANENT POSITIONS
		FEMALE	STATE CLF	INDEX Under	MALE	STATE CLF	INDEX Under	FEMALE	STATE CLF	INDEX Under	MALE	STATE CLF	INDEX Under	FEMALE	STATE CLF	INDEX Under	
Officials and Administrators	#	1,195	29.2%		243	8.0%	X	369	10.9%	X	232	4.7%		158	3.4%		4,000
	%	29.9%		0.7%	6.1%		-1.9%	9.2%		-1.7%	5.0%		0.3%	4.0%		0.6%	
Professionals	#	7,750	35.5%	X	2,022	7.2%		5,702	12.6%		716	5.6%	X	976	5.1%	X	22,263
	%	34.8%		-0.7%	9.1%		1.9%	25.6%		13.0%	2.9%		-3%	4.4%		-0.7%	
Technicians	#	907	33.3%	X	313	9.7%	X	769	18.0%		86	4.4%	X	90	5.6%	X	3,516
	%	25.8%		-7.5%	8.9%		-0.8%	21.9%		3.9%	2.2%		-2.21%	2.6%		-2.99%	
Protective Service Workers: Sworn	#	158	7.8%	X	442	29.1%	X	90	13.3%	X	88	3.2%		13	0.9%	X	2,344
	%	6.7%		-1.1%	18.9%		-10.2%	3.8%		-9.5%	3.4%		0.24%	0.6%		-0.4%	
Protective Service Workers: Non-Sworn	#	376	44.2%	X	2,193	10.2%		2,467	15.5%		442	2.3%		243	2.3%		8,289
	%	4.5%		-39.7%	26.5%		16.3%	29.8%		14.3%	4.6%		2%	2.9%		0.7%	
Administrative Support	#	3,690	43.0%		381	8.3%	X	3,533	21.4%		53	2.8%	X	364	5.3%	X	8,365
	%	44.1%		1.1%	4.6%		-3.7%	42.2%		20.8%	0.6%		-2.19%	4.4%		-0.9%	
Skilled Craft Workers	#	34	3.7%	X	563	16.7%		16	1.9%	X	73	9.3%	X	1	0.9%	X	2,175
	%	1.6%		-2.1%	25.9%		9.2%	0.7%		-1.2%	3.2%		-6.11%	0.05%		-0.8%	
Service-Maintenance	#	603	23.2%	X	1,426	18.7%		1,519	14.3%		96	7.0%	X	95	6.3%	X	4,383
	%	13.8%		-9.44%	32.5%		13.8%	34.7%		20.4%	2.1%		-4.94%	2.2%		-4.1%	
TOTALS	#	14,713	30.2%	X	7,583	11.6%		14,465	14.2%		1,786	5.3%	X	1,940	4.7%	X	55,335
	%	26.6%		-3.61%	13.7%		2.1%	26%		11.9%	3%		-2.43%	3.5%		-1.2%	

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

Section 3: Reasonable Accommodation

In fiscal year 2005 there were 259 requests for reasonable accommodation from State employees and applicants for State employment and 231 or 89% of the requests were granted. There were twenty-five agencies that reported data on reasonable accommodation requests, with the departments of Agriculture, Education, Health and Mental Hygiene, Human Resources, Juvenile Services, Transportation and the Maryland Automobile Insurance Fund accounting for 173 or 67% of the total employee reasonable accommodation requests reported.

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 employment opportunities in State government to qualified individuals with disabilities.

The United States Equal Employment Opportunity Commission (EEOC) issued a final version of its report: "Best Practices for the Employment of Persons with Disabilities in State Government" in fiscal year 2005. The report highlighted several Maryland State Government programs and activities that assist State agencies in targeting diverse applicant pools for State positions that include persons with disabilities. The following are several examples of these programs and activities:

- The Maryland Department of Budget and Management has a Coordinator, Special Outreach and Employment Programs, to assist State agencies in targeting diverse applicant pools for State positions that include persons with disabilities.
- Agencies operating under the Maryland Department of Budget and Management provide all job applicants who take employment tests with information about how to request accommodations for the tests. The Maryland Department of Transportation, among other Maryland State agencies, includes in all recruitment vacancy announcements a notification that accommodations are provided for persons with disabilities, as well as the Maryland Relay Service and TTY telephone numbers for hearing-impaired applicants using such services.
- The Maryland Department of Transportation has produced a flyer, "ADA, MDOT, and You," that is given to all new employees at orientation. The flyer explains ADA reasonable accommodation obligations and explains that the ADA prohibits interference, coercion, intimidation, or retaliation against individuals exercising their ADA rights. New hires are also provided with a detailed flyer explaining how to receive and make telephone calls using the Maryland Relay system.
- The Maryland Department of Budget and Management sponsored the Governor's QUEST Internship Program for Persons with Disabilities. Initiated in 2000, the program provides three-month internships in State government, with the possibility of an extension. QUEST, which stands for "Quality, Understanding, Excellence, Success, and Training," is a training/learning experience for customers of the State's Department of Rehabilitation Services, designed to enhance the participants' knowledge, skills, and abilities while working at a State agency.
- The State reports that approximately 50% of all past QUEST interns are presently employed in their target job areas in either private or public sector positions.

STATEWIDE REQUESTS FOR REASONABLE ACCOMMODATION — FISCAL YEAR 2005

Agency	Applicants	Employees	STATUS		
			Granted	Denied	Pending
Aging	0	3	2	0	1
Agriculture	0	11	11	0	0
Assessment and Taxation	0	6	4	2	0
Automobile Insurance Fund	0	29	29	0	0
Budget and Management	0	1	0	1	0
Comptroller	0	3	3	0	0
Education	7	26	32	0	1
Environment	0	4	2	2	0
Food Center Authority	0	1	0	0	0
Health and Mental Hygiene	3	34	35	0	2
Higher Education Commission	0	2	2	0	0
Housing and Community Development	0	4	3	1	0
Human Resources	0	37	35	1	1
Insurance Administration	0	3	3	0	0
Juvenile Services	0	16	7	9	0
Labor, Licensing and Regulation	22	5	27	0	0
Military	0	2	2	0	0
Natural Resources	0	3	1	2	0
Public Defenders	0	3	2	0	1
Public Safety and Correctional Services	0	1	1	0	0
State Police	0	2	0	2	0
Subsequent Injury Fund	0	3	3	0	0
Transportation	2	20	20	2	0
Veterans Affairs	1	1	2	0	0
Workers' Compensation Commission	0	5	5	0	0
TOTAL	35	225	231	22	6

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

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

WORKFORCE BY SALARY, RACE AND GENDER — FISCAL YEAR 2005

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)			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$10,000 or Less		16	3	16	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		84%	16%	84%	16%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
\$10,001 - \$20,000	19	104	151	39	68	43	67	0	2	3	2	0	0	18	11	1	1	0	0	
		41%	59%	15%	27%	17%	26%	0%	1%	1%	1%	0%	0%	7%	4%	0%	0%	0%	0%	0%
\$20,001 - \$30,000	255	2,365	5,213	1,025	1,872	1,185	3,011	9	12	26	41	5	5	83	198	5	16	27	58	
		31%	69%	14%	25%	16%	40%	0%	0%	0%	1%	0%	0%	1%	3%	0%	0%	0%	1%	
\$30,001 - \$40,000	17,698	6,352	11,346	3,718	4,906	2,227	5,849	14	28	48	44	5	4	262	380	29	46	49	89	
		36%	64%	21%	28%	13%	33%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	1%	
\$40,001 - \$50,000	13,168	6,099	7,069	3,844	3,712	1,780	2,905	15	10	44	46	6	2	319	329	21	20	70	45	
		46%	54%	29%	28%	14%	22%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	1%	0%	
\$50,001 - \$60,000	7,591	3,730	3,861	2,666	2,352	770	1,226	6	4	37	33	4	2	205	206	13	12	29	26	
		49%	51%	35%	31%	10%	16%	0%	0%	0%	0%	0%	0%	3%	3%	0%	0%	0%	0%	
\$60,001 and Over	6,529	3,976	2,553	3,118	1,783	478	515	4	0	53	36	2	1	288	189	12	10	21	19	
		61%	39%	48%	27%	7%	8%	0%	0%	1%	1%	0%	0%	4%	3%	0%	0%	0%	0%	
Hourly/Daily	2,497	1,575	922	422	17	1,100	892	7	3	7	0	0	0	10	5	18	5	11	0	
		63%	37%	17%	1%	44%	36%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	
TOTAL	55,335	24,217	31,118	14,848	14,713	7,583	14,465	55	59	218	202	22	14	1,185	1,318	99	110	207	237	
		44%	56%	27%	27%	14%	26%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%	

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

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2005

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		26	6	24	5	2	1	0	0	0	0	0	0	0	0	0	0	0	0
		81%	19%	75%	16%	6%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 1 — (\$15,363- \$22,936)	320	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%
Grade 2 — (\$16,286- \$24,387)		2	3	0	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0
		40%	60%	0%	0%	40%	60%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 3 — (\$17,275 - \$25,944)	5	1	3	1	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0
		25%	75%	25%	0%	0%	50%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 4 — (\$18,332 - \$27,612)	4	44	47	12	15	31	28	0	0	0	1	0	0	1	2	0	1	0	0
		48%	52%	13%	16%	34%	31%	0%	0%	0%	1%	0%	0%	1%	2%	0%	1%	0%	0%
Grade 5 — (\$19,464 - \$29,390)	91821	300	521	118	208	164	283	1	2	4	11	0	0	9	11	0	1	4	5
		37%	63%	14%	25%	20%	34%	0%	0%	0%	1%	0%	0%	1%	1%	0%	0%	0%	1%
Grade 6 — (\$20,675 - \$31,296)	707	346	361	141	131	190	204	2	1	3	5	0	2	6	15	1	1	3	2
		49%	51%	20%	19%	27%	29%	0%	0%	0%	1%	0%	0%	1%	2%	0%	0%	0%	0%
Grade 7 — (\$21,971- \$33,338)	2,155	506	1,649	221	532	267	1,045	1	3	4	4	0	1	11	42	0	1	2	21
		23%	77%	10%	25%	12%	48%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	1%
Grade 8 — (\$23,358 - \$35,518)	1,746	448	1,298	219	516	196	721	3	2	8	7	1	0	13	35	2	5	6	12
		26%	74%	13%	30%	11%	41%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	1%
Grade 9 — (\$24,842 - \$37,853)	2,231	392	1,839	237	838	130	907	1	6	3	8	2	0	14	60	0	4	5	16
		18%	82%	11%	38%	6%	41%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	0%	1%

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2005(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)			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade 10 — (\$26,429 - \$40,351)	3,455	1,076	2,379	685	1,184	334	1,068	3	4	10	14	1	0	23	65	14	23	6	21	
		31.14%	68.86%	19.83%	34.27%	9.67%	30.91%	0.09%	0.12%	0.29%	0.41%	0.03%	0.00%	0.67%	1.88%	0.41%	0.67%	0.17%	0.61%	
Grade 11 — (\$28,126 - \$43,029)	3,911	1,035	2,876	473	1,132	510	1,635	1	4	3	6	2	3	38	66	1	10	7	20	
		26.46%	73.54%	12.09%	28.94%	13.04%	41.81%	0.03%	0.10%	0.08%	0.15%	0.05%	0.08%	0.97%	1.69%	0.03%	0.26%	0.18%	0.51%	
Grade 12 — (\$29,944 - \$45,884)	7,899	3,997	3,902	2,254	1,280	1,547	2,412	5	10	11	10	2	1	137	162	12	4	29	23	
		50.60%	49.40%	28.54%	16.20%	19.58%	30.54%	0.06%	0.13%	0.14%	0.13%	0.03%	0.01%	1.73%	2.05%	0.15%	0.05%	0.37%	0.29%	
Grade 13 — (\$31,888 - \$48,944)	3,273	1,464	1,809	804	854	475	789	3	9	14	6	4	0	150	137	2	4	12	10	
		44.73%	55.27%	24.56%	26.09%	14.51%	24.11%	0.09%	0.27%	0.43%	0.18%	0.12%	0.00%	4.58%	4.19%	0.06%	0.12%	0.37%	0.31%	
Grade 14 — (\$33,970 - \$52,224)	3,224	1,071	2,153	677	1,010	331	1,031	5	2	6	9	1	1	33	75	4	7	14	18	
		33.22%	66.78%	21.00%	31.33%	10.27%	31.98%	0.16%	0.06%	0.19%	0.28%	0.03%	0.03%	1.02%	2.33%	0.12%	0.22%	0.43%	0.56%	
Grade 15 — (\$36,195 - \$55,723)	3,420	1,572	1,848	1,005	947	416	773	4	4	9	11	2	1	116	91	4	7	16	14	
		45.96%	54.04%	29.39%	27.69%	12.16%	22.60%	0.12%	0.12%	0.26%	0.32%	0.06%	0.03%	3.39%	2.66%	0.12%	0.20%	0.47%	0.41%	
Grade 16 — (\$38,578 - \$59,475)	4,391	1,718	2,673	1,114	1,638	485	894	4	2	15	21	1	1	76	87	3	8	20	22	
		39.13%	60.87%	25.37%	37.30%	11.05%	20.36%	0.09%	0.05%	0.34%	0.48%	0.02%	0.02%	1.73%	1.98%	0.07%	0.18%	0.46%	0.50%	
Grade 17 — (\$41,126 - \$63,485)	3,023	1,331	1,692	915	1,014	287	557	2	1	28	25	0	0	79	85	6	5	14	5	
		44.03%	55.97%	30.27%	33.54%	9.49%	18.43%	0.07%	0.03%	0.93%	0.83%	0.00%	0.00%	2.61%	2.81%	0.20%	0.17%	0.46%	0.17%	
Grade 18 — (\$43,854 - \$67,776)	1,928	898	1,030	671	713	131	245	3	3	19	12	0	1	64	48	6	3	4	5	
		46.58%	53.42%	34.80%	36.98%	6.79%	12.71%	0.16%	0.16%	0.99%	0.62%	0.00%	0.05%	3.32%	2.49%	0.31%	0.16%	0.21%	0.26%	
Grade 19 — (\$46,773 - \$72,369)	1,424	746	678	595	476	90	147	1		12	7	1	0	43	39	0	2	4	7	
		52.39%	47.61%	41.78%	33.43%	6.32%	10.32%	0.07%	0.00%	0.84%	0.49%	0.07%	0.00%	3.02%	2.74%	0.00%	0.14%	0.28%	0.49%	

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2005 (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 20 — (\$49,895 - \$77,284)	843	466	377	347	224	56	91	0	0	3	1	2	0	55	57	0	0	3	4
55%		45%	41%	27%	7%	11%	0%	0%	0%	0%	0%	0%	0%	7%	7%	0%	0%	0%	0%
Grade 21 — (\$53,236 - \$82,542)	714	392	322	303	211	50	72	1	0	2	0	0	0	35	33	0	1	1	5
55%		45%	42%	30%	7%	10%	0%	0%	0%	0%	0%	0%	0%	5%	5%	0%	0%	0%	1%
Grade 22 — (\$56,811 - \$88,174)	830	449	381	354	270	42	62	0	0	4	5	0	0	44	37	2	2	3	5
54%		46%	43%	33%	5%	7%	0%	0%	0%	1%	0%	0%	0%	5%	4%	0%	0%	0%	1%
Grade 23 — (\$60,637 - \$94,194)	355	213	142	167	100	18	15	1	0	1	0	0	0	25	26	1	0	0	1
60.00%		40.00%	47.04%	28.17%	5.07%	4.23%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	7.04%	7.32%	0.28%	0.00%	0.00%	0.28%
Grade 24 — (\$64,729 - \$100,636)	255	166	89	128	66	14	11	0	0	6	1	0	0	17	10	1	0	0	1
65.10%		34.90%	50.20%	25.88%	5.49%	4.31%	0.00%	0.00%	2.35%	0.39%	0.00%	0.00%	0.00%	6.67%	3.92%	0.39%	0.00%	0.00%	0.39%
Grade 25 — (\$69,109 - \$107,525)	88	52	36	46	24	2	6	0	0	0	1	0	0	4	5	0	0	0	0
59.09%		40.91%	52.27%	27.27%	2.27%	6.82%	0.00%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	4.55%	5.68%	0.00%	0.00%	0.00%	0.00%
Grade 26 — (\$73,661 - \$114,905)	53	28	25	23	22	1	3	0	0	0	0	0	0	4	0	0	0	0	0
52.83%		47.17%	43.40%	41.51%	1.89%	5.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.55%	0.00%	0.00%	0.00%	0.00%	0.00%
Hourly/Daily	2,794	1,706	1,088	552	147	1,067	908	6	3	13	2	1	1	40	21	17	5	10	1
61.06%		38.94%	19.76%	5.26%	38.19%	32.50%	0.21%	0.11%	0.47%	0.07%	0.04%	0.04%	0.04%	1.43%	0.75%	0.61%	0.18%	0.36%	0.04%
MRT*	5,716	3,800	1,916	2,785	1,178	746	555	8	3	40	34	2	2	152	109	23	16	44	19
66.48%		33.52%	48.72%	20.61%	13.05%	9.71%	0.14%	0.05%	0.70%	0.59%	0.03%	0.03%	0.03%	2.66%	1.91%	0.40%	0.28%	0.77%	0.33%
TOTAL	55,335	24,217	31,118	14,848	14,713	7,583	14,465	55	59	218	202	22	14	1,185	1,318	99	110	207	237
		43.76%	56.24%	26.83%	26.59%	13.70%	26.14%	0.10%	0.11%	0.39%	0.37%	0.04%	0.03%	2.14%	2.38%	0.18%	0.20%	0.37%	0.43%

*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.

EXECUTIVE PAY PLAN WORKFORCE BY SALARY, GRADE, RACE AND GENDER — FISCAL YEAR 2005

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 — (\$70,310-\$94,214)	6	6	0	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
100%		0%	83%	0%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ES 5 — (\$75,647-\$101,387)	25	18	7	15	6	0	0	0	0	0	0	0	0	3	1	0	0	0	0
72%		28%	60%	24%	0%	0%	0%	0%	0%	0%	0%	0%	0%	12%	4%	0%	0%	0%	0%
ES 6 — (\$81,414-\$109,134)	38	23	15	18	9	1	3	0	0	0	0	0	0	2	3	0	0	2	0
61%		39%	47%	24%	3%	8%	0%	0%	0%	0%	0%	0%	0%	5%	8%	0%	0%	5%	0%
ES 7 — (\$87,642-\$117,503)	37	28	9	19	7	2	1	0	0	0	0	0	0	7	1	0	0	0	0
76%		24%	51%	19%	5%	3%	0%	0%	0%	0%	0%	0%	0%	19%	3%	0%	0%	0%	0%
ES 8 — (\$94,367-\$126,542)	17	13	4	9	3	1	0	0	0	0	0	0	0	3	1	0	0	0	0
76%		24%	53%	18%	6%	0%	0%	0%	0%	0%	0%	0%	0%	18%	6%	0%	0%	0%	0%
ES 9 — (\$101,633-\$136,305)	30	20	10	13	5	0	4	0	0	1	0	0	1	6	0	0	0	0	0
67%		33%	43%	17%	0%	13%	0%	0%	3%	0%	0%	3%	20%	0%	0%	0%	0%	0%	0%
ES 10 — (\$109,476-\$146,845)	6	6	0	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
100%		0%	67%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ES 11 — (\$117,952-\$158,232)	6	5	1	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
83%		17%	67%	17%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	165	119	46	87	31	8	8	0	0	1	0	0	1	21	6	0	0	2	0
72%		28%	53%	19%	5%	5%	0%	0%	1%	0%	0%	1%	13%	4%	0%	0%	1%	0%	

SECTION 5: STATEWIDE PERSONNEL TRANSACTIONS

A comparison of personnel transactions from fiscal year 2004 to fiscal year 2005 indicates significant increases in the number of appointments, promotions and reclassifications.

	FY 2004	FY 2005	Percent Change
Appointments	4,129	5,540	+ 34.2%
Promotions	2,506	2,717	+ 8.4%
Reclassifications	3,959	4,709	+ 18.9%

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2005

Type of Transaction	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	5,540	2,168	3,372	1,057	1,286	815	1,672	8	8	48	46	9	7	200	310	4	19	27	24
		39%	61%	19%	23%	15%	30%	0%	0%	1%	1%	0%	0%	4%	6%	0%	0%	0%	0%
Reinstatements	657	249	408	115	154	100	195	0	0	5	6	1	0	24	42	3	7	1	4
		38%	62%	18%	23%	15%	30%	0%	0%	1%	1%	0%	0%	4%	6%	0%	1%	0%	1%
Promotions	2,717	1,077	1,640	545	624	354	786	1	5	16	17	3	2	148	183	6	9	4	14
		40%	60%	20%	23%	13%	29%	0.0%	0.2%	0.6%	0.6%	0.1%	0.1%	5.4%	6.7%	0.2%	0.3%	0.1%	0.5%
Reclassifications	4,709	1,990	2,719	1,360	1,479	497	1,051	6	4	28	28	3	1	68	115	8	8	20	33
		42%	58%	29%	31%	11%	22%	0.1%	0.1%	0.6%	0.6%	0.1%	0.0%	1.4%	2.4%	0.2%	0.2%	0.4%	0.7%
Demotions	361	135	226	71	112	44	86	0	1	2	1	0	0	18	24	0	1	0	1
		37%	63%	20%	31%	12%	24%	0.0%	0.3%	0.6%	0.3%	0.0%	0.0%	5.0%	6.6%	0.0%	0.3%	0.0%	0.3%
Suspensions	690	332	358	125	87	193	243	0	4		1	1	0	8	13	3	6	2	4
		48%	52%	18%	13%	28%	35%	0.0%	0.6%	0.0%	0.1%	0.1%	0.0%	1.2%	1.9%	0.4%	0.9%	0.3%	0.6%
TOTAL	14,674	5,951	8,723	3,273	3,742	2,003	4,033	15	22	99	99	17	10	466	687	24	50	54	80
		41%	59%	22%	26%	14%	27%	0.1%	0.1%	0.7%	0.7%	0.1%	0.1%	3.2%	4.7%	0.2%	0.3%	0.4%	0.5%

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2005

Type of Separations and Terminations	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	3,101	1,215	1,886	601	827	495	877	1	6	18	13	2	3	80	126	3	9	15	25
		39%	61%	19%	27%	16%	28%	0%	0%	1%	0%	0%	0%	3%	4%	0%	0%	0%	1%
Rejections on Probation	182	70	112	22	35	38	73	1	0	3	1	0	0	2	2	2	1	2	0
		38%	62%	12%	19%	21%	40%	1%	0%	2%	1%	0%	0%	1%	1%	1%	1%	1%	0%
Terminations	362	179	183	69	62	88	105	2	0	3	0	0	0	13	10	1	3	3	3
		49%	51%	19%	17%	24%	29%	1%	0%	1%	0%	0%	0%	4%	3%	0%	1%	1%	1%
TOTAL	3,645	1,464	2,181	692	924	621	1,055	4	6	24	14	2	3	95	138	6	13	20	28
		40%	60%	19%	25%	17%	29%	0.1%	0.2%	0.7%	0.4%	0.1%	0.1%	2.6%	3.8%	0.2%	0.4%	0.5%	0.8%

SEPARATIONS AND TERMINATIONS BY AGE, RACE AND GENDER — FISCAL YEAR 2005

AGE	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
RESIGNATIONS																			
19 OR LESS	22	8	14	5	3	3	10	0	0	0	0	0	0	0	1	0	0	0	0
20 - 29	769	312	457	153	154	127	253	0	1	7	3	2	1	17	35	0	1	6	9
30 - 39	1,052	389	663	185	258	171	341	0	2	5	3	0	1	23	41	0	4	5	13
40 - 49	722	282	440	132	219	120	184	1	2	2	1	0	0	24	31	1	2	2	1
50 - 59	446	180	266	103	163	59	79	0	1	4	4	0	1	11	14	2	2	1	2
60 - 69	90	44	46	23	30	15	10	0	0	0	2	0	0	5	4	0	0	1	0
TOTAL	3,101	1,215	1,886	601	827	495	877	1	6	18	13	2	3	80	126	3	9	15	25
REJECTIONS ON PROBATION																			
19 OR LESS	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
20 - 29	77	25	52	7	10	15	41	0	0	2	0	0	0	0	1	1	0	0	0
30 - 39	46	16	30	6	11	7	16	0	0	0	1	0	0	2	1	0	1	1	0
40 - 49	36	12	24	2	12	9	12	0	0	0	0	0	0	0	0	1	0	0	0
50 - 59	17	12	5	5	2	6	3	0	0	1	0	0	0	0	0	0	0	0	0
60 - 69	4	4	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
TOTAL	182	70	112	22	35	38	73	1	0	3	1	0	0	2	2	2	1	2	0
TERMINATIONS																			
19 OR LESS	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
20 - 29	35	12	23	5	6	3	15	1	0	0	0	0	0	3	2	0	0	0	0
30 - 39	87	32	55	12	17	12	31	1	0	1	0	0	0	5	3	1	3	0	1
40 - 49	119	65	54	17	14	44	36	0	0	0	0	0	0	3	3	0	0	1	1
50 - 59	97	53	44	22	21	26	21	0	0	1	0	0	0	2	1	0	0	2	1
60 - 69	23	17	6	13	4	3	1	0	0	1	0	0	0	0	1	0	0	0	0
70 PLUS	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	362	179	183	69	62	88	105	2	0	3	0	0	0	13	10	1	3	3	3
GRAND TOTAL	3,645	1,464	2,181	692	924	621	1,055	4	6	24	14	2	3	95	138	6	13	20	28

SECTION 6: STATEWIDE EEO COMPLAINTS

- The total number of discrimination complaints received statewide in fiscal year 2005 was 434. Of that total 326 or 75% were internal complaints and 108 or 25% were external complaints. A comparison of complaints from fiscal year 2004 to fiscal year 2005 indicates significant declines in the number of complaints based on disability, national origin, race, sex and sexual harassment.
- The primary basis for internal complaints was sex, exceeding race-based complaints for the third year.
- 135 or 31% of the total complaints did not allege a legal protected basis.

Type of Complaint	FY 2004	FY 2005	Percent Change
Disability	43	16	-62.7%
National Origin	16	12	-25.0%
Race	83	62	-25.3%
Sex	104	71	-31.7%
Sexual Harassment	56	37	-33.9%

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

- The Office of the Statewide Equal Employment Opportunity Coordinator processed a total of 46 EEO appeals and complaints in fiscal year 2005.
- There were 39 appeals of agency level EEO complaints; of that number 36 dispositions were “no cause,” one was “settled,” and two appeals were “withdrawn.”
- The Office investigated five Whistleblower complaints: all five were “no cause.”
- The Office of the Statewide Equal Employment Opportunity Coordinator responded to 1,056 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 University, 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 31,971 employees in the University System of Maryland.
- Of the total employees, 20,021 or 62.6% were White, 6,246 or 19.5% were African-American, 97 or .3% were American Indian and Alaska Native, 3,703 or 11.6% were Asian, 953 or 3% were Hispanic or Latino, and 951 or 3% had no race checked.
- Males comprised 15,397 or 48.2% of the workforce.
- Females comprised 16,574 or 51.8% of the workforce.

UNIVERSITY SYSTEM OF MARYLAND

TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FISCAL YEAR 2005

EEO Job Category	TOTAL		Race																Ethnicity	
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Officials and Administrators	1,218	628	590	496	420	98	145	2	1	16	10	0	0	5	6	0	0	11	8	
		52%	48%	41%	34%	8%	12%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Faculty and Instructors	9,109	5,340	3,769	4,137	2,797	513	559	15	11	448	208	0	0	125	111	0	0	102	83	
		59%	41%	45%	31%	6%	6%	0%	0%	5%	2%	0%	0%	1%	1%	0%	0%	0%	0%	1%
Faculty/Research	2,409	1,455	954	978	687	39	53	4	2	371	158	0	0	34	29	0	0	29	25	
		60%	40%	41%	29%	2%	2%	0%	0%	15%	7%	0%	0%	1%	1%	0%	0%	0%	0%	1%
Faculty/Public Service	17	4	13	4	8	0	5	0	0	0	0	0	0	0	0	0	0	0	0	
		24%	76%	24%	47%	0%	29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Teachers' Assistants/Assoc.	5,628	2,800	2,828	1,363	1,484	157	268	8	5	975	759	0	0	194	197	0	0	103	115	
		50%	50%	24%	26%	3%	5%	0%	0%	17%	13%	0%	0%	3%	4%	0%	0%	0%	0%	2%
Professionals	5,848	2,427	3,421	1,660	2,251	451	794	6	5	185	247	0	0	59	59	0	0	66	65	
		42%	58%	28%	38%	8%	14%	0%	0%	3%	4%	0%	0%	1%	1%	0%	0%	0%	0%	1%
Clerical-Secretarial	3,648	562	3,086	273	1,603	230	1,255	2	20	29	108	0	0	15	48	0	0	13	52	
		15%	85%	7%	44%	6%	34%	0%	1%	1%	3%	0%	0%	0%	1%	0%	0%	0%	0%	0%
Technical-Paraprofessionals	1,683	675	1,008	395	572	192	320	3	4	50	65	0	0	19	25	0	0	16	22	
		40%	60%	23%	34%	11%	19%	0%	0%	3%	4%	0%	0%	1%	1%	0%	0%	0%	0%	1%
Skilled Craft	759	725	34	482	14	185	18	5	0	19	0	0	0	13	1	0	0	21	1	
		96%	4%	64%	2%	24%	2%	1%	0%	3%	0%	0%	0%	2%	0%	0%	0%	0%	0%	3%
Service-Maintenance	1,652	781	871	235	162	474	490	1	3	20	35	0	0	4	7	0	0	47	174	
		47%	53%	14%	10%	29%	30%	0%	0%	1%	2%	0%	0%	0%	0%	0%	0%	0%	0%	3%
TOTAL	31,971	15,397	16,574	10,023	9,998	2,339	3,907	46	51	2,113	1,590	0	0	468	483	0	0	408	545	
		48%	52%	31%	31%	7%	12%	0%	0%	7%	5%	0%	0%	1%	2%	0%	0%	0%	0%	1%

SECTION 8: INDEPENDENT HIGHER EDUCATION INSTITUTIONS

BALTIMORE CITY COMMUNITY COLLEGE

- There are 487 employees in the Baltimore City Community College workforce.
 - 307 or 63% are African-American employees
 - 304 or 62% are female employees

I MORGAN STATE UNIVERSITY

- There are 920 employees in the Morgan State University workforce.
 - 654 or 71% are African-American employees
 - 447 or 49% are female employees

SAINT MARY'S COLLEGE OF MARYLAND

- There are 389 employees in the St. Mary's College of Maryland workforce.
 - 56 or 14% are African-American employees
 - 198 or 51% are female employees

**BALTIMORE CITY COMMUNITY COLLEGE
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2005**

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
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Professionals	371	144	227	39	54	72	140	1	1	2	1	0	0	28	28	1	0	1	3
		38.81%	61.19%	10.51%	14.56%	19.41%	37.74%	0.27%	0.27%	0.54%	0.27%	0%	0%	7.55%	7.55%	0.27%	0.00%	0.27%	0.81%
Technicians	4	1	3	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
		25.00%	75.00%	25.00%	25.00%	0.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	22	14	8	1	0	11	8	0	0	0	0	0	0	2	0	0	0	0	0
		63.64%	36.36%	4.55%	0.00%	50.00%	36.36%	0%	0%	0%	0%	0%	0%	9.09%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	3	0	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
		0.00%	100.00%	0.00%	33.33%	0.00%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	55	2	53	0	8	2	43	0	0	0	0	0	0	0	2	0	0	0	0
		3.64%	96.36%	0.00%	14.55%	3.64%	78.18%	0%	0%	0%	0%	0%	0%	0%	3.64%	0%	0%	0%	0%
Skilled Craft Workers	10	9	1	1	0	6	1	0	0	0	0	0	0	2	0	0	0	0	0
		90.00%	10.00%	10.00%	0.00%	60.00%	10.00%	0%	0%	0%	0%	0%	0%	20.00%	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
		59.09%	40.91%	0.00%	0.00%	54.55%	36.36%	0%	0%	0%	0%	0%	0%	4.55%	4.55%	0%	0%	0%	0%
TOTAL	487	183	304	42	64	103	204	1	1	2	1	0	0	33	31	1	0	1	3
		37.58%	62.42%	8.62%	13.14%	21.15%	41.89%	0.21%	0.21%	0.41%	0.21%	0%	0%	6.78%	6.37%	0.21%	0%	0.21%	0.62%

**BALTIMORE CITY COMMUNITY COLLEGE
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2005**

Type of Transaction	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	54	23	31	2	2	9	18	0	1	0	0	0	0	10	10	1	0	1	0
		43%	57%	4%	4%	17%	33%	0%	2%	0%	0%	0%	0%	19%	19%	2%	0%	2%	0%
Reinstatements	3	0	3	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
		0%	100%	0%	33%	0%	33%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%	0%	0%
Promotions	11	6	5	1	0	1	4	0	0	0	0	0	0	4	1	0	0	0	0
		55%	45%	9%	0%	9%	36%	0%	0%	0%	0%	0%	0%	36%	9%	0%	0%	0%	0%
Reclassifications	9	2	7	1	1	1	6	0	0	0	0	0	0	0	0	0	0	0	0
		22%	78%	11%	11%	11%	67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0
		33%	67%	0%	0%	33%	67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transfers	1	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%	0%
TOTAL	81	33	48	5	4	12	31	0	1	0	0	0	0	14	12	1	0	1	0
		41%	59%	6%	5%	15%	38%	0%	1%	0%	0%	0%	0%	17%	15%	1%	0%	1%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2005

Type of Separations and Terminations	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	32	13	19	4	6	7	9	0	0	0	0	0	0	0	0	0	0	2	4
		41%	59%	13%	19%	22%	28%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	13%
Terminations	11	7	4	2	1	5	3	0	0	0	0	0	0	0	0	0	0	0	0
		64%	36%	18%	9%	45%	27%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	43	20	23	6	7	12	12	0	0	0	0	0	0	0	0	0	0	2	4
		47%	53%	14%	16%	28%	28%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	9%

MORGAN STATE UNIVERSITY
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2005

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
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Professionals	642	360	282	50	28	228	206	3	2	2	4	0	1	77	40	0	0	0	1
		56%	44%	8%	4%	36%	32%	0%	0%	0%	1%	0%	0%	12%	6%	0%	0%	0%	0%
Technicians	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%
Protective Service Workers: Sworn	31	24	7	5	0	14	5	0	0	0	0	0	0	5	2	0	0	0	0
		77%	23%	16%	0%	45%	16%	0%	0%	0%	0%	0%	0%	16%	6%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	247	89	158	3	2	77	124	0	0	0	0	0	0	9	30	0	0	0	2
		36%	64%	1%	1%	31%	50%	0%	0%	0%	0%	0%	0%	4%	12%	0%	0%	0%	0%
Skilled Craft Workers	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%
Service-Maintenance	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	920	473	447	58	30	319	335	3	2	2	4	0	1	91	72	0	0	0	3
		51%	49%	6%	3%	35%	36%	0%	0%	0%	0%	0%	0%	0%	10%	8%	0%	0%	0%

**MORGAN STATE UNIVERSITY
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2005**

Type of Transaction	TOTAL	Race																Ethnicity	
		White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	119	46	73	1	4	7	14	1	0	0	2	0	1	37	52	0	0	0	0
		39%	61%	1%	3%	6%	12%	1%	0%	0%	2%	0%	1%	31%	44%	0%	0%	0%	0%
Reinstatements	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	0%	50%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	8	3	5	0	0	3	3	0	0	0	1	0	0	0	1	0	0	0	0
		38%	63%	0%	0%	38%	38%	0%	0%	0%	13%	0%	0%	0%	13%	0%	0%	0%	0%
Reclassifications	7	3	4	0	0	1	4	0	0	0	0	0	0	2	0	0	0	0	0
		43%	57%	0%	0%	14%	57%	0%	0%	0%	0%	0%	0%	29%	0%	0%	0%	0%	0%
Demotions	2	1	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0
		50%	50%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transfers	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
		0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
TOTAL	139	53	86	1	5	11	23	1	0	0	3	0	1	40	54	0	0	0	0
		38%	62%	1%	4%	8%	17%	1%	0%	0%	2%	0%	1%	29%	39%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2005

Type of Separations and Terminations	TOTAL	Race																Ethnicity	
		White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	50	21	29	6	7	13	18	0	1	0	0	0	0	2	3	0	0	0	0
		42%	58%	12%	14%	26%	36%	0%	2%	0%	0%	0%	0%	4%	6%	0%	0%	0%	0%
Terminations	10	4	6	1	0	3	4	0	0	0	0	0	0	0	2	0	0	0	0
		40%	60%	10%	0%	30%	40%	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	0%	0%
TOTAL	60	25	35	7	7	16	22	0	1	0	0	0	0	2	5	0	0	0	0
		42%	58%	12%	12%	27%	37%	0%	2%	0%	0%	0%	0%	3%	8%	0%	0%	0%	0%

SAINT MARY'S COLLEGE OF MARYLAND
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2005

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
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Professionals	288	146	142	123	125	12	8	0	1	2	2	0	0	7	6	0	0	2	0
		51%	49%	43%	43%	4%	3%	0%	0%	1%	1%	0%	0%	2%	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
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	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%
Skilled Craft Workers	101	45	56	26	35	17	19	0	0	0	0	0	0	1	2	0	0	1	0
		45%	55%	26%	35%	17%	19%	0%	0%	0%	0%	0%	0%	1%	2%	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
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	389	191	198	149	160	29	27	0	1	2	2	0	0	8	8	0	0	3	0
		49%	51%	38%	41%	7%	7%	0%	0%	1%	1%	0%	0%	2%	2%	0%	0%	1%	0%

**SAINT MARY'S COLLEGE OF MARYLAND
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2005**

Type of Transaction	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	83	41	42	28	30	9	7	0	0	2	2	1	0	0	3	0	0	1	0
		49%	51%	34%	36%	11%	8%	0%	0%	2%	2%	1%	0%	0%	4%	0%	0%	1%	0%
Reinstatements	3	1	2	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
		33%	67%	33%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%	0%	0%
Promotions	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reclassifications	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	3	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
		67%	33%	33%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%
TOTAL	91	46	45	30	32	11	7	0	0	2	2	1	0	0	4	0	0	2	0
		51%	49%	33%	35%	12%	8%	0%	0%	2%	2%	1%	0%	0%	4%	0%	0%	2%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2005

Type of Separations and Terminations	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	36	15	21	12	18	2	2	0	0	0	0	0	0	1	1	0	0	0	0
		42%	58%	33%	50%	6%	6%	0%	0%	0%	0%	0%	0%	3%	3%	0%	0%	0%	0%
Terminations	23	12	11	10	8	0	3	0	0	1	0	0	0	0	0	0	0	1	0
		52%	48%	43%	35%	0%	13%	0%	0%	4%	0%	0%	0%	0%	0%	0%	0%	4%	0%
TOTAL	59	27	32	22	26	2	5	0	0	1	0	0	0	1	1	0	0	1	0
		46%	54%	37%	44%	3%	8%	0%	0%	2%	0%	0%	0%	2%	2%	0%	0%	2%	0%