

Maryland

Department of Budget and Management



Annual Statewide Equal Employment Opportunity Report - Fiscal Year 2020



Larry Hogan, Governor • Boyd K. Rutherford, Lt. Governor • David R. Brinkley, Secretary

TABLE OF CONTENTS

Section 1: EXECUTIVE SUMMARY	3
Section 2: INTRODUCTION	19
Policy Statement	20
The Office of the Statewide EEO Coordinator	22
Section 3: STATEWIDE WORKFORCE STATISTICS	24
Summary Highlights	26
Total Full-time and Part-time Workforce Utilization	28
Full-time and Part-time Employees Percentage	29
Statewide Workforce by Age	30
EEO Report by Service Type	31
Section 4: WORKFORCE UTILIZATION	32
Summary Highlights	33
Statewide Workforce Utilization Analysis	35
Summary of Agency Workforce Analysis	36
Section 5: DISTRIBUTION OF STATEWIDE EMPLOYEE WORKFORCE BY SALARY GRADE, RACE AND GENDER	40
Summary Highlights	41
Workforce by Salary, Race and Gender	45
Workforce by Grade, Race and Gender	46
Executive Pay Plan Workforce by Salary, Grade, Race and Gender	48
Section 6: STATEWIDE PERSONNEL TRANSACTIONS	49
Summary Highlights	50
Statewide Personnel Transactions	51
Statewide Separations and Terminations	51
Statewide Personnel Transactions Analysis.....	52
Separations and Terminations by Age, Race, and Gender.....	54
Section 7: REASONABLE ACCOMMODATIONS	55
Summary Highlights	56
Statewide Requests for Reasonable Accommodation	57
Section 8: STATEWIDE EEO COMPLAINTS	58
Summary Highlights	59
Statewide Discrimination Complaints by Agency, Basis, Issue and Disposition	60
Section 9: UNIVERSITY SYSTEM OF MARYLAND	63
Summary Highlights	64
Total Full-time and Part-time Workforce Utilization	65

Section 10: INDEPENDENT HIGHER EDUCATION INSTITUTIONS	66
Summary Highlights	67
Baltimore City Community College Full-time and Part-time Workforce Utilization	68
Baltimore City Community College Personnel Transactions Analysis	69
Summary of Separations and Terminations.....	69
Morgan State University Full-time and Part-time Workforce Utilization	70
Morgan State University Personnel Transactions Analysis	71
Summary of Separations and Terminations.....	71
St. Mary’s College of Maryland Full-time and Part-time Workforce Utilization	72
St. Mary’s College of Maryland Personnel Transactions Analysis	73
Summary of Separations and Terminations.....	73
 Appendix:	74
Executive Order (Appendix A).....	75
Statewide EEO Organizational Responsibilities (Appendix B)	83
Fair Practices/EEO/ADA Directory (Appendix C)	86
 Glossary:	88

SECTION ONE

EXECUTIVE

SUMMARY

Executive Summary

Commitment to Equal Employment Opportunity

Equal employment opportunity (EEO) is the State of Maryland's commitment to all employees and applicants for State employment. All personnel actions, except those required by law or is a bonafide occupational qualification, concerning a state employee or applicant for state employment shall be made without regard to an individual's age, ancestry, color, creed, gender identity and expression, genetic information, marital status, mental or physical disability, national origin, race, religious affiliation – belief or opinion, sex, or sexual orientation and any other non-merit factor. We recognize and are committed to providing state employees with a fair opportunity to pursue their careers in an environment free of discrimination, retaliation and any form of prohibited harassment.

The Office of the Statewide Equal Employment Opportunity Coordinator (OSEEOC), under the authority of the Secretary of the Department of Budget and Management (DBM), is charged with administering and enforcing the State's EEO Program in accordance with the State Personnel and Pensions Article, Title 5, Subtitle 2. We are committed to:

- Administering and enforcing State and federal equal employment opportunity laws and policies;
- Promoting a work environment free of any unlawful discrimination, harassment and retaliation; and
- Assisting in the building of a well-diversified workforce for Maryland State government employees and applicants for state employment.

This report encompasses an analysis of statistical and demographical data for Fiscal Year 2020 (July 1, 2019 – June 30, 2020). This report also reflects the achievements and measures the progress towards equal opportunity in Maryland State government.

2020 EEO Highlights

Although the Novel Coronavirus, i.e. COVID 19 pandemic, paused some operations within our government for the latter part of FY 2020, the OSEEOC persistently upheld its EEO commitment to our State government. With that being said, during Fiscal Year 2020, the OSEEOC engaged State agencies and the State's EEO professionals in a number of EEO program activities and helped agencies advance its efforts to become model employers. The Office continues to focus on compliance, training, outreach, and diversity awareness.

In order to ensure compliance with State and federal EEO laws, policies and practices, the OSEEOC has continued to conduct ongoing compliance audits to review and monitor the EEO programs in each State agency. The office conducted five agency compliance audits in 2020 and provided each agency with an exit report detailing compliance concerns, as well as potential

improvements to their EEO programs. Further, the OSEEOC provides ongoing guidance on EEO matters to agency EEO personnel and conducts reviews of agency decisions.

Through enhanced training and outreach activities, the office strove to increase the skills and knowledge of the State's EEO professionals. Specific activities included:

- Collaboration with MCCR to ensure representatives from State departments receive the necessary sexual harassment training to facilitate and implement the training which all state employees are required to complete;
- Refresher training on EEO laws, diversity, and investigative techniques for State EEO and Fair Practices Officers;
- Ongoing guidance and training to Americans with Disabilities Act Coordinators;
- Update of the DBM/EEO website to include EEO best practices, laws, forms, and resources; and
- Continuation of the EEO Connection Newsletter – a quarterly EEO newsletter that includes EEO law updates, noteworthy court rulings, a diversity corner, community awareness information and frequently asked questions with answers.

During 2020, the office intends to continue training the EEO professionals across the State, conduct compliance audits of agency EEO efforts to ensure consistency with State and federal reporting requirements, produce and distribute educational material to ensure that all employees fully understand their rights and protections, and investigate agency appeal and whistleblower complaints.

Data Analysis

Detailed EEO statistical and demographic workforce data for fiscal 2020 and trends since fiscal 2015 are presented in Sections 3-10. Notable findings and trends are discussed briefly below.

Workforce Diversity

Maryland State government employs individuals from a wide range of racial and ethnic groups. Minorities make up half of the State's workforce (Exhibit 1) and African Americans represent a larger share of the State government's workforce compared to Maryland's Civilian Labor Force (CLF), (Exhibit 2). Minorities represent a slightly larger share of State government's workforce than in 2015, while the percentage of females is the same at 55% (Exhibit 3).

During fiscal 2020, new hires continued to add to the diversity of the workforce with women accounting for 55% of new hires, minorities accounting for more than half and African-Americans accounting for 45% (Exhibits 4 and 5). In each of the last five years, women and minorities each have represented more than half of all new hires.

Favorable trends in minority hiring are reflected in the demographics of the State workforce by age. Approximately 44% of State workers under the age of 50 are African-American. African-Americans make up 46% of workers between 50-59, and 41% of workers age 60-69 (Exhibit 6)¹.

Advancement Opportunities

In fiscal 2020, women and minorities generally received promotions or upward reclassifications at rates consistent with their share of the workforce. Women – who represent 55% of the workforce - accounted for 50% of all promotions and 59% of reclassifications. African-Americans – who represent 45% of the workforce – accounted for 40% of the promotions and 44% of the reclassifications (Exhibit 7).

Disciplinary Personnel Transactions

African-Americans were over-represented with respect to terminations (48%) in fiscal 2020. The percentage of suspensions for African-Americans has decreased from 58% in 2019 to 51% in 2020. The percentage of African American disciplinary demotions decreased from 76% in fiscal 2019 to 50% in fiscal 2020 (Exhibit 8).

Disparities Remain

Although women and minorities are well represented in State government, disparities remain between the genders and races with respect to employment responsibilities and pay. Whites, for example, hold 66% of positions classified as Officials and Administrators and 49% of positions classified as Professionals. African-Americans in contrast hold 77% of the Service/Maintenance positions. With respect to special appointments, 62% are White and 28% are African-American.

Women are also under-represented in certain job categories. They are less likely than men to serve as Protective Service Workers (12% of sworn officers and 39% of non-sworn officers), but are far more likely than men to serve in Administrative Support positions (87%).

The disparities in job categories contribute to differences in the salaries paid to men and women and whites and minorities. Male employees were paid an average of \$6,537 more than female employees in fiscal 2020, while Whites were paid an average of \$11,247 more than African-Americans and \$328 more than other minorities (Exhibit 9).

The salary gap between men and women of the same race however increased from 2015 to 2020 for African-Americans and decreased for Whites. Salaries of white men exceeded those of white women by \$6,319 in 2020, an increase over the \$4,686 gap in 2015. The gap between African-American males and females rose from \$1,624 in 2015 to \$2,204 in 2020.

The greatest impediment to closing the salary gap for African-Americans is their disproportionate share of low paying jobs. African-Americans hold more than half of positions classified as Grade 9 or below. The grade with the largest number of African-American workers is Grade 13, which pays a maximum of \$57,808.

¹ The data includes SPMS, Historic St. Mary's, MD Food Center Authority, MD Stadium Authority and MD African American Museum Corp.

To address the disparity issues, the State has continued its current relationships with Historically Black Colleges and Universities, diverse professional organizations and its participation in the Department of Labor One Stop Centers events and job fairs that may be sources for African-American, Latino, veterans and other diversity recruitment. The State continues to feature diverse candidates in all of its materials and web postings. Job Announcement postings that feature entry level degreed positions are shared with Historically Black Colleges and Universities connections (friends, followers and partners). Annually, Department of Budget and Management partners with the University of Baltimore (UB) to host International Interns through its internship program. Candidates have come from China, Denmark, Spain and other countries.

The Automated Statewide Personnel System has enhanced the ability of applicants to search for employment opportunities in the State. The State continues to use the Internet, Facebook, and Twitter to share job announcements. In addition, partnerships and alliances have been expanded with minority and disability professional organizations to engage their membership, increase networking opportunities and inform them about employment opportunities in State government. The State has a diversity statement on the State job application to affirm its commitment to equal employment opportunity and encourage diverse group members to apply for State positions.

To build on its continuing commitment to becoming a Model Employer of People with Disabilities, State government has taken a leading role in facilitating and advancing opportunities for Marylanders with disabilities to be employed by: appointing a Statewide Coordinator for Employment of People with Disabilities; expanding the Quest Internship Program for individuals with disabilities to include placing the names of individuals who complete the program on DBM's Special Options Eligible List to be considered for permanent positions within State government; collaborating and partnering with other States to identify best practices for employment of people with disabilities and awarding job applicants with disabilities (as defined by the Americans with Disabilities Act) a five-point preference credit on selection test.

As part of our proactive efforts, the State continues to update and expand its online learning management system, The HUB, which provides State employees the ability to browse and register for training on various professional development courses. Courses available on The Hub include training presentations on EEO, harassment and disability awareness in the workplace. In addition, the State continues to publish policies covering sexual harassment prevention, reasonable accommodations, and non-discrimination in various formats, including print and web-based. Moreover, effective October 1, 2019, a new law went into effect making it mandatory that all State employees receive sexual harassment training within two years (State Personnel and Pensions Article § 2-203.1). The State continues to train managers and supervisors to recognize and avoid unequal treatment of protected group members and to enhance their skills in maintaining equal employment consideration in decisions regarding hiring, promotions, work assignments, employee development, training, evaluations, counseling, and discipline. The State's desire is to maintain a work environment that attracts, engages, and retains a proficient and diverse workforce that can excel and meet the dynamic challenges of State government service.

Other Data

Other data included in the report focus on the State's success in meeting requests for reasonable accommodations for workers with disabilities, trends in discrimination complaints, and employment at public higher education institutions. Notable findings include:

- 605 reasonable accommodation requests were received from State employees and applicants for State employment in fiscal 2020 -- 85% of the requests were granted;
- Complaints of discrimination decreased from 520 in fiscal 2019 to 399 in fiscal 2020;
- The majority of employees at the University System of Maryland (54%) and St. Mary's College of Maryland (76%) were white, with approximately 50% of faculty and research positions in the System were filled by whites. Females comprised 54% of the workforce, while males comprised 46% of the workforce; and
- African-Americans composed the majority of employees at Morgan State University (76%) and Baltimore City Community College (76%), with women holding 51% of the positions at Morgan State University and 58% of the positions at Baltimore City Community College.

Exhibit 1

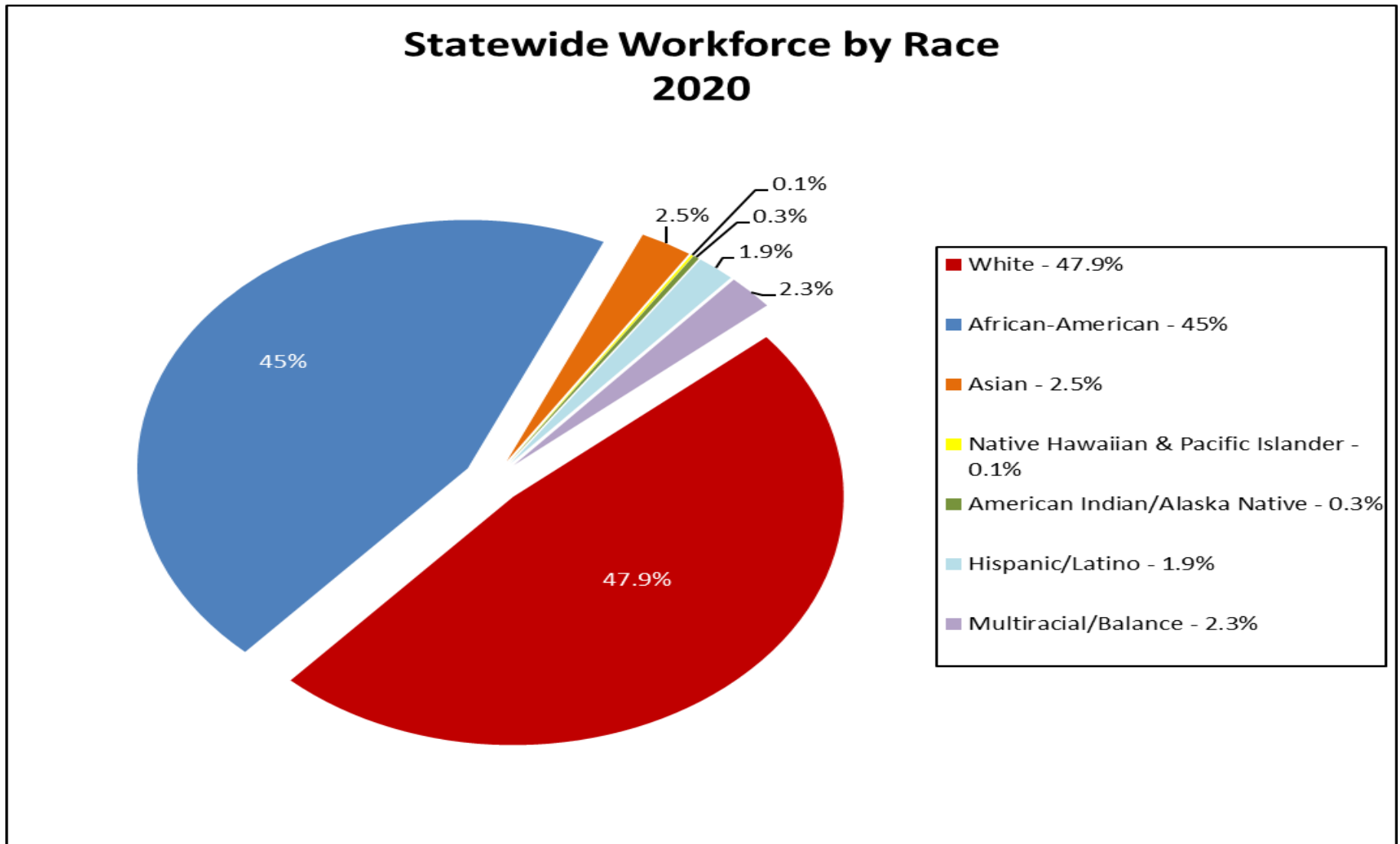


Exhibit 2

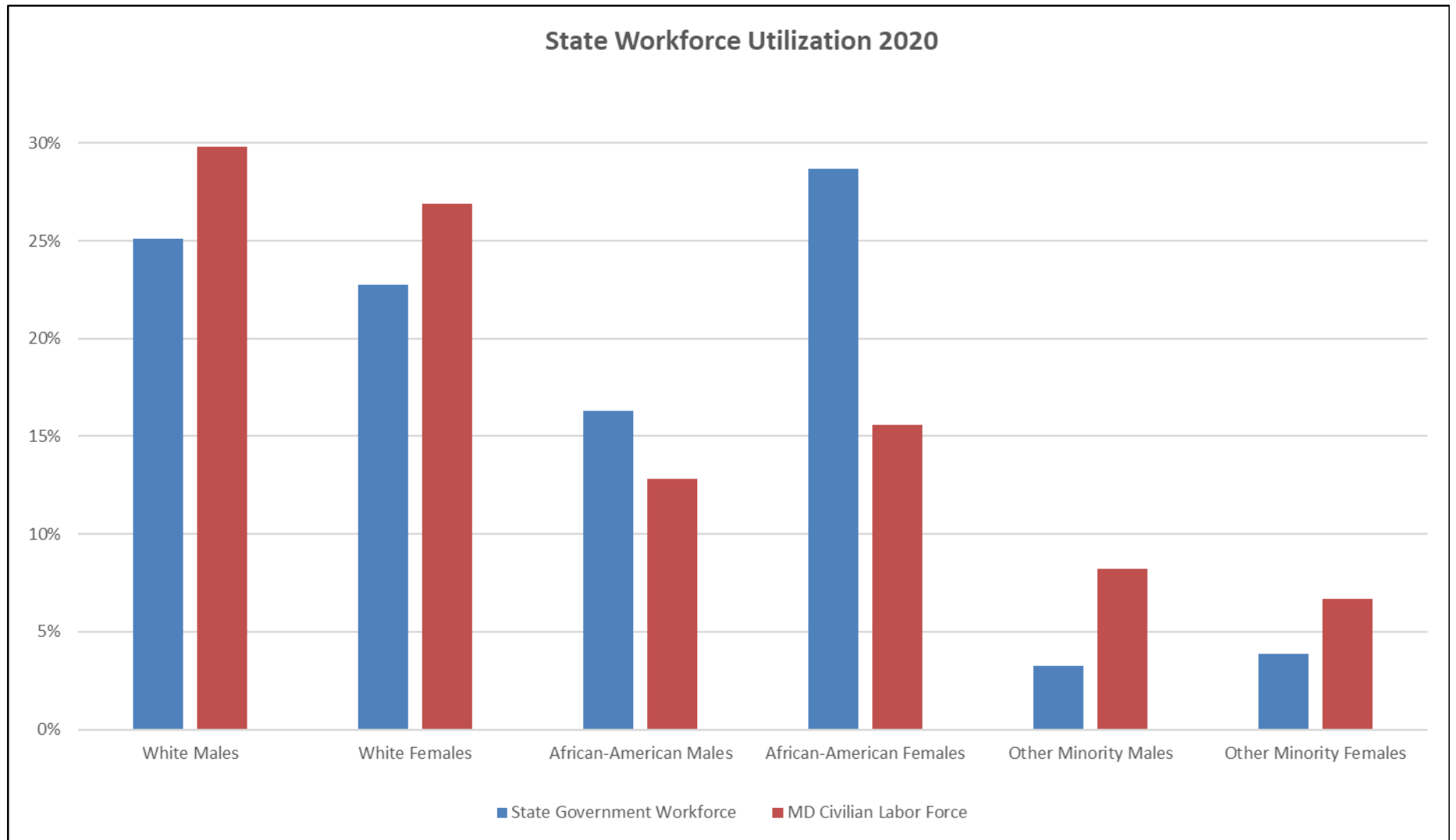


Exhibit 3

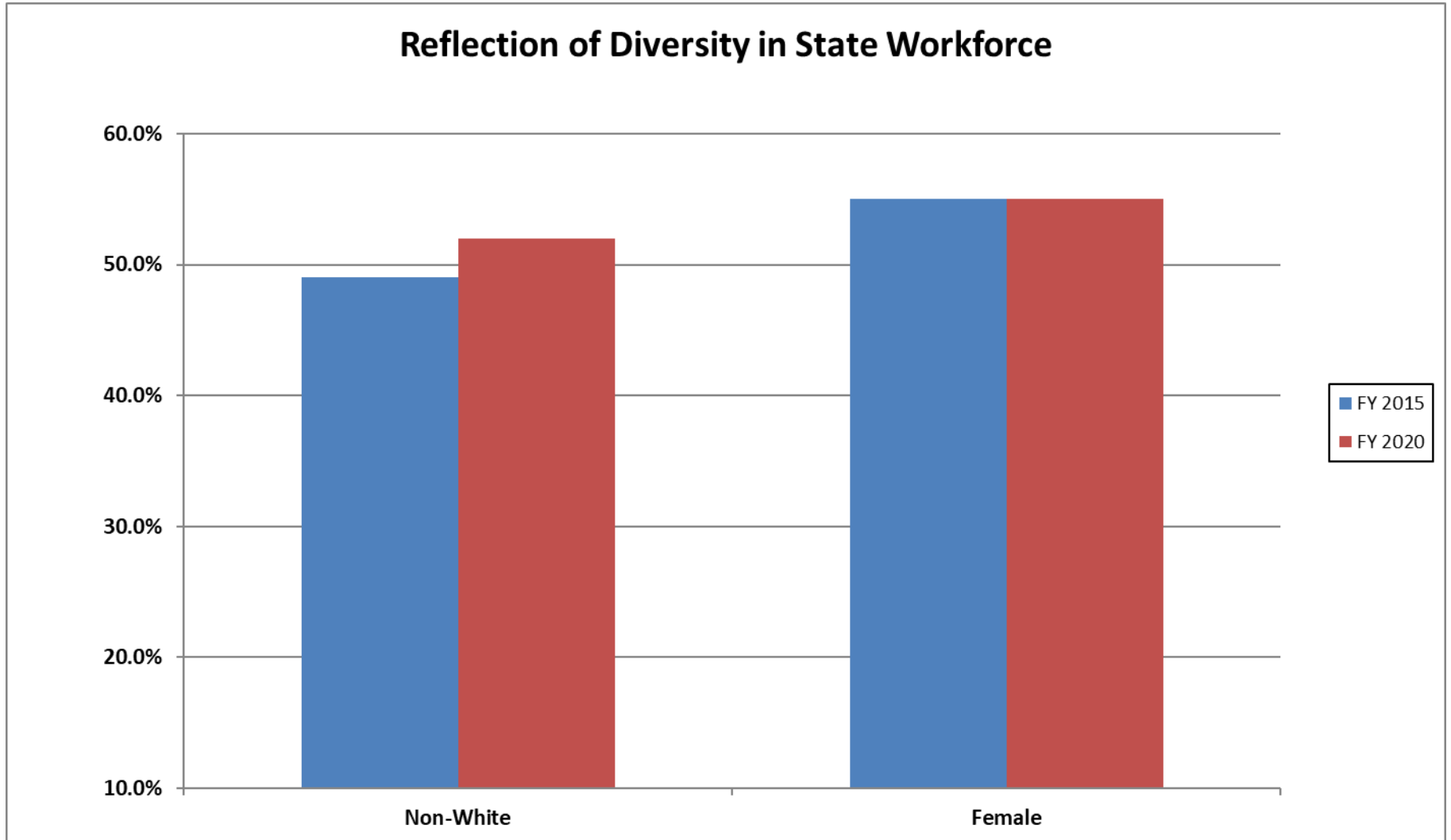
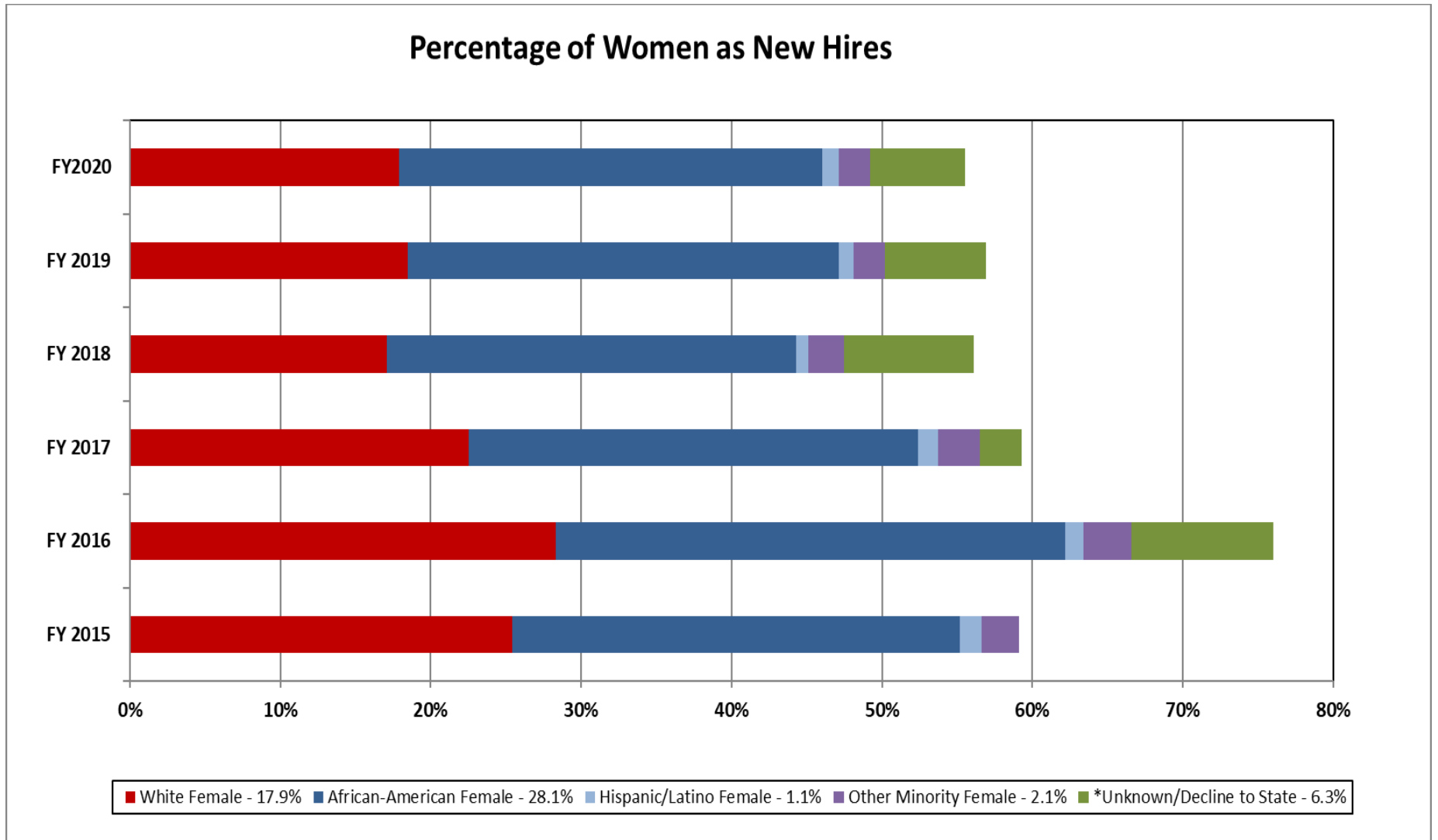


Exhibit 4



* New Category

Exhibit 5

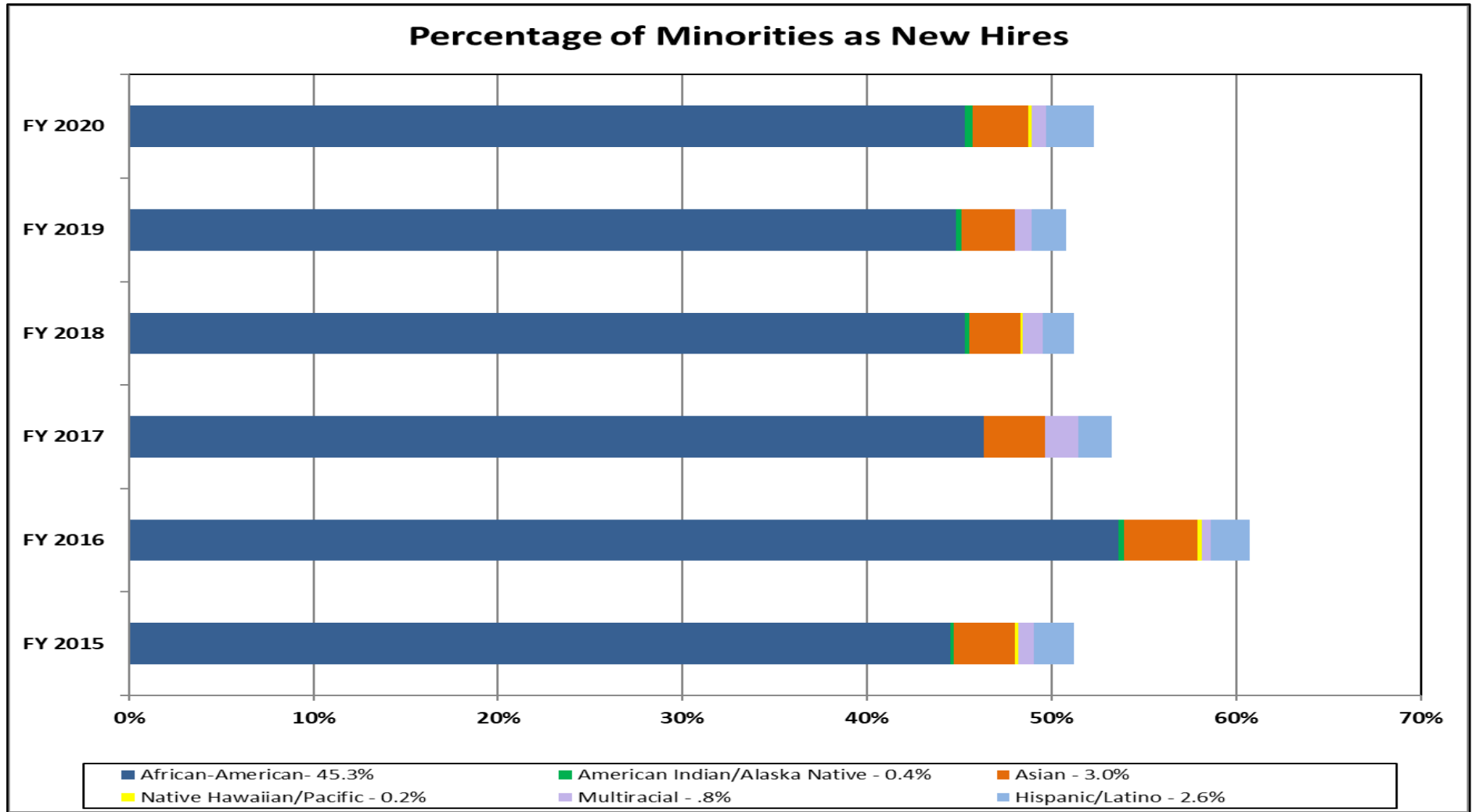


Exhibit 6

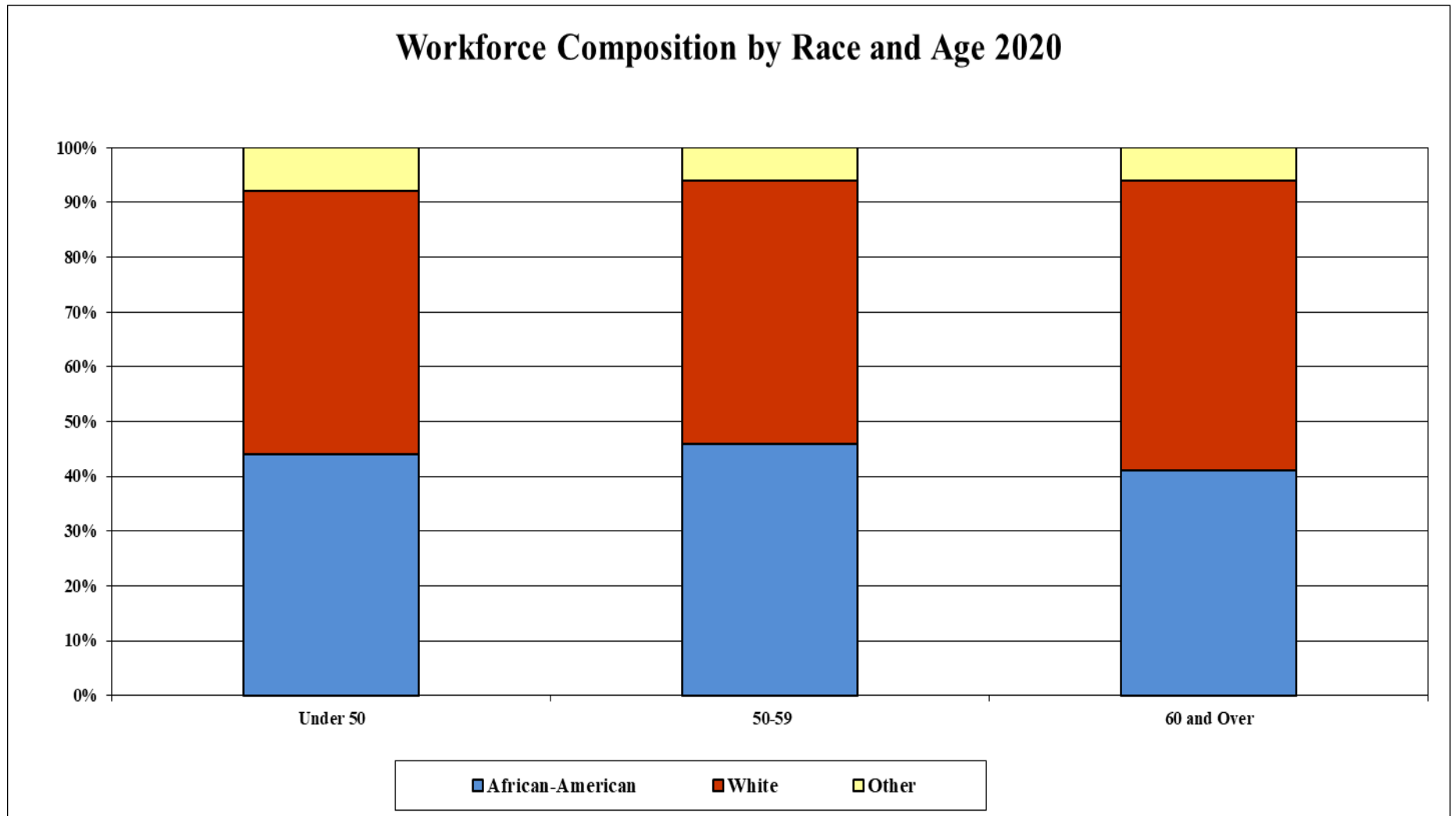


Exhibit 7

Comparison of Promotions & Reclassifications for Women and Minorities

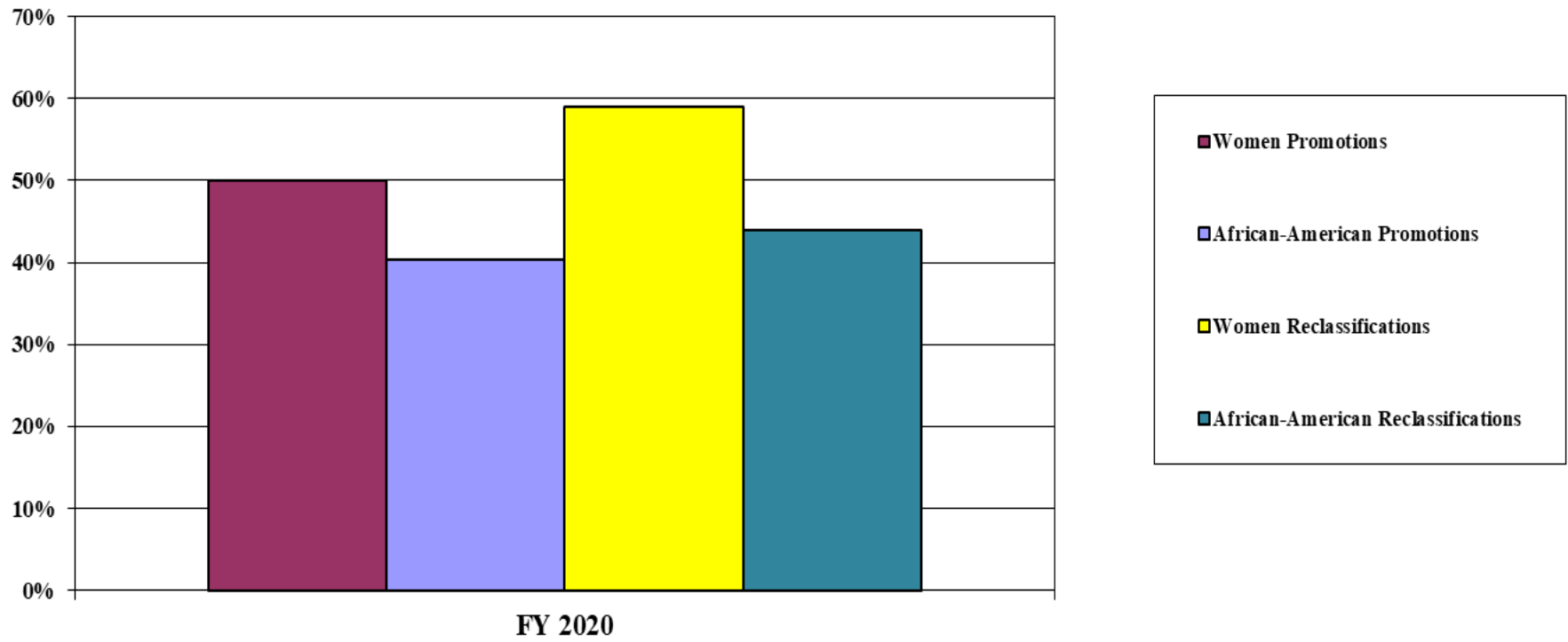


Exhibit 8

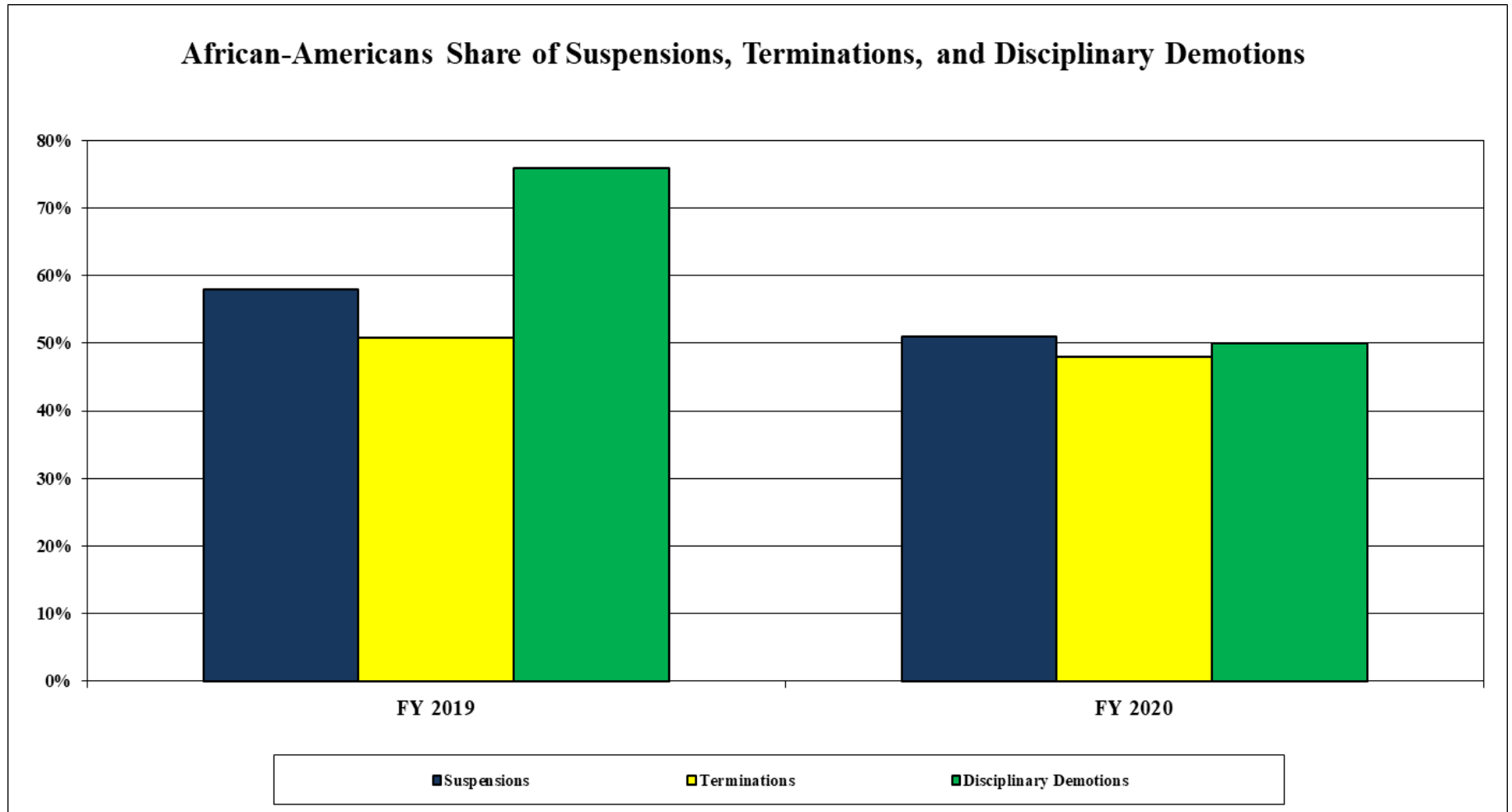
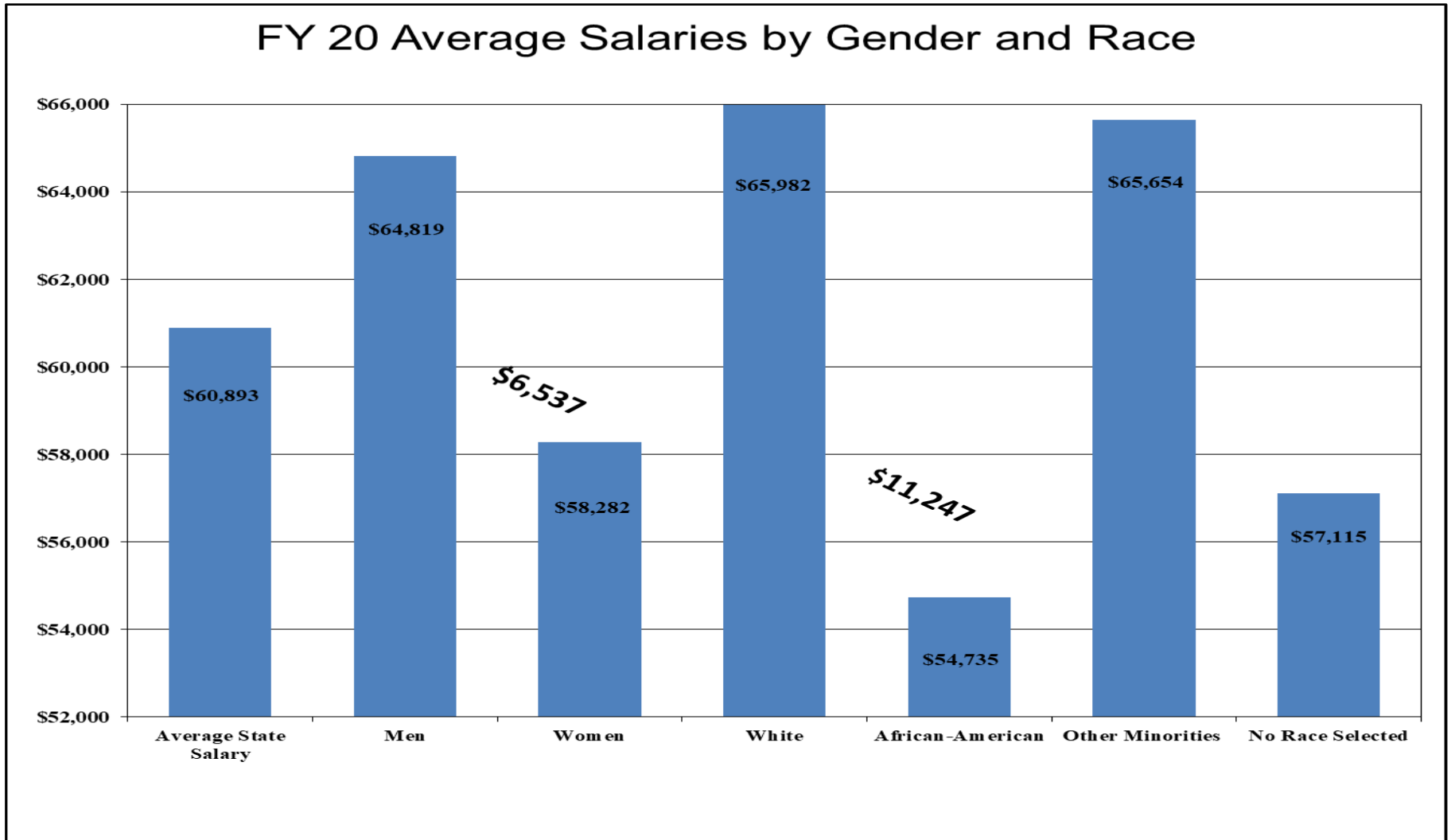
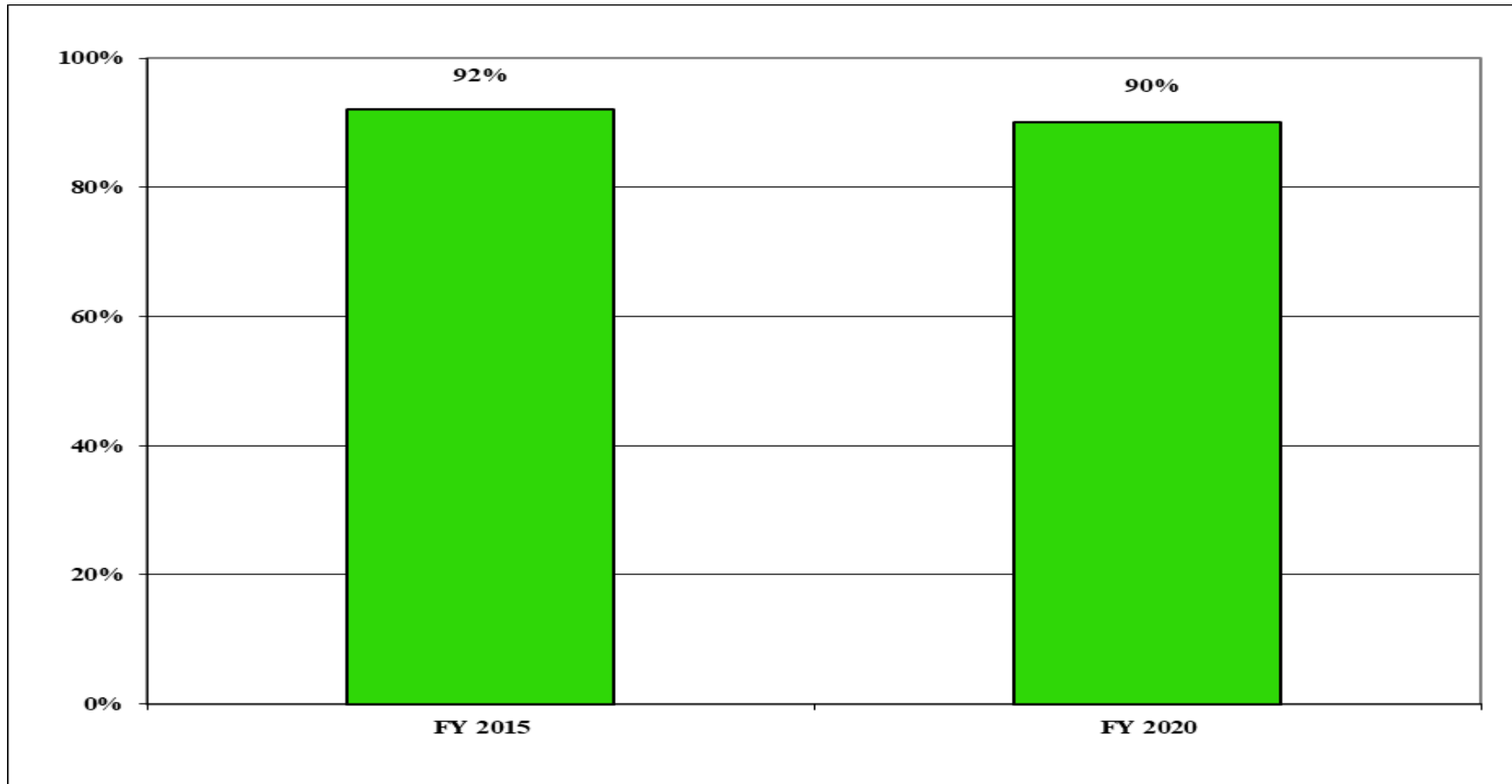


Exhibit 9



Average Salary for Women Trails Average Salary for Men



SECTION TWO

INTRODUCTION

INTRODUCTION

POLICY STATEMENT

It is the policy of the State of Maryland to prohibit discrimination in any personnel action concerning any employee or applicant for employment on the basis of age, ancestry, color, creed, genetic information, gender identity and expression, marital status, mental or physical disability, national origin, race, religious affiliation, belief or opinion, sex, or sexual orientation. The State of Maryland is committed to providing a work environment free from discrimination and protecting all State employees from discrimination. The Equal Employment Opportunity Program ensures that State government maintains a qualified diverse workforce and investigates and resolves allegations of discrimination and unlawful hiring practices in the work place.

Recognizing that the State's workforce should reflect the diversity of the population it serves, the State's Executive Branch and independent agencies consistently strive to attract and select highly qualified individuals from the most diverse group possible. The State recognizes and honors the value and dignity of every employee and is committed to providing a work environment that complies with applicable federal and State laws and guidelines, and is free of discrimination, harassment and retaliation.

The State of Maryland's Equal Employment Opportunity Policy is administered in accordance with the following principles:

- Discrimination by State managers, supervisors and employees **will not be tolerated**. The recruitment, selection, appointment, compensation, assignment, promotion, transfer, discipline, and discharge of State employees shall be made without regard to age, ancestry, color, creed, genetic information, gender identity and expression, marital status, mental or physical disability, national origin, race, religious affiliation, belief or opinion, sex, or sexual orientation.
- Harassment of employees for any reason prohibited by law, including sexual harassment, is employment discrimination, and **will not be tolerated**.
- Cabinet officials, department heads, and heads of independent agencies in State government are expected to take appropriate measures to ensure that their agencies adhere to the State's policy regarding unfair employment practices.
- Agency directors shall ensure that their designated Fair Practices Officers are known to all employees in their respective agencies, and that these officers have the support and responsibilities consistent with relevant provisions of State law and the Executive Order – Code of Fair Employment Practices.

FY 2020 ANNUAL STATEWIDE EEO REPORT

- Employees are encouraged to resolve complaints of discrimination at the lowest possible level by contacting their Equal Employment Opportunity or Americans with Disabilities Act Officers. Investigations of complaints of discrimination or harassment will be conducted promptly and thoroughly, and appropriate disciplinary action will be taken against any employee violating State EEO policies.
- Employees will not be subjected to any form of retaliation for filing a complaint of discrimination or harassment, participating in an investigation of a complaint of discrimination or harassment, or for objecting to a discriminatory or other illegal or inappropriate action or practice.
- The Secretary of the Department of Budget and Management is responsible for the oversight of the State of Maryland's EEO Policy. The Statewide EEO Coordinator is responsible for ensuring statewide compliance with the State's EEO policies and practices and administering the State's EEO Program.

THE OFFICE OF THE STATEWIDE EQUAL EMPLOYMENT OPPORTUNITY COORDINATOR

In accordance with Title 5, Subtitles 2 and 3 of the State Personnel and Pensions Article, the Statewide Equal Employment Opportunity Coordinator administers and enforces the State's EEO Program. The Coordinator performs under the direction and supervision of the Deputy Secretary of the Department of Budget and Management. The Coordinator is responsible for implementing the State's EEO laws, policies and procedures and serves as the State's point of contact regarding EEO related concerns. The Coordinator's office also conducts investigations of discrimination, unfair employment practices, and whistleblower complaints.

In addition to administering and enforcing the State's EEO program, the Office coordinates the activities of the agency Fair Practices Officers, EEO Officers, and the Americans with Disabilities Act (ADA) Officers in accordance with the Executive Order Code of Fair Employment Practices.

The OSEEOC is responsible for the following specific tasks:

- Monitoring and evaluating activities, policies and practices of Maryland State government to ensure they are in compliance with State and federal employment provisions and the Executive Order on Fair Employment Practices;
- Reviewing and investigating appeals of decisions in EEO complaints filed against Executive Branch agencies, including agencies with independent personnel systems and the University System of Maryland, and, as designee of the Secretary, for investigating whistleblower complaints filed against such agencies, with the exception of those filed against the Department of Budget and Management;
- Making certain that State employees understand the State's EEO policies and their rights and responsibilities;
- Coordinating and implementing training on such topics as ADA, Sexual Harassment, Diversity and EEO laws;
- Monitoring discrimination complaints against State agencies filed with the U.S. Equal Employment Opportunity Commission, the Maryland Commission on Civil Rights and other external enforcement agencies;

FY 2020 ANNUAL STATEWIDE EEO REPORT

- Conducting Agency Audit Compliance Reviews;
- Assisting agency Fair Practices, Equal Employment Opportunity and Americans with Disabilities Act Officers with enforcement efforts;
- Partnering with the Maryland Department of Disabilities to provide ongoing education and assistance to the ADA Officers;
- Providing consultation and technical assistance to agency Fair Practices, EEO, and ADA officers, as well as other agency officials;
- Preparing the Annual Report on the State's EEO Program;
- Preparing and distributing reports in compliance with other State and federal requirements; and
- Enforcing the sexual harassment prevention training requirements for all State employees.

SECTION THREE

STATEWIDE

WORKFORCE

STATISTICS

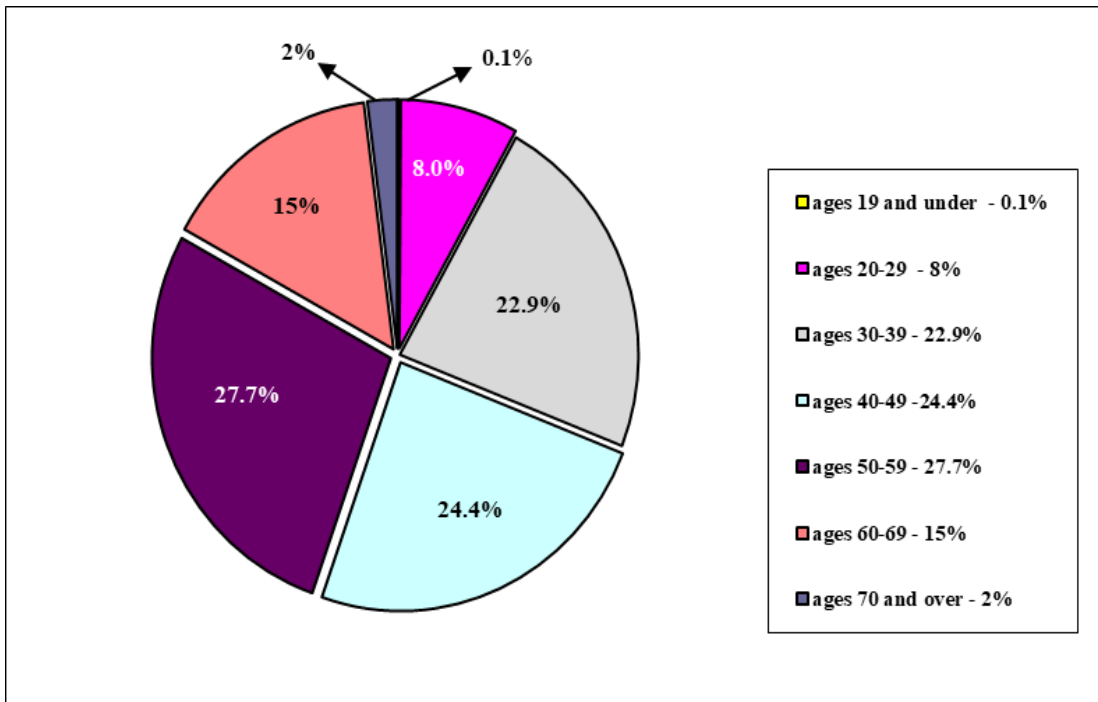
SECTION 3: STATEWIDE WORKFORCE STATISTICS

The Fiscal Year 2020 Annual EEO Report contains data on the total number of State employees in the Executive Branch of State government.

Highlights of the demographic information presented in the following charts include:

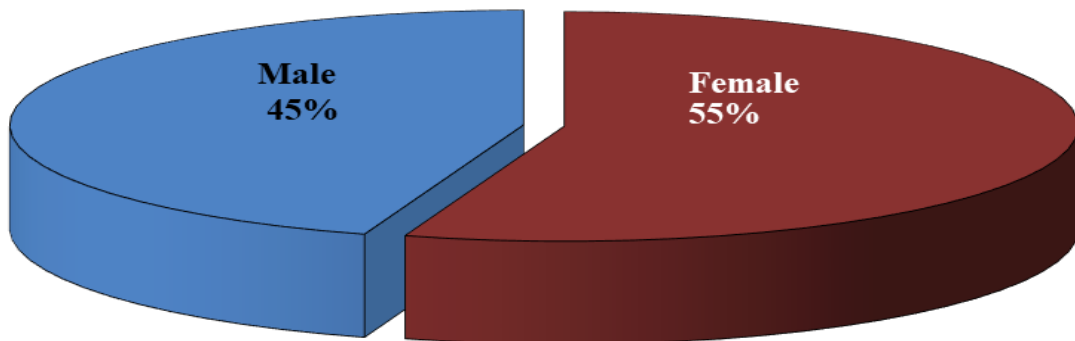
- Maryland has a racially diverse workforce with African-Americans holding 45% of State positions and workers identifying themselves as belonging to other minority groups holding 7% of positions.
- Females represented 55% of the State’s workforce in fiscal 2020 and the same in fiscal 2015.
- Over 44% of the State’s workforce in fiscal 2020 was age 50 or older.

▲
Statewide Workforce by Age

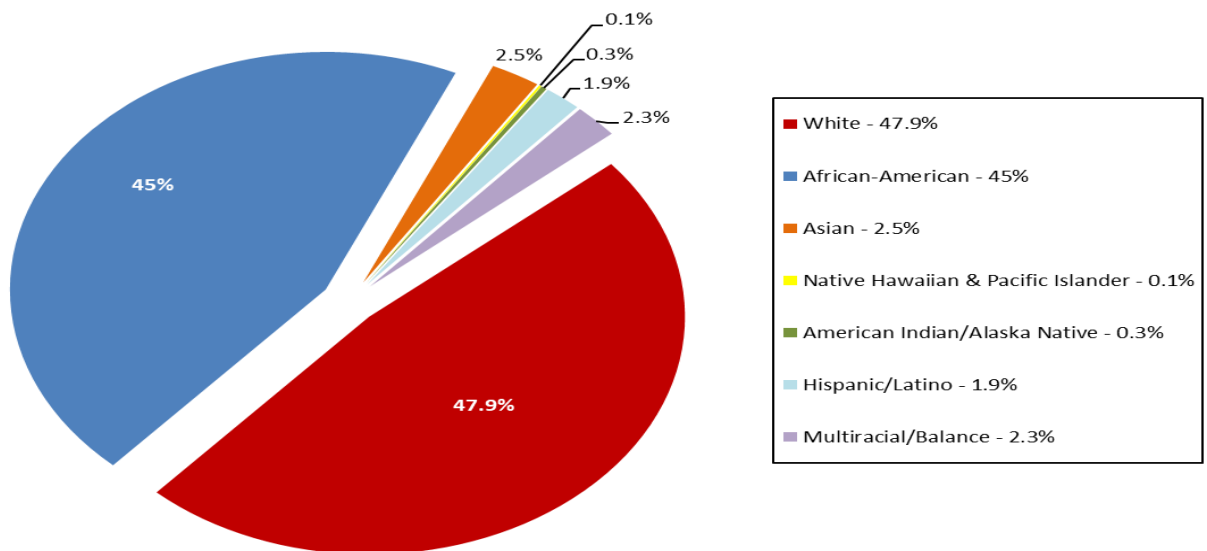


SECTION 3 - SUMMARY HIGHLIGHTS

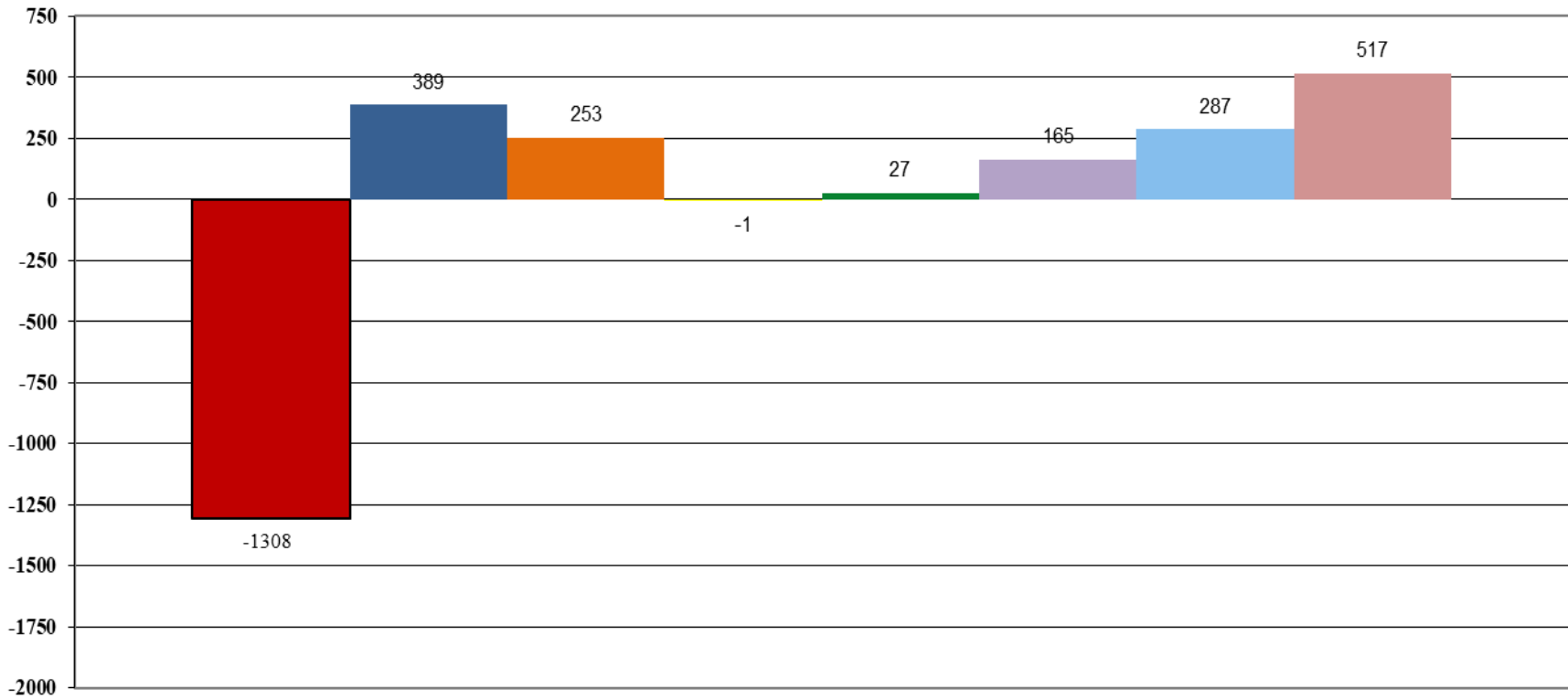
Statewide Workforce by Gender



Statewide Workforce by Race



Change in Employees by Race from Fiscal Year 2015 and 2020



TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FY 2020

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	5,399	2,622	2,777	1896	1670	487	868	10	8	109	113	4	1	45	42	24	35	47	40
		49%	51%	35%	31%	9%	16%	0.19%	0.15%	2.02%	2.09%	0.07%	0.02%	0.83%	0.78%	0.44%	0.65%	0.87%	0.74%
Professionals	21,832	7,167	14,665	4119	6679	2317	6861	28	35	347	436	14	17	106	148	88	216	148	273
		33%	67%	19%	31%	11%	31%	0.13%	0.16%	1.59%	2.00%	0.06%	0.08%	0.49%	0.68%	0.40%	0.99%	0.68%	1.25%
Technicians	2,704	1,761	943	1255	474	388	404	10	1	30	6	2	1	25	19	14	11	37	27
		65%	35%	46%	18%	14%	15%	0.37%	0.04%	1.11%	0.22%	0%	0.04%	0.92%	0.70%	0.52%	0.41%	1.37%	1.00%
Protective Service Workers: Sworn	2,196	1,943	253	1333	118	494	120	5	0	34	0	2	0	8	2	9	5	58	8
		88%	12%	61%	5%	22%	5%	0.23%	0%	1.55%	0.00%	0.09%	0%	0.36%	0.09%	0.41%	0.23%	2.64%	0.36%
Protective Service Workers: Non-Sworn	7,892	4,803	3,089	2304	518	2327	2498	5	6	45	12	3	1	26	10	43	18	50	26
		61%	39%	29%	7%	29%	32%	0.06%	0.08%	0.57%	0.15%	0.04%	0.01%	0.33%	0.13%	0.54%	0.23%	0.63%	0.33%
Administrative Support	6,612	861	5,751	309	2154	462	3207	4	16	40	96	2	7	12	66	5	62	27	143
		13%	87%	5%	33%	7%	49%	0.06%	0.24%	0.60%	1.45%	0.03%	0.11%	0.18%	1.00%	0.08%	0.94%	0.41%	2.16%
Skilled Craft Workers	2,190	2,107	83	1401	37	607	31	10	0	19	0	3	0	10	0	20	5	37	10
		96%	4%	64%	2%	28%	1%	0.46%	0%	0.87%	0%	0.14%	0%	0.46%	0%	0.91%	0%	1.69%	0.46%
Service/Maintenance	2,863	1,819	1,044	362	116	1334	850	8	3	18	13	4	1	64	39	9	4	20	18
		64%	36%	13%	4%	47%	30%	0.28%	0.10%	0.63%	0.45%	0.14%	0.03%	2.24%	1.36%	0.31%	0.14%	0.70%	0.63%
TOTAL	51,688	23,083	28,605	12,979	11,766	8,416	14,839	80	69	642	676	34	28	296	326	212	356	424	545
		45%	55%	25.1%	22.8%	16.3%	28.7%	0.15%	0.13%	1.24%	1.31%	0.07%	0.05%	0.57%	0.63%	0.41%	0.69%	0.82%	1.05%

NOTE: The data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractals are not included.

FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2015 & FY 2020

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)			
				Employer	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Officials and Administrators	2020	TOTAL	5,399	2,622	2,777	1,896	1,670	487	868	10	8	109	113	4	1	45	42	24	35	47	40
				48.6%	51.4%	35.1%	30.9%	9.02%	16.1%	0.19%	0.15%	2.02%	2.09%	0.07%	0.02%	0.83%	0.78%	0.44%	0.65%	0.87%	0.74%
Professionals	2015	TOTAL	4,689	2,364	2,325	1,834	1,529	411	659	6	10	65	65	3	4	9	4	13	20	23	34
				50.4%	49.6%	39.1%	32.6%	8.77%	14.05%	0.13%	0.21%	1.39%	1.39%	0.06%	0.09%	0.19%	0.09%	0.28%	0.43%	0.49%	0.73%
Technicians	2020	TOTAL	2,704	1,761	943	1,255	474	388	404	10	1	30	6	2	1	25	19	14	11	37	27
				65.1%	34.9%	46.4%	17.5%	14.35%	14.9%	0.37%	0.04%	1.11%	0.22%	0%	0.04%	0.92%	0.70%	0.52%	0.41%	1.37%	1.00%
Protective Service Workers: Sworn	2015	TOTAL	2,642	1,723	919	1,248	531	398	358	5	2	32	6	-	-	2	1	12	10	26	11
				65.2%	34.8%	47.2%	20.1%	15.06%	13.6%	0.19%	0.08%	1.21%	0.23%	0.00%	0.00%	0.08%	0.04%	0.45%	0.38%	0.98%	0.42%
Protective Service Workers: Non-Sworn	2020	TOTAL	2,196	1,943	253	1,333	118	494	120	5	-	34	-	2	-	8	2	9	5	58	8
				88.5%	11.5%	60.7%	5.4%	22.50%	5.5%	0.23%	0%	1.55%	0.00%	0.09%	0%	0.36%	0.09%	0.41%	0.23%	2.64%	0.36%
Administrative Support	2015	TOTAL	2,027	1,822	205	1,328	106	408	93	4	-	23	-	5	-	4	2	4	2	46	2
				89.9%	10.1%	65.5%	5.2%	20.13%	4.6%	0.20%	0%	1.13%	0%	0.25%	0%	0.20%	0.10%	0.20%	0.10%	2.27%	0.10%
Skilled Craft Workers	2020	TOTAL	7,892	4,803	3,089	2,304	518	2,327	2,498	5	6	45	12	3	1	26	10	43	18	50	26
				60.9%	39.1%	29.2%	6.6%	29.49%	31.7%	0.06%	0.08%	0.57%	0.15%	0.04%	0.01%	0.33%	0.13%	0.54%	0.23%	0.63%	0.33%
Service Maintenance	2015	TOTAL	9,266	5,665	3,601	2,972	622	2,575	2,917	5	5	42	12	4	2	1	-	28	17	38	26
				61.1%	38.9%	32.1%	6.7%	27.79%	31.48%	0.05%	0.05%	0.45%	0.13%	0.04%	0.02%	0.01%	0.00%	0.30%	0.18%	0.41%	0.28%
Administrative Support	2020	TOTAL	6,612	861	5,751	309	2,154	462	3,207	4	16	40	96	2	7	12	66	5	62	27	143
				13.0%	87.0%	4.7%	32.6%	6.99%	48.5%	0.06%	0.24%	0.60%	1.45%	0.03%	0.11%	0.18%	1.00%	0.08%	0.94%	0.41%	2.16%
Skilled Craft Workers	2015	TOTAL	7,348	922	6,426	359	2,714	490	3,427	2	18	44	83	4	7	2	8	6	55	15	114
				12.5%	87.5%	4.9%	36.9%	6.67%	46.6%	0.03%	0.24%	0.60%	1.13%	0.05%	0.10%	0.03%	0.11%	0.08%	0.75%	0.20%	1.55%
Service Maintenance	2020	TOTAL	2,190	2,107	83	1,401	37	607	31	10	-	19	-	3	-	10	-	20	5	37	10
				96.2%	3.8%	64.0%	1.7%	27.72%	1.4%	0.46%	0%	0.87%	0%	0.14%	0.0%	0.46%	0.00%	0.91%	0.23%	1.69%	0.46%
Service Maintenance	2015	TOTAL	1,920	1,864	56	1,236	33	559	20	5	-	22	-	3	-	2	-	12	-	25	3
				97.1%	2.9%	64.4%	1.7%	29.11%	1.04%	0.26%	0%	1.15%	0%	0.16%	0.0%	0.10%	0.00%	0.63%	0.00%	1.30%	0%
Service Maintenance	2020	TOTAL	2,863	1,819	1,044	362	116	1,334	850	8	3	18	13	4	1	64	39	9	4	20	18
				63.5%	36.5%	12.6%	4.1%	46.59%	29.7%	0.28%	0.10%	0.63%	0.45%	0.14%	0.03%	2.24%	1.36%	0.31%	0.14%	0.70%	0.63%
Service Maintenance	2015	TOTAL	2,864	1,797	1,067	412	136	1,293	887	6	2	16	13	6	4	30	10	14	3	20	12
				62.7%	37.3%	14.4%	4.7%	45.15%	31.0%	0.21%	0.07%	0.56%	0.45%	0.21%	0.14%	1.05%	0.35%	0.49%	0.10%	0.70%	0.42%

STATEWIDE WORKFORCE BY AGE

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)	
	Employee	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
19 or under	24	17	7	10	3	4	4	0	0	0	0	0	0	1	0	0	0	2	0
		70.8%	29.2%	41.7%	12.5%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	8.3%
20-29	3,219	1,391	1,828	894	798	374	853	5	2	29	39	1	0	32	47	16	31	40	58
		43.2%	56.8%	27.8%	24.8%	11.6%	26.5%	0.2%	0.1%	0.9%	1.2%	0.0%	0.0%	1.0%	1.5%	0.5%	1.0%	1.2%	1.8%
30-39	9,247	3,837	5,410	2,381	2,122	1,164	2,880	10	9	94	119	5	8	51	53	41	95	91	124
		41.5%	58.5%	25.7%	22.9%	12.6%	31.1%	0.1%	0.1%	1.0%	1.3%	0.1%	0.1%	0.6%	0.6%	0.4%	1.0%	1.0%	1.3%
40-49	9,833	3,813	6,020	2,135	2,363	1,406	3,230	9	17	108	165	6	5	35	52	42	66	72	122
		38.8%	61.2%	21.7%	24.0%	14.3%	32.8%	0.1%	0.2%	1.1%	1.7%	0.1%	0.1%	0.4%	0.5%	0.4%	0.7%	0.7%	1.2%
50-59	11,163	4,204	6,959	2,376	3,018	1,568	3,539	16	17	113	160	4	8	37	40	29	70	61	107
		37.7%	62.3%	21.3%	27.0%	14.0%	31.7%	0.1%	0.2%	1.0%	1.4%	0.0%	0.1%	0.3%	0.4%	0.3%	0.6%	0.5%	1.0%
60-69	6,057	2,469	3,588	1,411	1,752	887	1,663	9	11	91	61	1	2	22	26	19	31	29	42
		40.8%	59.2%	23.3%	28.9%	14.6%	27.5%	0.1%	0.2%	1.5%	1.0%	0.0%	0.0%	0.4%	0.4%	0.3%	0.5%	0.5%	0.7%
70 and over	815	425	390	282	195	110	163	3	0	18	14	2	0	4	12	1	4	5	2
		52.1%	47.9%	34.6%	23.9%	13.5%	20.0%	0.4%	0.0%	2.2%	1.7%	0.2%	0.0%	0.5%	1.5%	0.1%	0.5%	0.6%	0.2%
TOTAL	40,358	16,156	24,202	9,489	10,251	5,513	12,332	52	56	453	558	19	23	182	230	148	297	300	455
		40%	60%	23.5%	25.4%	13.7%	30.6%	0.13%	0.14%	1.12%	1.38%	0.05%	0.06%	0.45%	0.57%	0.37%	0.74%	0.74%	1.13%

NOTE: The data include SPMS and Independent agencies, excluding MDOT, Morgan State Univ., Towson University, Frostburg State University, Salisbury University, Maryland Automobile Insurance Fund, Baltimore City Sheriff's Office and Maryland Environmental Services. Contractuals are not included

STATEWIDE WORKFORCE BY SERVICE TYPE

Service Type	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	
Executive	1,357	782	575	573	328	137	181	1	3	30	26	3	0	18	20	10	8	10	9	
		57.6%	42.4%	42.2%	24.2%	10.1%	13.3%	0.1%	0.2%	2.2%	1.9%	0.2%	0.0%	1.3%	1.5%	0.7%	0.6%	0.7%	0.7%	
Independent	29	22	7	14	5	7	2	0	0	0	0	0	0	0	0	0	0	0	1	0
		76%	24%	48.3%	17.2%	24.1%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%
Management	2,730	1,296	1,434	919	828	252	494	7	2	72	59	3	1	11	9	9	20	23	21	
		47%	53%	33.7%	30.3%	9.2%	18.1%	0.3%	0.1%	2.6%	2.2%	0.1%	0.0%	0.4%	0.3%	0.3%	0.7%	0.8%	0.8%	
Professional	4,670	1,046	3,624	709	2,254	232	1,109	6	5	44	99	3	6	15	38	15	48	22	65	
		22%	78%	15.2%	48.3%	5.0%	23.7%	0.1%	0.1%	0.9%	2.1%	0.1%	0.1%	0.3%	0.8%	0.3%	1.0%	0.5%	1.4%	
Skilled Service	29,948	12,821	17,127	7,157	5,977	4,843	10,059	38	47	301	336	14	14	107	130	124	222	237	342	
		43%	57%	23.9%	20.0%	16.2%	33.6%	0.1%	0.2%	1.0%	1.1%	0.0%	0.0%	0.4%	1.0%	0.4%	0.7%	0.8%	1.1%	
Special Appointment	3,535	1,423	2,112	1,004	1,215	267	702	6	2	42	64	1	3	50	59	13	21	40	46	
		40%	60%	28.4%	34.4%	7.6%	19.9%	0.2%	0.1%	1.2%	1.8%	0.1%	0.1%	1.4%	1.7%	0.4%	0.6%	1.1%	1.3%	
Designated Political Appointment	374	147	227	114	155	20	58	0	0	5	7	0	0	5	5	0	1	3	1	
		39%	61%	30.5%	41.4%	5.3%	15.5%	0.0%	0.0%	1.3%	1.9%	0.0%	0.0%	1.3%	1.3%	0.0%	0.3%	0.8%	0.3%	
MDOT Commission	-	-	-																	
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Permanent MTA Union	2,583	1,641	942	258	14	1,294	904	6	1	10	0	4	2	59	20	0	0	10	1	
		64%	36%	10.0%	0.5%	50.1%	35.0%	0.2%	0.0%	0.4%	0.0%	0.2%	0.1%	2.3%	0.8%	0.0%	0.0%	0.4%	0.0%	
Uniform Police	107	85	22	9	0	71	22	0	0	1	0	0	0	0	0	0	0	4	0	
		79%	21%	8.4%	0.0%	66.4%	20.6%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	
Transportation Service	6,355	3,820	2,535	2,222	990	1,293	1,308	16	9	137	85	6	2	31	45	41	36	74	60	
		60%	40%	35.0%	15.6%	20.3%	20.6%	0.3%	0.1%	2.2%	1.3%	0.1%	0.0%	0.5%	0.7%	0.6%	0.6%	1.2%	0.9%	
TOTAL	51,688	23,083	28,605	12,979	11,766	8,416	14,839	80	69	642	676	34	28	296	326	212	356	424	545	
		45%	55%	25.1%	22.8%	16.3%	28.7%	0.2%	0.1%	1.2%	1.3%	0.1%	0.1%	0.6%	0.6%	0.4%	0.7%	0.8%	1.1%	

NOTE: The data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractals are not included.

SECTION FOUR

WORKFORCE

UTILIZATION

SECTION 4: WORKFORCE UTILIZATION

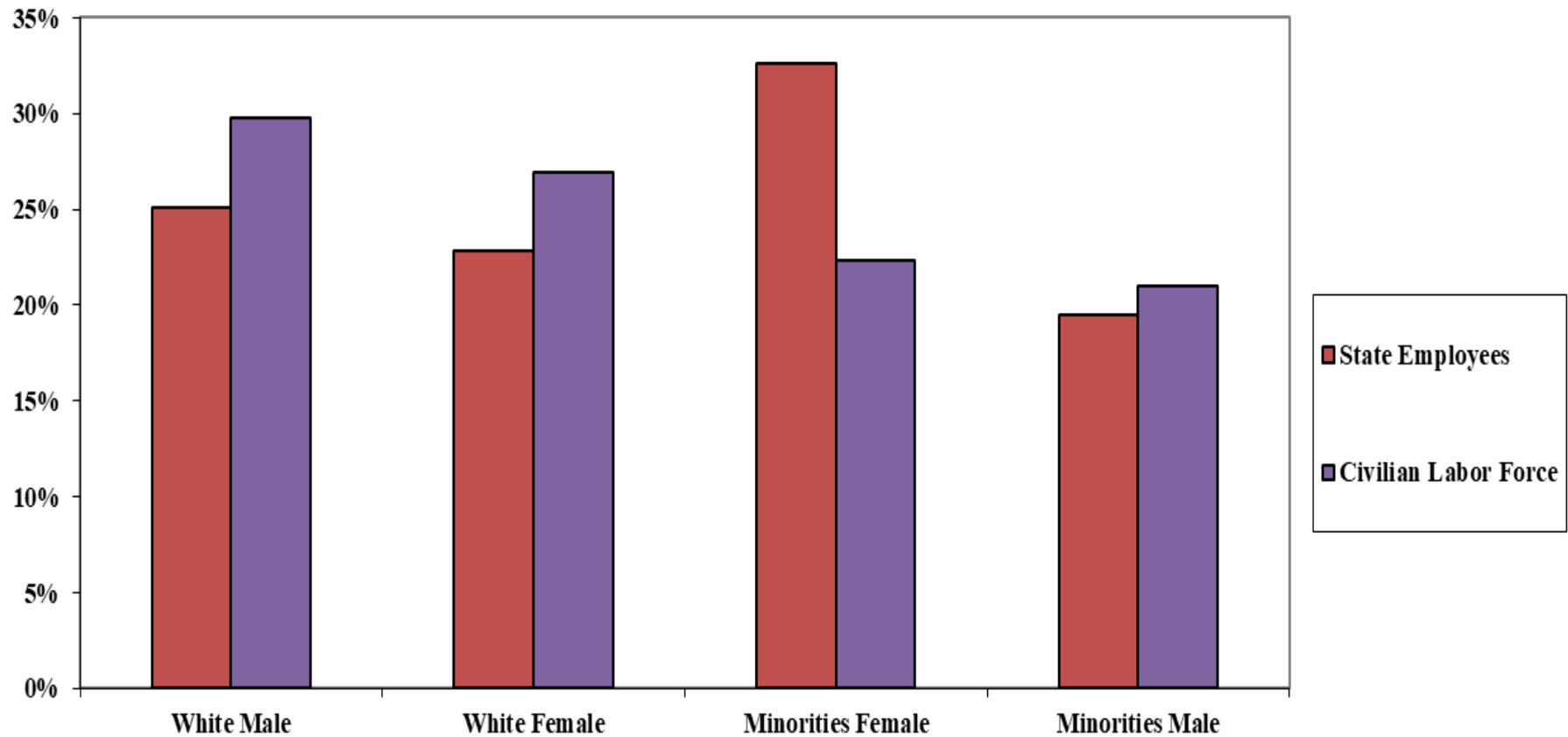
Section four provides a narrative and statistical comparison of the State's workforce with the Civilian Labor Force (CLF) in the eight EEO job categories.

SUMMARY HIGHLIGHTS

Trends displayed in the following charts are highlighted as follows:

- White males and females and Minority males represent a higher proportion of the CLF than State government's workforce, while Minority females represent a higher proportion of the State government's workforce than the CLF.
- Minorities hold 34% of the State positions classified as Officials and Administrators-the same as the CLF availability.
- African-Americans represent a higher proportion of the State's workforce than the CLF.
- African-American females in the State's workforce exceeded the CLF availability in the Officials and Administrators, Professionals, Non-sworn Protective Service Workers, Administrative Support and Service Maintenance categories. African-American males exceeded the CLF availability in the Professionals, Technicians, Non-sworn Protective Service Workers, Skilled Craft Workers and Service Maintenance categories.
- Males categorized as White represent a higher share of State government sworn Protective Service Workers than in the CLF.
- The largest representation of females in FY 2020 was in the Professional job category (14,665).

Comparison of State Employees/Civilian Labor Force



STATEWIDE WORKFORCE UTILIZATION ANALYSIS — FISCAL YEAR 2020

EEO JOB CATEGORY		WHITE						AFRICAN-AMERICAN						OTHER MINORITIES						TOTAL PERMANENT POSITIONS
		MALE	State CLF	Index Under	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	#	1,896	39.9%		1,670	27.0%		487	9.5%		868	13.1%		239	5.7%		239	4.5%		5,399
	%	35.1%		-4.8%	30.93%		3.9%	9.0%		-0.5%	16.1%		3.0%	4.43%		-1.3%	4.43%		0%	
Professionals	#	4,119	30%		6,679	33.9%		2,317	8.2%		6,861	14.0%		731	7.3%		1,125	7.0%		21,832
	%	18.9%		-10.6%	30.6%		-3.3%	10.6%		2.4%	31.4%		17.4%	3.3%		-4%	5.2%		-1.8%	
Technicians	#	1,255	27%		474	28.3%		388	10.7%		404	20.5%		118	7.2%		65	6.7%		2,704
	%	46.4%		20%	17.5%		-10.8%	14.3%		3.6%	14.9%		-5.6%	4.4%		-2.84%	2.4%		-4.30%	
Protective Service Workers: Sworn	#	1,333	37.7%		118	7.9%		494	30.9%		120	17.6%		116	4.3%		15	1.5%		2,196
	%	60.7%		23%	5.4%		-2.5%	22.5%		-8.4%	5.5%		-12.1%	5.3%		1%	0.7%		-1%	
Protective Service Workers: Non-Sworn	#	2,304	31.0%		518	28.5%		2,327	14.3%		2,498	17.8%		172	4.3%		73	4.1%		7,892
	%	29.2%		-1.8%	7%		-21.9%	29%		15.2%	32%		14.5%	2.2%		-2.1%	0.9%		-3.18%	
Administrative Support	#	309	20.0%		2,154	36.4%		462	10.3%		3,207	21.7%		90	4.6%		390	7.2%		6,612
	%	4.7%		-15.3%	32.6%		-3.8%	7.0%		-3.3%	48.5%		26.8%	1.4%		-3.24%	5.9%		-1%	
Skilled Craft Workers	#	1,401	57.5%		37	2.6%		607	17.5%		31	1.6%		99	19.8%		15	1.0%		2,190
	%	64.0%		6.5%	1.7%		-0.9%	27.7%		10.2%	1.4%		-0.2%	3.9%		-15.90%	0.7%		-0.3%	
Service-Maintenance	#	362	24.2%		116	20.1%		1,334	18.5%		850	15.5%		123	11.7%		78	10.0%		2,863
	%	12.6%		-12%	4.1%		-16.05%	46.6%		28.1%	29.7%		14.2%	4.3%		-7.40%	2.7%		-7.3%	
TOTALS	#	12,979	29.8%		11,766	26.9%		8,416	12.8%		14,839	15.6%		1,688	8.2%		2,000	6.7%		51,688
	%	25.1%		-4.7%	22.8%		-4.1%	16.3%		3.5%	28.7%		13.1%	3.3%		-4.93%	3.9%		-2.8%	

2020 SUMMARY OF AGENCY WORKFORCE ANALYSIS

AGENCY	White		TOTAL	African-American		TOTAL	Other Minorities		TOTAL	TOTAL Employees
	Male	Female		Male	Female		Male	Female		
Baltimore City Community College	84	84	168	232	359	591	7	7	14	773
Baltimore City Sheriff's Office	10	1	11	74	26	100	5	0	5	116
Canal Place	1	2	3	0	0	0	0	0	0	3
Commission on Civil Rights	3	2	5	9	13	22	1	1	2	29
Dept of Aging	4	15	19	2	10	12	0	0	0	31
Dept of Budget and Management	48	75	123	32	106	138	6	13	19	280
Dept of Commerce	52	65	117	7	37	44	4	8	12	173
Dept of General Services	195	65	260	159	145	304	35	14	49	613
Dept of Housing and Community Development	66	67	133	57	109	166	10	14	24	323
Dept of Human Services	308	1,645	1,953	560	3030	3,590	79	208	287	5,830
Dept of Information Technology	71	31	102	32	22	54	11	8	19	175
Dept of Juvenile Services	332	284	616	479	842	1,321	18	42	60	1,997
Dept of Natural Resources	696	381	1,077	55	68	123	37	30	67	1,267
Dept of Public Safety and Correctional Services	2,423	864	3,287	2,006	2,673	4,679	189	132	321	8,287
Dept of Veteran's Affairs	39	18	57	30	8	38	4	2	6	101
Executive Department	76	98	174	15	34	49	15	19	34	257
Historic St Mary's City Commission	16	13	29	0	0	0	0	0	0	29

2020 SUMMARY OF AGENCY WORKFORCE ANALYSIS

AGENCY	White		TOTAL	African-American		TOTAL	Other Minorities		TOTAL	TOTAL Employees
	Male	Female		Male	Female		Male	Female		
Judiciary of Maryland	613	1,390	2,003	381	1,042	1,423	99	275	374	3,800
Maryland 529	2	5	7	0	7	7	1	2	3	17
Maryland African American Museum Corporation	1	3	4	6	14	20	1	2	3	27
Maryland Automobile Insurance Fund	64	82	146	10	66	76	20	30	50	272
Maryland Dept of Agriculture	126	122	248	18	27	45	11	13	24	317
Maryland Dept of Disabilities	1	13	14	0	5	5	7	1	8	27
Maryland Dept of Health	1,069	3,350	4,419	911	2,672	3,583	175	465	640	8,642
Maryland Dept of Labor	362	277	639	188	423	611	81	126	207	1,457
Maryland Dept of Planning	36	53	89	3	11	14	9	8	17	120
Maryland Dept of the Environment	289	214	503	69	107	176	54	48	102	781
Maryland Dept of Transportation	2,942	1,270	4,212	2,715	2,382	5,097	453	317	770	10,079
Maryland Emergency Management Agency	34	22	56	1	5	6	5	2	7	69
Maryland Environmental Services	474	162	636	103	33	136	57	34	91	863
Maryland Food Center Authority	12	5	17	5	2	7	1	0	1	25
Maryland Health Benefit Exchange	5	16	21	4	19	23	7	10	17	61

2020 SUMMARY OF AGENCY WORKFORCE ANALYSIS

AGENCY	White		TOTAL	African-American		TOTAL	Other Minorities		TOTAL	TOTAL Employees
	Male	Female		Male	Female		Male	Female		
Maryland Higher Education Commission	6	14	20	9	19	28	2	3	5	53
Maryland Insurance Administration	62	45	107	30	71	101	7	14	21	229
Maryland Lottery & Gaming Control Agency	97	47	144	74	57	131	18	11	29	304
Maryland Public Television	59	41	100	7	16	23	7	5	12	135
Maryland School for the Deaf	82	186	268	21	18	39	10	24	34	341
Maryland Stadium Authority	50	17	67	17	25	42	10	6	16	125
Maryland State Library	4	7	11	3	9	12	1	5	6	29
Maryland State Police	1,515	330	1,845	215	121	336	88	24	112	2,293
Maryland State Retirement and Pension Systems	46	28	74	23	63	86	14	12	26	186
Maryland Supplemental Retirement Plans	2	5	7	0	5	5	0	0	0	12
Maryland Tax Court	5	1	6	0	1	1	0	0	0	7
MD Institute for Emer Medical Servs Systems	39	20	59	8	6	14	7	8	15	88
MD State Dept of Education	206	483	689	100	433	533	39	74	113	1,335
Military Department Operations and Maintenance	88	19	107	50	33	83	14	6	20	210
Morgan State University	104	57	161	393	490	883	75	39	114	1,158
Office of Administrative Hearings	22	48	70	5	31	36	2	3	5	111
Office of the Attorney General	210	275	485	33	114	147	22	24	46	678
Office of the Comptroller	202	274	476	92	370	462	54	100	154	1,092
Office of the Governor	1	0	1	2	0	2	0	0	0	3

2020 SUMMARY OF AGENCY WORKFORCE ANALYSIS

AGENCY	White		TOTAL	African-American		TOTAL	Other Minorities		TOTAL	TOTAL Employees
	Male	Female		Male	Female		Male	Female		
Office of People's Counsel	9	2	11	0	4	4	0	1	1	16
Office of Public Defender	202	314	516	48	205	253	34	64	98	867
Office of State Prosecutor	4	5	9	0	2	2	1	0	1	12
Office of the Treasurer	11	23	34	2	9	11	2	2	4	49
Property Tax Assessment Appeals Board	62	28	90	10	10	20	1	1	2	112
Public Service Commission	33	35	68	18	19	37	14	13	27	132
SPMS/Agency Heads <i>(Gov, AG, Trea, Comp, Secretaries)</i>	36	12	48	1	0	1	0	2	2	51
St. Mary's College of Maryland	110	136	246	25	24	49	16	15	31	326
State Archives	19	22	41	8	6	14	4	3	7	62
State Board of Elections	39	81	120	28	47	75	9	10	19	214
State Dept of Assessment and Taxation	94	147	241	48	197	245	29	27	56	542
Subsequent Injury Fund	2	8	10	0	2	2	0	1	1	13
Uninsured Employer's Fund	2	1	3	0	3	3	0	1	1	7
University of Maryland Systems	10,491	11,528	22,019	3,061	5,068	8,129	5,275	5,444	10,719	40,867
Worker's Compensation Commission	13	28	41	13	47	60	3	8	11	112
TOTAL-Maryland State Work Force	24,381	24,961	49,342	12,507	21,822	34,329	7,160	7,781	14,941	98,612
	24.7%	25.3%	50.0%	12.7%	22.1%	34.8%	7.3%	7.9%	15.2%	
TOTAL Civilian	925,065	835,205	1,760,270	398,565	483,405	881,970	254,445	211,240	465,685	3,107,925

SECTION FIVE

DISTRIBUTION OF

STATE EMPLOYEE

WORKFORCE BY SALARY

AND GRADE AND BY RACE

AND GENDER

SECTION 5: DISTRIBUTION OF STATE EMPLOYEE WORKFORCE BY SALARY AND GRADE AND BY RACE AND GENDER

INTRODUCTION

Section five presents the salary and grade of employees by race and gender. This section includes a comparison of salary and grade information for Fiscal Years 2015 through 2020.

SUMMARY HIGHLIGHTS

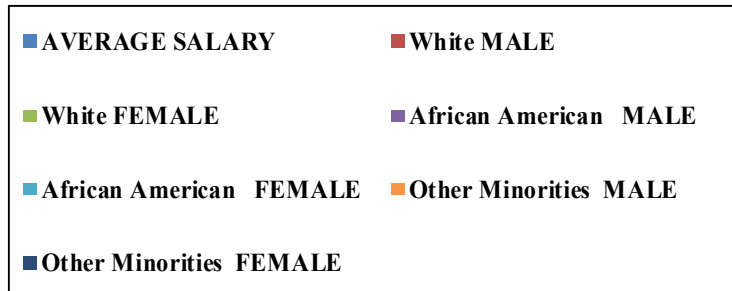
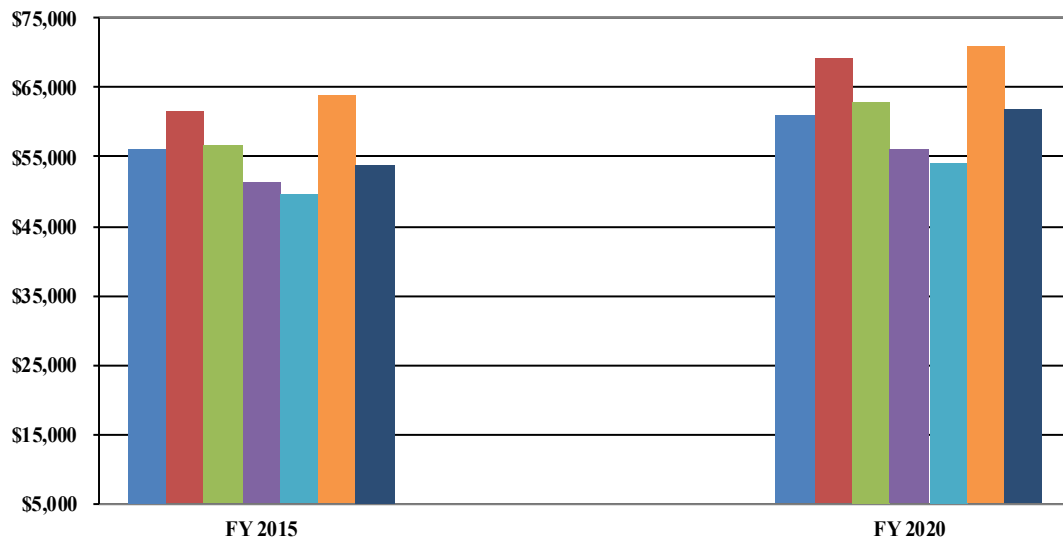
Trends displayed in the following charts include:

- Male employees were paid an average of \$6,537 more than female employees in fiscal 2020.
- The salary gap between men and women of the same race increased from 2015 to 2020 for Whites and African-Americans.
- The salary of white men exceeded the salary of white women by \$4,686 in 2015 and white women exceeded by \$681 in 2020. The salary gap between African American males and females rose from \$1,624 in 2015 to \$2,204 in 2020.
- White employees were paid an average of \$65,982 in fiscal 2020 compared to \$54,735 for African-American employees, and \$65,654 for other minority employees.
- The salary differentials between men and women and Whites and African-Americans are related to differences in the types of positions held. Whites (79%) and men (64%) are far more likely than African-Americans (12%) and women (36%) to hold positions in the Executive Pay Plan with positions classified as Grade 24 and above. African-Americans, in contrast, hold a majority of the positions classified at Grade 13 or below. Females hold approximately 60% of positions classified at Grade 13 and below.

COMPARISON OF AVERAGE SALARIES BY RACE AND GENDER FOR FY 2015 AND FY 2020

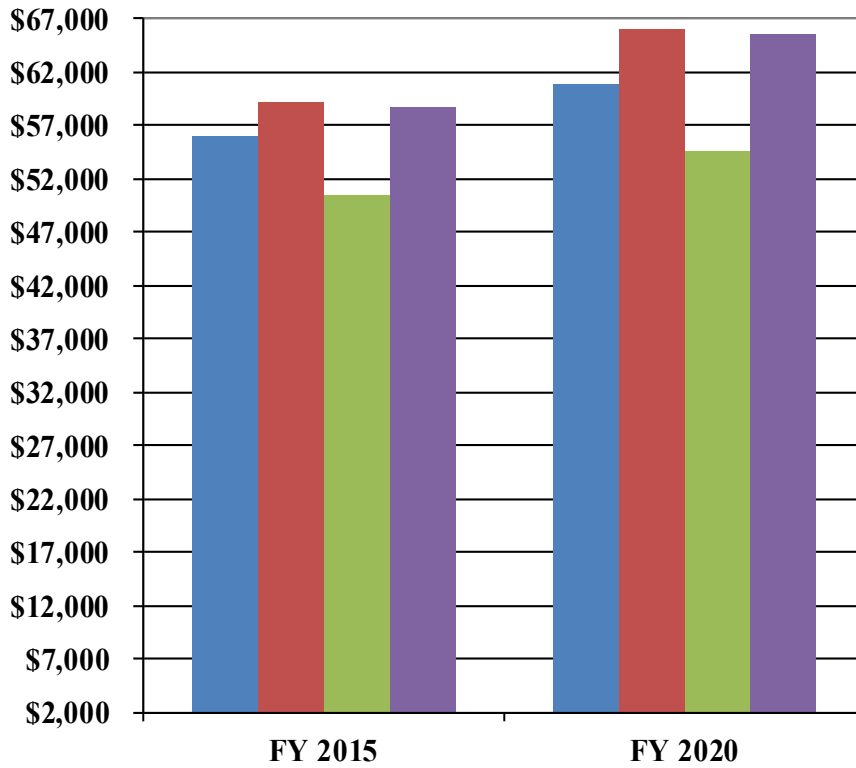
YEAR	AVERAGE SALARY	White		African American		Other Minorities	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FY 2015	\$56,111	\$61,423	\$56,737	\$51,257	\$49,633	\$63,852	\$53,762
FY 2020	\$60,893	\$69,271	\$62,952	\$56,259	\$54,055	\$70,948	\$61,973

YEARLY AVERAGE SALARY COMPARISON



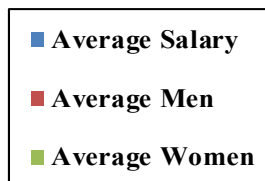
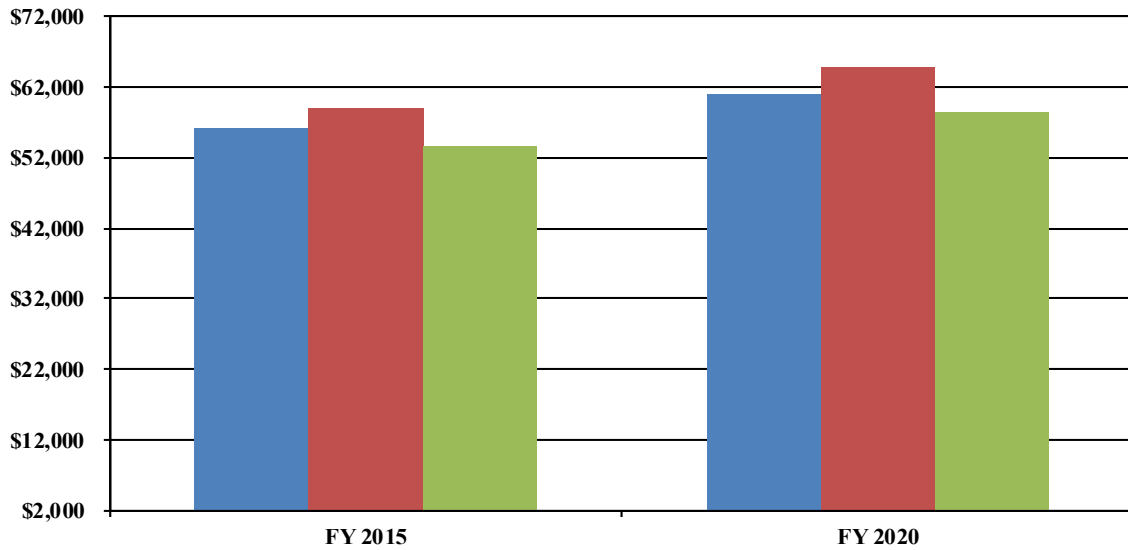
**COMPARISON OF AVERAGE SALARIES BY RACE
FOR FY 2015 AND FY 2020**

Year	Average Salary	White	African American	Other Minorities
FY 2015	\$56,111	\$59,080	\$50,445	\$58,807
FY 2020	\$60,893	\$65,982	\$54,735	\$65,654



**COMPARISON OF AVERAGE SALARIES BY GENDER
FOR FY 2015 AND FY 2020**

Year	Average Salary	Men	Women
FY 2015	\$56,111	\$58,844	\$53,377
FY 2020	\$60,893	\$64,819	\$58,282



WORKFORCE BY SALARY, RACE AND GENDER — FISCAL YEAR 2020

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	373	237	136	158	57	47	54	1	0	2	0	0	0	15	23	2	0	12	2
		64%	36%	42%	15%	13%	14%	0%	0%	1%	0%	0%	0%	4%	6%	1%	0%	3%	1%
\$10,001 - \$20,000	117	45	72	20	27	25	35	0	0	0	3	0	0	0	4	0	1	0	2
		38%	62%	17%	23%	21%	30%	0%	0%	0%	3%	0%	0%	0%	3%	0%	1%	0%	2%
\$20,001 - \$30,000	971	296	675	123	242	140	364	1	7	10	14	0	0	3	15	10	7	9	26
		30%	70%	13%	25%	14%	37%	0.10%	0.7%	1.0%	1.4%	0.00%	0.00%	0.3%	1.5%	1.0%	0.7%	0.9%	2.7%
\$30,001 - \$40,000	6,282	1,947	4,335	841	1,513	929	2,494	8	10	61	77	4	1	29	67	21	50	54	123
		31%	69%	13%	24%	15%	40%	0.1%	0.2%	1.0%	1.2%	0.06%	0.02%	0.5%	1.1%	0.3%	0.8%	0.9%	2.0%
\$40,001 - \$50,000	11,562	4,979	6,583	2,528	2,301	2,152	3,846	15	18	76	98	6	7	52	60	50	90	100	163
		43%	57%	22%	20%	19%	33%	0.1%	0.2%	0.7%	0.8%	0.05%	0.06%	0.4%	0.5%	0.4%	0.8%	0.9%	1.4%
\$50,001 - \$60,000	9,330	4,015	5,315	2,319	1,966	1,480	3,052	9	15	74	93	6	6	35	35	29	75	63	73
		43%	57%	25%	21%	16%	33%	0.10%	0.2%	0.8%	1.0%	0.06%	0.06%	0.4%	0.4%	0.3%	0.8%	0.7%	0.8%
\$60,001 and Over	20,456	9,920	10,536	6,731	5,646	2,348	4,080	40	18	409	391	14	12	103	101	100	133	175	155
		48%	52%	33%	28%	11%	20%	0.2%	0.09%	2.0%	1.9%	0.1%	0.06%	0.5%	0.5%	0.5%	0.7%	0.9%	0.8%
Hourly/Daily	2,597	1,644	953	259	14	1,295	914	6	1	10	0	4	2	59	21	0	0	11	1
		63%	37%	10%	1%	50%	35%	0.2%	0.0%	0.4%	0.0%	0.2%	0.1%	2.3%	0.8%	0.0%	0.0%	0.4%	0.04%
TOTAL	51,688	23,083	28,605	12,979	11,766	8,416	14,839	80	69	642	676	34	28	296	326	212	356	424	545
		45%	55%	25%	23%	16%	29%	0.15%	0.13%	1.24%	1.31%	0.07%	0.05%	0.57%	0.63%	0.41%	0.69%	0.82%	1.05%

NOTE: The data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractals are not included.

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2020

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	764	358	406	255	280	60	93	0	1	20	15	0	0	10	6	3	3	10	8
		47%	53%	33%	37%	8%	12%	0%	0.1%	3%	2.0%	0.00%	0.00%	1.3%	1%	0.4%	0%	1%	1.0%
Grade 5 — (\$22,707 - \$34,996)	320	117	203	30	66	76	104	0	3	5	12	0	0	0	3	1	2	5	13
		37%	63%	9%	21%	24%	33%	0.00%	0.94%	1.56%	3.75%	0.00%	0.00%	0.00%	0.94%	0.31%	0.63%	1.56%	4.06%
Grade 6 — (\$24,056- \$37,204)	411	284	127	109	45	158	73	2	0	3	2	2	0	0	0	2	0	8	7
		69%	31%	27%	11%	38%	18%	0.49%	0.00%	0.73%	0.49%	0.49%	0.00%	0.00%	0.00%	0.49%	0.00%	1.95%	1.70%
Grade 7 — (\$25,502 - \$39,574)	451	183	268	76	82	94	171	1	2	1	4	0	0	1	3	3	2	7	4
		41%	59%	17%	18%	21%	38%	0.22%	0.44%	0.22%	0.89%	0.00%	0.00%	0.22%	0.67%	0.67%	0.44%	1.55%	0.89%
Grade 8 — (\$27,048 - \$42,102)	1,201	355	846	154	248	172	525	2	5	7	14	0	0	5	13	6	10	9	31
		30%	70%	13%	21%	14%	44%	0.17%	0.42%	0.58%	1.17%	0.00%	0.00%	0.42%	1.08%	0.50%	0.83%	0.75%	2.58%
Grade 9 — (\$28,702 - \$44,812)	1,347	373	974	178	356	159	565	3	1	11	11	1	0	5	5	4	9	12	27
		28%	72%	13%	26%	12%	42%	0.22%	0.07%	0.82%	0.82%	0.07%	0.00%	0.37%	0.37%	0.3%	0.67%	0.89%	2.00%
Grade 10 — (\$30,472 - \$47,710)	2,456	774	1,682	407	639	294	901	2	1	36	33	2	1	10	39	6	18	17	50
		32%	68%	17%	26%	12%	37%	0.08%	0.04%	1.47%	1.34%	0.08%	0.04%	0.41%	1.59%	0.24%	0.73%	0.69%	2.04%
Grade 11 — (\$32,364 - \$50,818)	3,349	801	2,548	335	810	408	1,565	5	7	24	38	1	3	14	23	3	38	11	64
		24%	76%	10%	24%	12%	47%	0.15%	0.21%	0.72%	1.13%	0.03%	0.09%	0.42%	0.69%	0.09%	1.13%	0.33%	1.91%
Grade 12 — (\$34,390 - \$54,186)	2,790	1,013	1,777	603	665	349	1,008	1	12	13	14	1	2	15	11	12	25	19	40
		36%	64%	22%	24%	13%	36%	0.04%	0.43%	0.47%	0.50%	0.04%	0.07%	0.54%	0.39%	0.43%	0.90%	0.68%	1.43%
Grade 13 — (\$36,557 - \$57,808)	2,840	916	1,924	418	701	459	1,130	1	7	16	19	0	3	8	19	6	16	8	29
		32%	68%	15%	25%	16%	40%	0.04%	0.25%	0.56%	0.67%	0.00%	0.11%	0.28%	0.67%	0.21%	0.56%	0.28%	1.02%
Grade 14 — (\$38,880 - \$61,691)	3,184	1,128	2,056	514	686	520	1,260	3	3	19	33	1	0	21	16	11	28	39	30
		35%	65%	16%	22%	16%	40%	0.09%	0.09%	0.60%	1.04%	0.03%	0.00%	0.66%	0.50%	0.35%	0.88%	1.22%	0.94%
Grade 15 — (\$41,366 - \$62,656)	5,921	3,052	2,869	1,650	943	1,274	1,795	8	5	45	51	4	1	16	17	30	23	25	34
		52%	48%	28%	16%	22%	30%	0.14%	0.08%	0.76%	0.86%	0.07%	0.02%	0.27%	0.29%	0.51%	0.39%	0.42%	0.57%

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2020 (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 16 — (\$41,896 - \$66,880)	3,232	1,171	2,061	648	831	440	1,102	3	7	25	45	1	1	17	20	16	31	21	24	
		36%	64%	20%	26%	14%	34%	0.09%	0.22%	0.77%	1.39%	0.03%	0.03%	0.53%	0.62%	0.50%	0.96%	0.65%	0.74%	
Grade 17 — (\$44,600 - \$71,399)	4,574	1,880	2,694	1,039	1,346	729	1,150	3	5	47	80	2	7	12	18	26	44	22	44	
		41%	59%	23%	29%	16%	25%	0.07%	0.11%	1.03%	1.75%	0.04%	0.15%	0.26%	0.39%	0.57%	0.96%	0.48%	0.96%	
Grade 18 — (\$47,495 - \$76,220)	2,740	1,052	1,688	624	886	312	653	4	2	72	81	0	4	13	14	15	23	12	25	
		38%	62%	23%	32%	11%	24%	0.15%	0.07%	2.63%	2.96%	0.00%	0.15%	0.47%	0.51%	0.55%	0.84%	0.44%	0.91%	
Grade 19 — (\$50,631 - \$81,287)	2,332	1,133	1,199	751	612	285	497	3	0	60	55	1	0	7	10	5	11	21	14	
		49%	51%	32%	26%	12%	21%	0.13%	0.00%	2.57%	2.36%	0.04%	0.00%	0.30%	0.43%	0.21%	0.47%	0.90%	0.60%	
Grade 20 — (\$54,009 - \$86,718)	1,746	846	900	537	452	216	368	5	1	47	38	1	1	15	16	10	17	15	7	
		48%	52%	31%	26%	12%	21%	0.29%	0.06%	2.69%	2.18%	0.06%	0.06%	0.86%	0.92%	0.57%	0.97%	0.86%	0.40%	
Grade 21 — (\$57,626 - \$92,521)	1,309	687	622	477	371	137	188	5	2	37	24	0	1	7	10	7	10	17	16	
		52%	48%	36%	28%	10%	14%	0.38%	0.15%	2.83%	1.83%	0.00%	0.08%	0.53%	0.76%	0.53%	0.76%	1.30%	1.22%	
Grade 22 — (\$61,496 - \$98,745)	1,239	590	649	455	429	93	166	0	0	24	29	0	1	7	7	5	11	6	6	
		48%	52%	37%	35%	8%	1%	0.00%	5.00%	9.00%	2.34%	0.00%	0.08%	0.56%	0.56%	0.40%	0.89%	0.48%	0.48%	
Grade 23 — (\$65,636 - \$105,395)	560	248	312	177	207	40	81	0	1	17	11	1	0	8	3	1	2	4	7	
		44%	56%	32%	37%	7%	14%	0.00%	0.18%	3.04%	1.96%	0.18%	0.00%	1.43%	0.54%	0.18%	0.36%	0.71%	1.25%	
Grade 24 — (\$70,066 - \$112,503)	530	257	273	174	178	51	74	0	1	10	12	2	0	9	5	4	1	7	2	
		48%	52%	33%	34%	10%	14%	0.00%	0.19%	1.89%	2.26%	0.38%	0.00%	1.70%	0.94%	0.75%	0.19%	1.32%	0.38%	
Grade 25 — (\$74,808 - \$120,107)	192	102	90	79	61	17	18	0	0	4	6	0	0	2	2	0	1	0	2	
		53%	47%	41%	32%	9%	9%	0.00%	0.00%	2.08%	3.13%	0.00%	0.00%	1.04%	1.04%	0.00%	0.52%	0.00%	1.04%	
Grade 26 — (\$79,798 - \$128,258)	223	116	107	80	68	15	25	4	1	13	8	1	0	0	1	0	0	3	4	
		52%	48%	36%	30%	7%	11%	1.79%	0.45%	5.83%	3.59%	0.45%	0.00%	0.00%	0.45%	0.00%	0.00%	1.35%	1.79%	
Hourly/ Daily	2,944	1,865	1,079	408	67	1,339	963	7	1	12	0	4	2	72	43	2	0	21	3	
		63%	37%	14%	2%	45%	33%	0.24%	0.03%	0.41%	0.00%	0.14%	0.07%	2.45%	1.46%	0.07%	0.00%	0.71%	0.10%	
MRT*	5,033	3,781	1,252	2,801	737	719	364	18	1	74	41	9	1	21	23	34	31	105	54	
		75%	25%	56%	15%	14%	7%	0.36%	0.02%	1.47%	0.81%	0.18%	0.02%	0.42%	0.46%	0.68%	0.62%	2.09%	1.07%	
TOTAL	51,688	23,082	28,606	12,979	11,766	8,416	14,839	80	69	642	676	34	28	295	327	212	356	424	545	
		45%	55%	25%	23%	16%	29%	0.15%	0.13%	1.24%	1.31%	0.07%	0.05%	0.57%	0.63%	0.41%	0.69%	0.82%	1.05%	

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

NOTE: Data include SPMS, MDOT and Independent agencies full-time and part-time employees; contractals are not included.

EXECUTIVE PAY PLAN WORKFORCE BY SALARY, GRADE, RACE AND GENDER — FISCAL YEAR 2020

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
EPP1— (\$80,000- \$84,000)	1	1	0			1	0												
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EPP2— (\$85,905- \$114,600)	16	10	6	9	6	1	0												
		63%	38%	56%	38%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EPP3 — (\$100,980- \$126,231)	30	13	17	9	9	1	4	0	0	1	1	1	0	1	0	0	1	0	2
		43%	57%	30%	30%	3%	13%	0%	0%	3%	3%	3%	0%	3%	0%	0%	3%	0%	7%
EPP4 — (\$102,281- \$132,569)	37	23	14	21	9	2	4	0	0	0	0	0	0	0	1	0	0	0	0
		62%	38%	57%	24%	5%	11%	0%	0%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%
EPP5 — (\$110,000- \$142,646)	32	24	8	21	7	1	0	0	0	0	0	0	0	0	1	0	0	2	0
		75%	25%	66%	22%	3%	0%	0%	0%	0%	0%	0%	0%	0%	3%	0%	0%	6%	0%
EPP6 — (\$117,515- \$153,532)	36	20	16	15	15	3	1	0	0	2	0	0	0	0	0	0	0	0	0
		56%	44%	42%	42%	8%	3%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EPP7 — (\$132,356- \$165,215)	14	11	3	8	2	1	1	0	0	0	0	0	0	2	0	0	0	0	0
		79%	21%	57%	14%	7%	7%	0%	0%	0%	0%	0%	0%	14%	0%	0%	0%	0%	0%
EPP8 — (\$133,069- \$177,977)	29	22	7	16	5	2	1	0	0	2	0	0	0	1	0	1	0	0	1
		76%	24%	55%	17%	7%	3%	0%	0%	7%	0%	0%	0%	3%	0%	3%	0%	0%	3%
EPP9 — (\$168,877- \$288,660)	10	8	2	7	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		80%	20%	70%	20%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	205	132	73	106	55	13	11	0	0	5	1	1	0	4	2	1	1	2	3
		64.4%	35.6%	51.7%	26.8%	6.3%	5.4%	0%	0%	2.4%	0%	0%	0%	2.0%	1.0%	0%	0%	1.0%	1%

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

SECTION SIX

STATE

PERSONNEL

TRANSACTIONS

SECTION 6: PERSONNEL TRANSACTIONS

INTRODUCTION

The data provided in this section depicts the personnel transactions processed by the Office of Personnel Services and Benefits in Fiscal Years 2015 and 2020. This information also reflects the type of transactions by race and gender.

SUMMARY HIGHLIGHTS

Trends displayed in the following charts are highlighted as follows:

- The total number of applicants appointed to vacant positions in FY 2020 was 3,703. Of this number, 55% were females and 62% were minorities.
- Females – who represent 55% of the workforce – received 50% of all promotions in fiscal 2020 and African-Americans - who represent 45% of the workforce - received 40% of all promotions.
- Females accounted for 59% of reclassifications in fiscal 2020, while African-Americans accounted for 44% of the reclassifications.
- The total number of demotions in FY 2020 was 336. This represents an increase of 148 actions from FY 2015. During FY 2020, African-Americans accounted for 45% of demotions, while females accounted for 68%.
- The total number of suspensions for FY 2020 was 310; 220 fewer actions than in FY 2015. Minorities accounted for approximately 57% of suspension actions in FY 2020.
- There were 331 terminations made in FY 2020. Females constituted 51% of these actions and minorities accounted for 70%.

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2020

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	3,703	1,652	2,051	744	661	636	1040	10	2	56	57	2	3	133	234	15	15	56	39
		45%	55%	20.1%	17.9%	17.2%	28.1%	0.3%	0.1%	1.5%	1.5%	0.1%	0.1%	3.6%	6.3%	0.4%	0.4%	1.5%	1.1%
Reinstatements	399	163	236	71	68	69	147	0	1	5	1	2	0	9	12	1	4	6	3
		41%	59%	17.8%	17.0%	17.3%	36.8%	0%	0.3%	1.3%	0.3%	1%	0.0%	2%	3.0%	0.3%	1.0%	1.5%	0.8%
Promotions	2,443	1,216	1,227	762	506	369	615	3	1	30	37	1	1	22	30	8	17	21	20
		50%	50%	31.2%	20.7%	15.1%	25.2%	0.12%	0.04%	1.2%	1.5%	0.04%	0.04%	0.9%	1.2%	0.3%	0.7%	0.9%	0.8%
Reclassifications	4,375	1,779	2,596	992	961	586	1333	7	3	44	78	2	6	80	122	33	39	35	54
		41%	59%	22.7%	22.0%	13.4%	30.5%	0.16%	0.1%	1.0%	1.8%	0.0%	0.1%	1.8%	2.8%	0.8%	0.9%	0.8%	1.2%
Demotions	336	129	207	80	77	37	115	0	0	5	7	0	0	4	5	1	1	2	2
		38%	62%	23.8%	22.9%	11.0%	34.2%	0%	0%	1%	2.1%	0%	0%	1%	1%	0.3%	0.3%	0.6%	1%
Suspensions	310	173	137	87	46	74	83	1	0	0	0	0	0	1	4	2	2	8	2
		56%	44%	28.1%	14.8%	23.9%	26.8%	0.3%	0%	0.0%	0.0%	0.0%	0%	0.3%	1.3%	0.6%	0.6%	2.6%	0.6%
TOTAL	11,566	5,112	6,454	2,736	2,319	1,771	3,333	21	7	140	180	7	10	249	407	60	78	128	120

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2020

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	2,301	911	1,390	459	509	320	712	7	6	29	30	1	1	57	87	10	19	28	26
		40%	60%	19.9%	22.1%	13.9%	30.9%	0.3%	0.3%	1.3%	1.3%	0.04%	0.0%	2.5%	3.8%	0.4%	0.8%	1.2%	1.1%
Rejections on Probation	133	65	68	21	10	35	40	1	0	1	1	0	0	7	15	0	2	0	0
		49%	51%	15.8%	7.5%	26.3%	30.1%	1%	0%	0.8%	1%	0%	0%	5%	11%	0%	2%	0.0%	0.0%
Retired	1,532	696	836	471	472	203	339	1	0	8	10	0	3	5	3	4	4	4	5
		45%	55%	30.7%	30.8%	13.3%	22.1%	0.1%	0.0%	0.5%	0.7%	0%	0%	0.3%	0.2%	0.3%	0.3%	0.3%	0.3%
Terminations	331	161	170	57	44	67	92	1	0	3	0	0	0	28	32	3	0	2	2
		49%	51%	17.2%	13.3%	20.2%	27.8%	0%	0%	0.9%	0.0%	0%	0%	8.5%	9.7%	1%	0.0%	0.6%	0.6%
TOTAL	4,297	1,833	2,464	1,008	1,035	625	1,183	10	6	41	41	1	4	97	137	17	25	34	33

NOTE: Data include SPMS, MDOT and independent agencies full-time and part-time employees; contractals are not included.

STATEWIDE PERSONNEL TRANSACTION ANALYSIS -- Comparison of June 30, 2015 and June 30, 2020

TYPE OF TRANSACTIONS	YEAR	WHITE		AFRICAN-AMERICAN		OTHER MINORITIES		TOTAL		Grand Total
		Male	Female	Male	Female	Male	Female	Male	Female	
Appointments	2015	879 24%	821 22%	671 18%	1,062 29%	129 3%	135 4%	1,679 45%	2,018 55%	3,697
	2020	744 20%	661 18%	636 17%	1,040 28%	272 7%	350 9%	1,652 45%	2,051 55%	3,703
Reinstatements	2015	24 14%	31 19%	28 17%	30 18%	22 13%	31 19%	74 45%	92 55%	166
	2020	71 18%	68 17%	69 17%	147 37%	23 6%	21 5%	163 41%	236 59%	399
Promotions	2015	342 27%	241 19%	207 16%	380 30%	49 4%	61 5%	598 47%	682 53%	1,280
	2020	762 31%	506 21%	369 15%	615 25%	85 3%	106 4%	1,216 50%	1,227 50%	2,443
Reclassifications	2015	655 31%	412 19%	320 15%	520 25%	101 5%	108 5%	1,076 51%	1,040 49%	2,116
	2020	992 23%	961 22%	586 13%	1,333 30%	201 5%	302 7%	1,779 41%	2,596 59%	4,375
Demotions	2015	44 23%	39 21%	24 13%	70 37%	1 1%	10 5%	69 37%	119 63%	188
	2020	80 24%	77 23%	37 11%	115 34%	12 4%	15 4%	129 38%	207 62%	336
Suspensions	2015	76 14%	81 15%	155 29%	194 37%	13 2%	11 2%	244 46%	286 54%	530
	2020	87 28%	46 15%	74 24%	83 27%	12 4%	8 3%	173 56%	137 44%	310
Resignations	2015	519 21%	651 27%	316 13%	714 29%	97 4%	134 6%	932 38%	1499 62%	2,431
	2020	457 20%	505 22%	315 14%	700 31%	131 6%	168 7%	903 40%	1,373 60%	2,276
Terminations	2015	65 26%	50 20%	45 18%	76 30%	8 3%	6 2%	118 47%	132 53%	250
	2020	57 17%	44 13%	67 20%	92 28%	37 11%	34 10%	161 49%	170 51%	331

STATEWIDE PERSONNEL TRANSACTION ANALYSIS -- Comparison of June 30, 2015 and June 30, 2020

TYPE OF TRANSACTIONS	YEAR	WHITE		AFRICAN-AMERICAN		OTHER MINORITIES		TOTAL		Grand Total
		Male	Female	Male	Female	Male	Female	Male	Female	
Rejections on Probation	2015	23 17%	24 18%	29 22%	35 26%	13 10%	10 7%	65 49%	69 51%	134
	2020	21 16%	10 8%	35 26%	40 30%	9 7%	18 14%	65 49%	68 51%	133
Deaths	2015	21 30%	6 9%	17 25%	21 30%	2 3%	2 3%	40 58%	29 42%	69
	2020	25 29%	12 14%	16 18%	25 29%	6 7%	3 3%	47 54%	40 46%	87
Horizontal Transfer	2015	33 21%	42 26%	19 12%	49 31%	5 3%	11 7%	57 36%	102 64%	159
	2020	13 20%	14 21%	9 14%	24 36%	2 3%	4 6%	24 36%	42 64%	66
Disciplinary Demotion	2015	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	1 100%	0 0%	1
	2020	8 40%	1 5%	5 25%	5 25%	0 0%	1 5%	13 65%	7 35%	20
Retired	2015	608 30%	644 31%	198 10%	533 26%	42 2%	30 1%	848 41%	1,207 59%	2,055
	2020	471 31%	472 31%	203 13%	339 22%	22 1%	25 2%	696 45%	836 55%	1,532
Transfer	2015	221 25%	175 20%	129 14%	240 27%	49 5%	77 9%	399 45%	492 55%	891
	2020	392 21%	399 21%	237 13%	573 31%	87 5%	173 9%	716 38%	1145 62%	1861
Forfeiture of Annual Leave	2015	77 24%	31 10%	89 28%	112 35%	3 1%	6 2%	169 53%	149 47%	318
	2020	65 29%	34 15%	49 22%	67 30%	7 3%	1 0%	121 54%	102 46%	223

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

SEPARATIONS AND TERMINATIONS BY AGE, RACE AND GENDER — FISCAL YEAR 2020

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	7	5	2	4	0	0	0	0	0	0	0	0	0	1	2	0	0	0	0
20 - 29	460	185	275	96	112	56	120	0	2	4	4	0	0	18	26	5	4	6	7
30 - 39	765	282	483	142	167	95	258	4	0	14	13	0	1	14	26	1	8	12	10
40 - 49	514	176	338	76	113	86	185	2	3	5	11	1	0	5	16	1	5	0	5
50 - 59	365	162	203	75	77	61	108	0	1	4	1	0	0	11	11	3	2	8	3
60 - 69	157	83	74	54	30	17	36	1	0	2	1	0	0	8	6	0	0	1	1
70 PLUS	33	18	15	12	10	5	5	0	0	0	0	0	0	0	0	0	0	1	0
TOTAL	2,301	911	1,390	459	509	320	712	7	6	29	30	1	1	57	87	10	19	28	26
REJECTIONS ON PROBATION																			
19 OR LESS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20 - 29	33	20	13	6	0	12	11	0	0	0	0	0	0	2	2	0	0	0	0
30 - 39	43	21	22	10	5	8	13	1	0	0	0	0	0	2	3	0	1	0	0
40 - 49	24	9	15	2	2	7	8	0	0	0	1	0	0	0	4	0	0	0	0
50 - 59	21	8	13	1	2	4	6	0	0	1	0	0	0	2	5	0	0	0	0
60 - 69	10	6	4	2	1	3	1	0	0	0	0	0	0	1	1	0	1	0	0
70 PLUS	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	133	65	68	21	10	35	40	1	0	1	1	0	0	7	15	0	2	0	0
TERMINATIONS																			
19 OR LESS	4	3	1	1	0	0	1	0	0	0	0	0	0	2	0	0	0	0	0
20 - 29	40	15	25	7	4	5	16	0	0	0	0	0	0	3	3	0	0	0	2
30 - 39	77	43	34	11	7	26	24	0	0	0	0	0	0	3	3	2	0	1	0
40 - 49	60	30	30	9	8	14	21	0	0	3	0	0	0	3	1	0	0	1	0
50 - 59	86	45	41	20	17	17	18	1	0	0	0	0	0	6	6	1	0	0	0
60 - 69	51	22	29	7	8	5	10	0	0	0	0	0	0	10	11	0	0	0	0
70 PLUS	13	3	10	2	0	0	2	0	0	0	0	0	0	1	8	0	0	0	0
TOTAL	331	161	170	57	44	67	92	1	0	3	0	0	0	28	32	3	0	2	2
GRAND TOTAL	2,765	1,137	1,628	537	563	422	844	9	6	33	31	1	1	92	134	13	21	30	28

Note: Data include SPMS and MDOT and independent full-time and part-time employees; contractals are not included.

SECTION SEVEN

REASONABLE

ACCOMMODATIONS

SECTION 7: REASONABLE ACCOMMODATIONS

In fiscal year 2020 there were 605 requests for reasonable accommodations from State employees and applicants for State employment. Of this amount, 515 or 85% of the requests were granted. There were 33 agencies that reported data on reasonable accommodation requests, with the Department of Human Services, MDOT, and Department of Health accounting for 366 or 61% of the total employee/applicant reasonable accommodation requests reported.

STATEWIDE REQUESTS FOR REASONABLE ACCOMMODATION — FISCAL YEAR 2020

Agency	Applicants	Employees	STATUS		
			Granted	Denied	Pending
Administrative Hearings, Office	0	2	2	0	0
Assessment and Taxation, State Dept. of	0	9	7	0	2
Attorney General, Office of the	0	3	3	0	0
Baltimore City Community College	0	1	1	0	0
Budget and Management, Dept. of	0	4	4	0	0
Commerce, Dept of	0	3	3	0	0
Comptroller, Office of the	0	8	7	1	0
Deaf, MD School for the	1	10	8	3	0
Education, MD State Dept. of	0	20	14	8	0
Elections, State Board of	0	2	2	0	0
Environmental Services, MD	0	9	9	0	0
Environment, MD Dept of the	1	6	7	2	0
General Services, Dept of	0	1	1	0	0
Health, MD Dept of	10	172	164	19	1
Health Benefit Exchange	0	1	1	0	0
Higher Education Commission	0	1	1	0	0
Housing and Community Development, MD Dept	0	13	13	0	0
Human Services, Dept of	0	73	69	4	0
Information Technology, Dept of	0	2	2	0	0
Insurance Administration, MD	0	4	4	0	0
Juvenile Services	0	43	38	5	0
Labor, Dept of	0	6	5	0	1
Lottery & Gaming Control Agency, MD State	0	1	1	0	0
Military Department	0	7	7	0	0
Morgan State University	0	1	1	0	0
Police, MD State	0	4	4	0	0
Public Defender, Office of the	0	4	4	0	0
Public Safety and Correctional Services, Dept. of	0	64	40	24	1
Retirement Agency, MD State	0	3	2	1	0
St. Mary's College	0	2	2	0	0
State Treasurer's Office	0	1	1	0	0
Transportation, MD Dept of	0	111	87	20	4
Veteran's Affairs, Dept of	0	2	1	1	0
TOTAL	12	593	515	88	9

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

SECTION EIGHT

STATE

EQUAL EMPLOYMENT OPPORTUNITY

COMPLAINTS

SECTION 8: STATEWIDE EEO COMPLAINTS

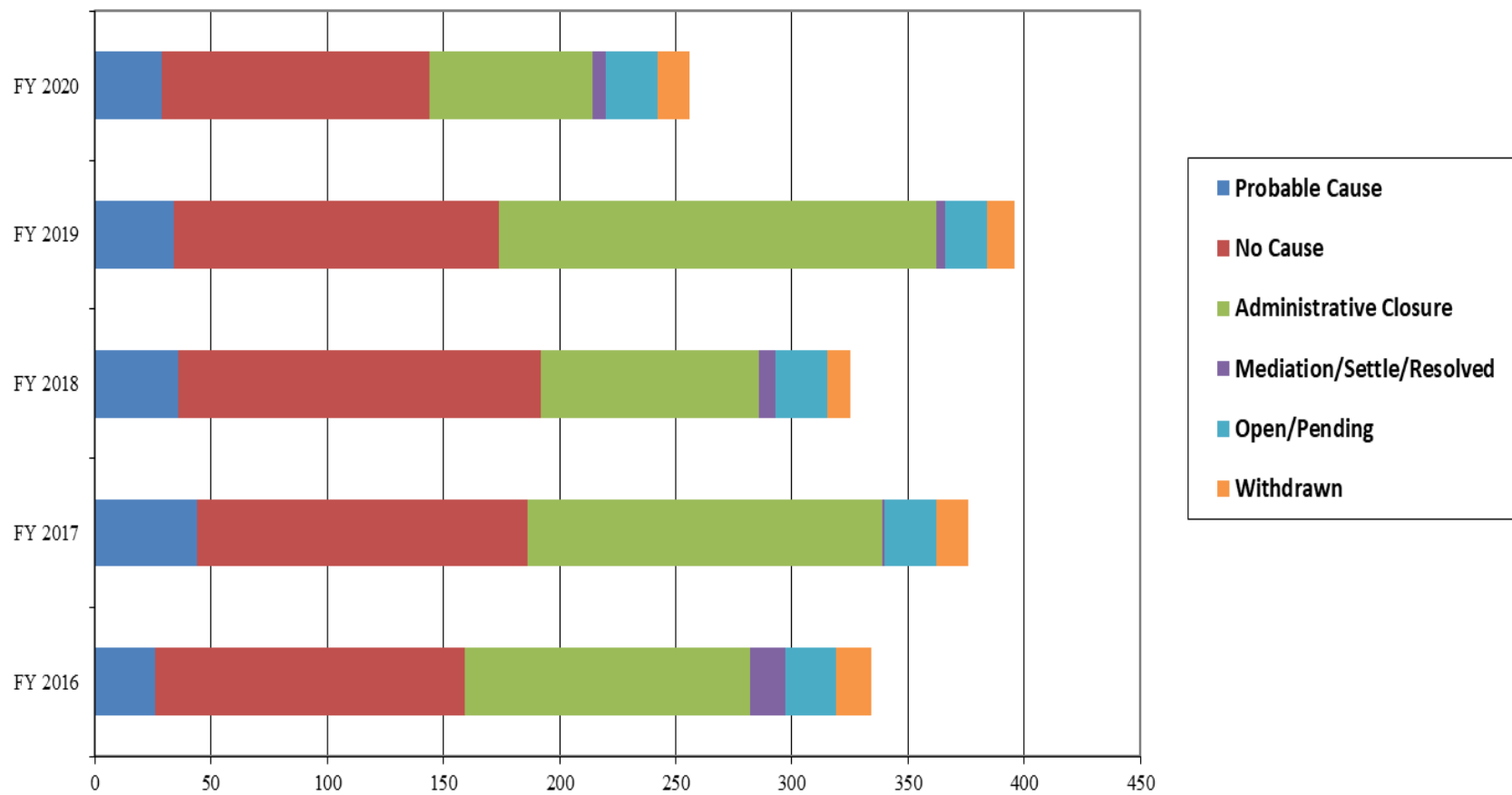
- The total number of internal and external complaints statewide for fiscal 2020 was 399. Of these, 255 were internal complaints and 144 were external complaints.
- The most common basis for internal complaints is Race and Sex/Gender.
- The number of statewide discrimination complaints has decreased from 495 in fiscal 2015 to 399 in fiscal 2020.
- The Office of the Statewide Equal Employment Opportunity Coordinator processed a total of 11 EEO appeals in fiscal 2020.
- The Office investigated 12 Whistleblower complaints. 10 were found to have “no probable cause” finding one was not in our jurisdiction and one was withdrawn.

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

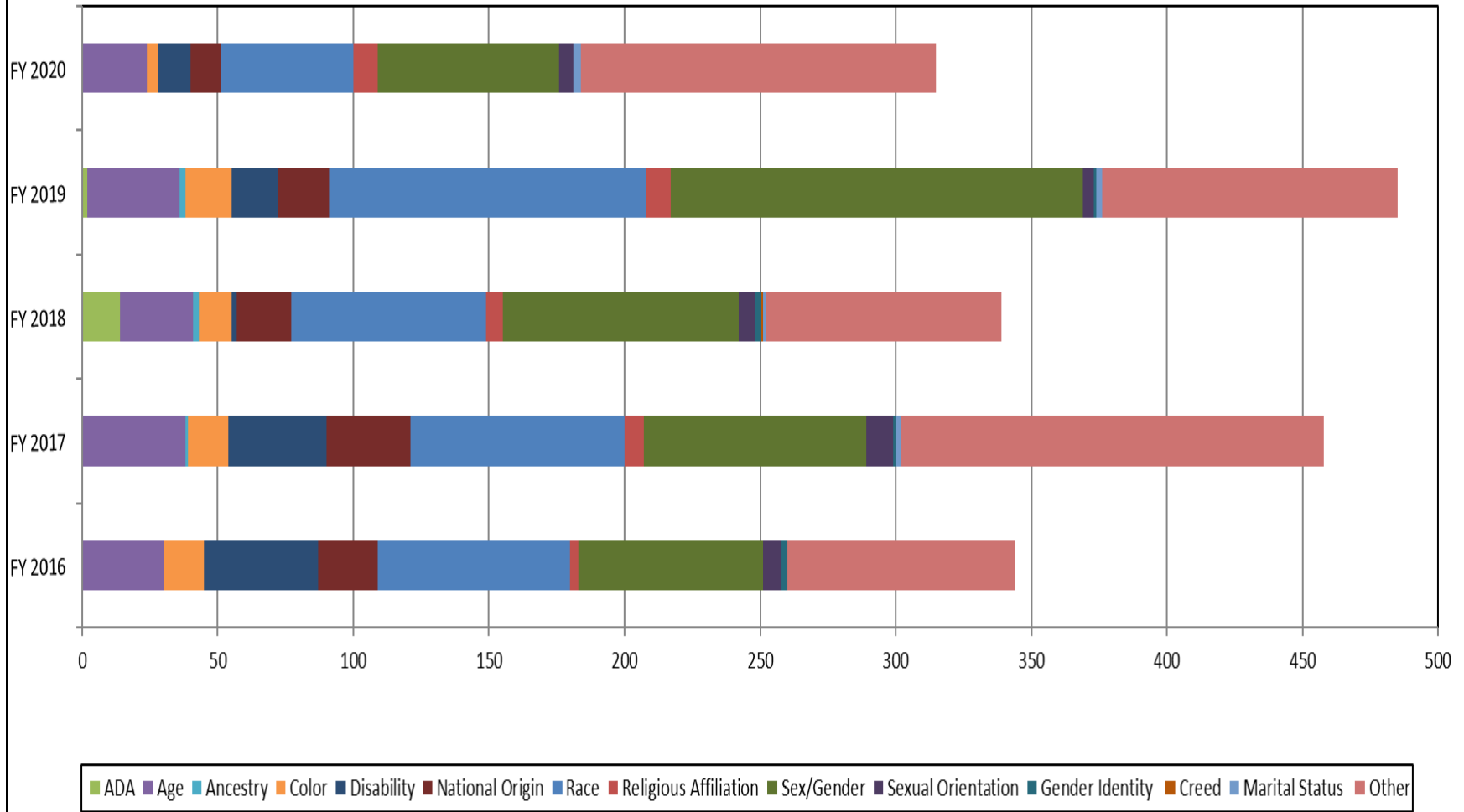
External complaints are those filed with the Maryland Commission on Civil Rights or Equal Employment Opportunity Commission.

‘Other’ complaints include employment related complaints, not discriminatory in basis.

Internal Complaints by Disposition



Internal Complaints by Type



SECTION NINE

UNIVERSITY SYSTEM

OF MARYLAND

SECTION 9: UNIVERSITY SYSTEM OF MARYLAND

The University System of Maryland includes the USM Office and the following institutions: Bowie State University; Coppin State University; Frostburg State University; Salisbury University; Towson University; University of Baltimore; University of Maryland Baltimore; University of Maryland Baltimore County; University of Maryland Center for Environmental Science; University of Maryland College Park; University of Maryland Eastern Shore; and University of Maryland Global Campus.

- There were a total of 40,867 employees in the University System of Maryland.
 - Of the total employees, 22,019 (53.9%) were White, 8,129 (19.9%) were African American, 117 (0.2%) were American Indian and Alaska Native, 5,333 (13%) were Asian, 1,723 (4.2%) were Hispanic or Latino, 469 (1.1%) were Multiracial, and 3,025 (7.4%) were Balance (no race checked).
 - Males comprised 18,827 (46%) of the workforce.
 - Females comprised 22,040 (54%) of the workforce.
 - The majority of Faculty and Instructor positions were filled by Whites (65%) and males (51%).

UNIVERSITY SYSTEM OF MARYLAND

TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FY 2020

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	2,540	1,011	1,529	675	969	217	390	5	1	43	70	1	2	31	42	10	18	29	37
		40%	60%	26.6%	38.1%	8.5%	15.4%	0.2%	0.0%	1.7%	2.8%	0.0%	0.1%	1.2%	1.7%	0.4%	0.7%	1.1%	1.5%
Professionals	9,747	3,551	6,196	2,059	3,242	669	1,646	6	9	306	521	4	7	290	420	55	88	162	263
		36%	64%	21.1%	33.3%	6.9%	16.9%	0.1%	0.1%	3.1%	5.3%	0.0%	0.1%	3.0%	4.3%	0.6%	0.9%	1.7%	2.7%
Technical-Paraprofessionals	465	131	334	75	203	30	87	0	0	14	27	0	1	5	8	0	6	7	2
		28%	72%	16.1%	43.7%	6.5%	18.7%	0.0%	0.0%	3.0%	5.8%	0.0%	0.2%	1.1%	1.7%	0.0%	1.3%	1.5%	0.4%
Faculty/Instructors	14,181	7,209	6,972	4,784	4,366	894	1,262	35	38	922	698	12	8	320	326	29	50	213	224
		51%	49%	33.7%	30.8%	6.3%	8.9%	0.2%	0.3%	6.5%	4.9%	0.1%	0.1%	2.3%	2.3%	0.2%	0.4%	1.5%	1.6%
Faculty/ Research	2,621	1,523	1,098	733	580	49	80	2	1	528	281	1	0	145	104	10	9	55	43
		58%	42%	28.0%	22.1%	1.9%	3.1%	0.1%	0.0%	20.1%	10.7%	0.0%	0.0%	5.5%	4.0%	0.4%	0.3%	2.1%	1.6%
Faculty/Public Service	15	11	4	5	3	3	0	0	0	1	0	0	0	0	0	0	1	2	0
		73%	27%	33%	20%	20%	0%	0.0%	0.0%	6.7%	0.0%	0%	0%	0.0%	0.0%	0.0%	6.7%	13.3%	0.0%
Teachers' Assistant/Assoc	5,942	2,948	2,994	1,100	1,144	175	289	2	4	1,029	734	5	3	496	600	53	78	88	142
		50%	50%	18.5%	19.3%	2.9%	4.9%	0.0%	0.1%	17.3%	12.4%	0.1%	0.1%	8.3%	10.1%	0.9%	1.3%	1.5%	2.4%
Administrative Support	2,597	598	1,999	262	900	241	833	0	6	26	69	4	3	35	87	8	31	22	70
		23%	77%	10.1%	34.7%	9.3%	32.1%	0.0%	0.2%	1.0%	2.7%	0.2%	0.1%	1.3%	3.4%	0.3%	1.2%	0.8%	2.7%
Skilled Craft Workers	832	794	38	452	8	208	18	4	0	27	3	0	0	33	2	9	1	61	6
		95%	5%	54.3%	1.0%	25.0%	2.2%	0.5%	0.0%	3.2%	0.4%	0.0%	0.0%	4.0%	0.2%	1.1%	0.1%	7.3%	0.7%
Service-Maintenance	1,927	1,051	876	346	113	575	463	2	2	17	17	0	1	32	49	6	7	73	224
		55%	45%	18.0%	5.9%	29.8%	24.0%	0.1%	0.1%	0.9%	0.9%	0.0%	0.1%	1.7%	2.5%	0.3%	0.4%	3.8%	11.6%
TOTAL	40,867	18,827	22,040	10,491	11,528	3,061	5,068	56	61	2,913	2,420	27	25	1,387	1,638	180	289	712	1,011
		46.1%	53.9%	25.7%	28.2%	7.5%	12.4%	0.1%	0.1%	7.1%	5.9%	0.1%	0.1%	3.4%	4.0%	0.4%	0.7%	1.7%	2.5%

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

SECTION TEN

INDEPENDENT HIGHER EDUCATION INSTITUTIONS

SECTION 10: INDEPENDENT HIGHER EDUCATION INSTITUTIONS

BALTIMORE CITY COMMUNITY COLLEGE

- There are 773 employees in the Baltimore City Community College workforce.
 - 591 or 76% are African-American employees
 - 450 or 58% are female employees

MORGAN STATE UNIVERSITY

- There are 1158 employees in the Morgan State University workforce.
 - 883 or 76% are African-American employees
 - 586 or 51% are female employees

ST. MARY'S COLLEGE OF MARYLAND

- There are 326 employees in the St. Mary's College of Maryland workforce.
 - 49 or 15% are African-American employees
 - 175 or 54% are female employees

BALTIMORE CITY COMMUNITY COLLEGE
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2020

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	57	28	29	7	6	20	21											1	2
		49%	51%	12%	11%	35%	37%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Professionals	546	221	325	69	73	147	247			3		1						1	5
		40%	60%	13%	13%	27%	45%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Technicians	85	34	51	4	3	29	48					1							
		40%	60%	5%	4%	34%	56%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	11	9	2			9	2												
		82%	18%	0%	0%	82%	18%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	8	3	5			3	5												
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	34	3	31		2	3	29				0	0	0	0	0	0	0	0	0
		9%	91%	0%	6%	9%	85%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Skilled Craft Workers	13	12	1	3	0	9	1	0	0	0	0	0	0	0	0	0	0	0	0
		92%	8%	23%	0%	69%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service-Maintenance	19	13	6	1	0	12	6	0	0	0	0	0	0	0	0	0	0	0	0
		68%	32%	5%	0%	63%	32%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	773	323	450	84	84	232	359	0	0	3	0	2	0	0	0	0	0	2	7
		42%	58%	11%	11%	30%	46%	0%	0%	0.4%	0.0%	0%	0%	0%	0%	0%	0%	0%	0.3%

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

**BALTIMORE CITY COMMUNITY COLLEGE
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2020**

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	125	58	67	20	13	37	53												1	1
		46%	54%	16%	10%	30%	42%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Reinstatements	0	-	-																	
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	12	6	6	1	2	4	4	0	0	1	0	0	0	0	0	0	0	0	0	0
		0%	0%	8%	17%	33%	33%	0%	0%	8%	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
		0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	1	-	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transfers	8	2	6	1	1	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	13%	13%	13%	63%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Suspensions	2	2	-	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		1	0%	50%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	149	68	81	23	16	43	64	0	0	1	0	0	0	0	0	0	0	0	1	1
		46%	54%	15%	11%	29%	43%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2020

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	129	57	72	6	14	48	56	0	0	1	1	0	0	0	0	0	0	0	2	1
		44%	56%	5%	11%	37%	43%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	2%	0%
Rejection on Probation	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%
Terminations	9	4	5	0	1	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
		44%	56%	0%	11%	44%	44%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	138	61	77	6	15	52	60	0	0	1	1	0	0	0	0	0	0	0	2	1
		44%	56%	4%	11%	38%	43%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%	0%

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

MORGAN STATE UNIVERSITY
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2020

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	246	118	128	18	7	90	116	4	1	2	4	2	0	2	0	0	0	0	0
		48%	52%	7%	3%	37%	47%	2%	0%	1%	2%	1%	0%	1%	0%	0%	0%	0%	0%
Professionals	578	298	280	74	46	165	209	6	6	48	18	3	1	2	0	0	0	0	0
		52%	48%	13%	8%	29%	36%	1%	1%	8%	3%	1%	0%	0%	0%	0%	0%	0%	0%
Technicians	11	4	7	1	0	3	7	0	0	0	0	0	0	0	0	0	0	0	0
		36%	64%	9%	0%	27%	64%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	32	26	6	3	0	21	6	0	0	0	0	0	0	2	0	0	0	0	0
		81%	19%	9%	0%	66%	19%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	9	4	5			3	5							1					
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	149	24	125	0	3	24	113	0	3	0	3	0	1	0	2	0	0	0	0
		16%	84%	0%	2%	16%	76%	0%	2%	0%	2%	0%	1%	0%	1%	0%	0%	0%	0%
Skilled Craft Workers	17	17	0	2	0	14	0	0	0	0	0	0	0	1	0	0	0	0	0
		100%	0%	12%	0%	82%	0%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%
Service-Maintenance	116	81	35	6	1	73	34	1	0	0	0	0	0	1	0	0	0	0	0
		70%	30%	5%	1%	63%	29%	1%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%
TOTAL	1,158	572	586	104	57	393	490	11	10	50	25	5	2	9	2	0	0	0	0
		49%	51%	9%	5%	34%	42%	0.9%	0.9%	4.3%	2.2%	0.4%	0.2%	1%	0%	0.0%	0.0%	0.0%	0.0%

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

**MORGAN STATE UNIVERSITY
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2020**

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	98	51	47	9	9	36	36	0	0	4	2	0	0	2	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reinstatements	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	43	20	23	4	4	15	18		1	1	0	0	0	0	0	0	0	0	0
		47%	53%	9%	9%	35%	42%	0%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reclassifications	9	4	5	0	0	4	5	0	0	0	0	0	0	0	0	0	0	0	0
		44%	56%	0%	0%	44%	56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	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%
Transfers	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	150	75	75	13	13	55	59	0	1	5	2	0	0	2	0	0	0	0	0
		50%	50%	9%	9%	37%	39%	0%	1%	3%	1%	0%	0%	1%	0%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2020

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	7	1	6	1	1	0	3	0	1	0	1	0	0	0	0	0	0	0	0
		14%	86%	14%	14%	0%	43%	0%	14%	0%	14%	0%	0%	0%	0%	0%	0%	0%	0%
Rejection on Probation	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Terminations	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
		50%	50%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	9	2	7	1	1	1	4	0	1	0	1	0	0	0	0	0	0	0	0
		22%	78%	11%	11%	11%	44%	0%	11%	0%	11%	0%	0%	0%	0%	0%	0%	0%	0%

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

ST. MARY'S COLLEGE OF MARYLAND
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2020

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	109	54	55	39	48	7	5	0	0	4	1	0	0	0	0	0	0	4	1	
		50%	50%	36%	44%	6%	5%	0%	0%	4%	1%	0%	0%	0%	0%	0%	0%	0%	4%	1%
Professionals	125	63	62	53	49	3	3	0	0	4	4	0	0	0	0	2	1	1	5	
		50%	50%	42%	39%	2%	2%	0%	0%	3%	3%	0%	0%	0%	0%	2%	1%	1%	4%	
Technicians	4	1	3	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
		25%	75%	25%	50%	0%	25%	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%	
Protective Service Workers: Non-Sworn	0	-	-																	
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Administrative Support	32	1	31	1	24	0	4	0	0	0	2	0	0	0	0	0	0	0	1	
		3%	97%	3%	75%	0%	13%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	3%	
Skilled Craft Workers	0	-	-																	
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Service-Maintenance	56	32	24	16	13	15	11	0	0	0	0	0	0	0	0	0	0	1	0	
		57%	43%	29%	23%	27%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	
TOTAL	326	151	175	110	136	25	24	0	0	8	7	0	0	0	0	2	1	6	7	
		46%	54%	34%	42%	8%	7%	0.0%	0%	2.5%	2.15%	0%	0%	0%	0.00%	1%	0%	1.84%	2.15%	

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

**ST. MARY'S COLLEGE OF MARYLAND
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2020**

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	39	13	26	11	21	1	4	0	0	1	0	0	0	0	0	0	0	0	1
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reinstatements	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	18	7	11	6	8	0	1	0	0	0	0	0	0	0	0	0	0	1	2
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reclassifications	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	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%
Demotions	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transfers	0	-	-																
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	57	20	37	17	29	1	5	0	0	1	0	0	0	0	0	0	0	1	3
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2020

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	25	12	13	8	8	4	3	0	1	0	0	0	0	0	0	0	0	0	1
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Rejection on Probation	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%
Terminations	4	2	2	1	2	1	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	29	14	15	9	10	5	3	0	1	0	0	0	0	0	0	0	0	0	1
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

APPENDICES

FY 2020 ANNUAL STATEWIDE EEO REPORT

Appendix A

EXECUTIVE ORDER

01.01.2007.16

Code of Fair Employment Practices

(Rescinds Executive Order 01.01.2007.09)

WHEREAS, The State of Maryland recognizes and honors the value and dignity of every employee and understands the importance of providing its employees with a fair opportunity to pursue their careers in an environment free of discrimination or any form of prohibited harassment;

WHEREAS, Title 5, Subtitle 2 of the State Personnel and Pensions Article of the Annotated Code of Maryland establishes an Equal Employment Opportunity (EEO) program to ensure that employment decisions are based only on merit and fitness;

WHEREAS, The State is committed to providing a work environment free from discrimination on the basis of age, ancestry, color, creed, gender identity and expression, genetic information, marital status, mental or physical disability, national origin, religious affiliation, belief or opinion, race, sex, sexual orientation, or any other non-merit factor;

WHEREAS, All Executive Branch appointing authorities and managers are expected to assume personal responsibility and leadership in ensuring that fair employment practices are adhered to and that equal employment opportunity is a reality in Maryland State government; and

WHEREAS, There is a need to update prior Executive Orders to emphasize the State of Maryland's commitment to fair employment practices, to reaffirm the responsibilities of State agencies to uphold these important principles and to reflect existing law.

NOW, THEREFORE, I, MARTIN O'MALLEY, GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, DO HEREBY RESCIND EXECUTIVE ORDER .01.01.2007.09 AND PROCLAIM THE FOLLOWING EXECUTIVE ORDER EFFECTIVE IMMEDIATELY.

Appendix A

ARTICLE I – EQUAL EMPLOYMENT OPPORTUNITY PROGRAM IN STATE GOVERNMENT

- A. All personnel actions concerning any employee or applicant for employment in the Executive Branch will be taken on the basis of merit and fitness, and without regard to:
 - 1. Age;
 - 2. Ancestry;
 - 3. Color;
 - 4. Creed;
 - 5. Gender identity and expression;
 - 6. Genetic information;
 - 7. Marital status;
 - 8. Mental or physical disability;
 - 9. National origin;
 - 10. Race;
 - 11. Religious affiliation, belief or opinion;
 - 12. Sex; or;
 - 13. Sexual orientation.

- B. All personnel actions concerning any skilled, professional or management service employee and any special appointee designated by the Secretary of Budget and Management, or any applicant for employment in those services or in comparable positions in an independent personnel system in the Executive Branch, shall be without regard to political affiliation, belief or opinion.

- C. Discrimination against or harassment of employees on the basis of any reason prohibited by law is not permitted.

- D. Retaliation against any employee who opposes discrimination or participates in an EEO investigation is not permitted.

- E. Retaliation against an individual because of their refusal to submit to a genetic test or make available the results of a genetic test is not permitted.

- F. The Secretary of Budget and Management shall:

FY 2020 ANNUAL STATEWIDE EEO REPORT

Appendix A

- (1) Recommend the appointment of a Statewide Equal Employment Opportunity Coordinator who shall administer the program and coordinate the activities of the agency Fair Practices Officers, EEO Officers, and Americans with Disabilities Act Officers;
 - (2) Establish an Equal Employment Opportunity Unit which will report directly to the Equal Employment Opportunity Coordinator to oversee the administration of an equal employment practices program consistent with the requirements of applicable federal and State law governing equal employment opportunity, the State Personnel and Pensions Article, and this Executive Order;
 - (3) Upon an appropriate showing by an agency, and consistent with State and federal law, permit any bona fide occupational qualification; and
 - (4) Take any action, not consistent with federal or State law, to resolve employee complaints of unfair employment practices.
- G. The head of each department or other independent unit in the Executive Branch shall, consistent with guidelines and regulations promulgated by the Secretary of Budget and Management:
- (1) Appoint a Fair Practices Officer, and any Equal Employment Opportunity Officers, as required, for the appropriate implementation of the Equal Employment Opportunity Program in the department or unit;
 - (2) Ensure that the personnel practices in the department or unit are not discriminatory;
 - (3) Review disciplinary actions initiated against employees, employee grievances and complaints of discrimination to ensure the fair and equitable treatment of employees in their department or unit;
 - (4) Develop and implement policies that promote equal employment opportunity and work force diversification reflective of the availability of women, minorities, and persons with disabilities in the relevant labor market;
 - (5) Provide leadership and training to managers, supervisors and other employees in fair employment practices;

- (6) Ensure that designated Fair Practices and Equal Employment Opportunity Officers are known to all employees in their respective agencies and that these Officers have appropriate decision-making authority consistent with relevant federal and State law, this Executive Order, and personnel regulations;
- (7) Consult and cooperate fully with the Secretary of Budget and Management and the Statewide EEO Coordinator or their designees in investigating and resolving expeditiously complaints of discrimination or unfair employment practices;
- (8) Provide statistical and other information requested by the Secretary of Budget and Management regarding efforts to implement the department's or unit's Equal Employment Opportunity Program;
- (9) Develop and implement programs, activities and events to acknowledge and educate about diversity and cultural differences; and
- (10) Implement any decision of the Secretary of Budget and Management not consistent with the spirit or requirements of this Executive Order and federal or State law.

H. Cabinet officials and other heads of departments or units are expected to lead by example in promoting fair employment practices and this Administration's policy of zero tolerance for employment discrimination.

ARTICLE II – COMPLAINTS OF DISCRIMINATION AND UNFAIR EMPLOYMENT PRACTICES

- A. It is the policy of this Administration that all complaints of discrimination or other unfair employment practices be thoroughly investigated and promptly resolved, as appropriate.
- B. The Statewide EEO Coordinator shall monitor the compliance and effectiveness of each agency's EEO program and make recommendations for improvement.
- C. The Secretary of Budget and Management shall develop and promulgate rules, regulations, and guidelines for the investigation and resolution of complaints of discrimination or other unfair employment practices which shall include, at a minimum:

FY 2020 ANNUAL STATEWIDE EEO REPORT

Appendix A

- (1) Provisions for resolving complaints informally whenever possible;
 - (2) Provisions for employees to file complaints with the Fair Practices or Equal Employment Opportunity Officer for the department or unit;
 - (3) Provisions for the review and resolution of any employment grievance, complaint involving discrimination or other unfair employment practices by the Secretary of Budget and Management prior to any appeal to the Office of Administrative Hearings;
 - (4) Guidelines for cooperation with the investigation of any complaint of discrimination filed with the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations), the United States Equal Employment Opportunity Commission or any other agency authorized by law to conduct such investigations; and
 - (5) Training programs for managers and supervisors in identifying and resolving complaints of discrimination or other unfair employment practices.
- D. No employee shall be harassed or otherwise retaliated against for filing a complaint of discrimination or other unfair employment practice, providing information in support of any such complaint or testifying, assisting or participating in any phase of an investigation of any unfair employment practice, or on the basis of his or her refusal to submit to a genetic test or make available the results of a genetic test.
- E. Discrimination or retaliation complaints by Fair Practices Officers, Equal Employment Opportunity Officers, or EEO Office Directors shall be filed with the head of the unit or their designee and may be appealed to the Statewide EEO Coordinator's Office.

ARTICLE III – COOPERATION WITH THE MARYLAND COMMISSION ON CIVIL RIGHTS (FORMERLY THE MARYLAND COMMISSION ON HUMAN RELATIONS) AND THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

- A. In accordance with the requirements of applicable federal and State law governing

equal employment opportunity, the State Personnel and Pensions Article, and this Executive Order, all heads of departments and units in the Executive Branch shall cooperate fully with the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations), the United States Equal Employment Opportunity Commission and any other federal or State agency investigating discrimination and duly comply with any validly adopted rules, regulations, and orders for effectuating the State's policies against discrimination and resolving complaints of discrimination.

- B. Every attempt shall be made to resolve complaints of discrimination within a department or unit; however, employees who file complaints of discrimination with agency Fair Practices Officers or Equal Employment Opportunity Officers shall be advised of their right to file a complaint with the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations) and the United States Equal Employment Opportunity Commission.
- C. The Secretary of Budget and Management shall establish guidelines which provide for agency participation in mediation or arbitration of employee complaints of discriminatory or unfair employment practices.
- D. If an employee of the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations) files a complaint of discrimination against a State agency, the Governor shall appoint an individual to perform the functions usually performed by the Commission.

ARTICLE IV– STATE ACTION

- A. Any employee of the State who violates the laws of this State pertaining to equal employment opportunity, this Executive Order or guidelines, rules and regulations promulgated pursuant thereto, will be subject to disciplinary action, up to and including dismissal from employment with the State.
- B. In performing services to the public, employees of this State will not discriminate against the public or individuals for any reason prohibited by law, nor shall they authorize the use of State facilities in the furtherance of any unlawfully discriminatory purpose or by any organization which unlawfully discriminates in its membership or policies.

Appendix A

ARTICLE V – ACCOMMODATIONS

- A. Reasonable accommodation shall be provided for all qualified applicants for employment and State employees with disabilities, consistent with the requirements of federal and State law.
- B. Meetings, hearings, and employment tests shall be conducted in an accessible manner and location, as required by federal and State law.
- C. No employee shall be retaliated against for seeking a reasonable accommodation for a disability.
- D. Managers and Supervisors shall receive training concerning reasonable accommodations for disabilities.

ARTICLE VI – ANNUAL REPORTS

- A. The head of each principal department or unit in the Executive Branch shall, by October 15 of each year, or as otherwise requested, submit to the Secretary of Budget and Management an annual report of activities taken in the previous fiscal year to effectuate this Code of Fair Employment Practices. The report shall contain the information required by the Secretary of Budget and Management in a form consistent with the guidelines issued by the Secretary of Budget and Management.
- B. The Secretary of Budget and Management shall, by January 1 of each year, submit to the Governor an annual report on statewide equal employment opportunity practices. The Secretary of Budget and Management shall provide copies of the report to each department and unit, the General Assembly, and the Maryland Commission on Civil Rights (formerly the Maryland Commission on Human Relations).

ARTICLE VII – NOTICE TO EMPLOYEES

- A. The Secretary of Budget and Management shall publish the policies of this State with regard to its fair employment practices and make copies of the publication available to all agencies.

FY 2020 ANNUAL STATEWIDE EEO REPORT

Appendix A

- B. Consistent with the requirements of federal and State law, the Secretary shall authorize an appropriate notice of State fair employment practices and the manner in which the notice is to be posted.

- C. The heads of departments and units shall procure the publication and notice required by this Executive Order, furnish copies of the publication to all managers and supervisors and make it available to employees, and post the notice in the locations and manner required by the Secretary of Budget and Management.

Appendix B

Statewide Equal Employment Organizational Responsibility

Governor

On the 23rd day of January 2020, Governor Larry Hogan issued a new Standards of Conduct for Executive Branch Employees and Reporting of Misconduct, Executive Order 01.01.2020.08. Governor Hogan maintains integrity as the highest standard in Government of all state employees and expects every person who serves in the Executive Branch to adhere all applicable laws and regulations that provide equal opportunity for all Marylanders regardless of race, color, religion, gender, national origin, age, disability, sexual orientation, marital status or gender identity.

The Joint Committee on Fair Practices and State Personnel Oversight

The Joint Committee on Fair Practices and State Personnel Oversight was established in 2011 to replace the Legislative Joint Committee on Fair Practices which was originally created by the State Personnel Management System Reform Act of 1996. The Joint Committee is comprised of eight members; four members of the State Senate and four members of the House of Delegates. The Joint Committee has oversight over employment policies and personnel systems in the Executive Branch of State Government, equal employment opportunity policies and practices, and certain procurement practices.

Secretary of the Department of Budget and Management

In accordance with Section 5-204 of the State Personnel and Pensions Article, the Secretary oversees the Equal Employment Opportunity Program for Executive Branch agencies including agencies with independent personnel systems. This law specifically requires that the Secretary shall: administer the EEO Program in compliance with all State and federal laws governing equal employment opportunity; adopt regulations, policies, and directives to implement the Program; ensure that equal employment opportunity efforts are considered in evaluating the work performance of supervisors, managers, and directors of the Department; evaluate the equal employment efforts in each unit; enforce the provisions of the Code of Fair Employment Practices; and develop and submit to the Governor an annual report of the State's EEO Program.

Deputy Secretary Department of Budget and Management

The Deputy Secretary of the Department of Budget and Management is responsible for assisting the Secretary in implementing and overseeing the Equal Employment Opportunity program and ensuring its compliance with all State and federal laws governing equal employment opportunity and the Governor's Code of Fair Employment Practices.

Appendix B

Statewide Equal Employment Opportunity Coordinator

As provided in Section 5-206 of the State Personnel and Pensions Article, the Statewide Equal Employment Opportunity Coordinator administers and enforces the State's EEO Program. The Coordinator performs under the direction and supervision of the Deputy Secretary of the Department of Budget and Management. In complying with this mandate, the Coordinator is appointed to implement EEO laws, policies and procedures, as well as serve as the State's point of contact regarding EEO related concerns. The Coordinator also: reviews and investigates appeals of EEO findings and determinations by Executive and independent agencies; investigates appeals of EEO findings and alleged violations of the Code of Fair Employment Practices and the State Whistleblower statute; works with agency Fair Practices, EEO and ADA Officers to ensure they establish and maintain a diverse, non-discriminatory and accessible work place that is free of harassment and retaliation; plans and provides EEO-related training and education; and prepares the annual Statewide EEO report.

Secretaries and Heads of State Agencies

In accordance with Executive Order 01.01.2007.16, each Secretary and agency head is responsible for ensuring compliance with the State's EEO Program within his or her respective Executive Branch agency. This includes Secretaries and agency heads with independent personnel systems. These responsibilities include: appointing a Fair Practices Officer and an Equal Employment Opportunity Officer; ensuring that the personnel practices in the department or unit are not discriminatory; reviewing disciplinary actions initiated against employees to ensure fair and equitable treatment; developing and implementing policies that promote equal employment opportunity and workforce diversification; and providing leadership and training to managers, supervisors and other employees in fair employment practices.

Fair Practices Officer

In accordance with State law, the Fair Practices Officer shall: implement the EEO Program within the unit; investigate and, as appropriate, resolve complaints of alleged discrimination or unfair employment practices; and coordinate the activities of the equal employment opportunity offices in the unit. The Fair Practices Officer must report to the head of the agency and be an assistant secretary or an employee of the unit with stature similar to that of an assistant secretary.

FY 2020 ANNUAL STATEWIDE EEO REPORT

Appendix B

Equal Employment Opportunity Officer

State law mandates that the Equal Employment Opportunity Officers: enforce the State's EEO Program and monitor compliance with State and federal EEO laws; investigate and resolve all internal agency employee discrimination and unfair employment complaints; monitor personnel actions adopted by the unit and ensure implementation is in compliance with all State and federal EEO laws; respond to plans and direct various programs, including equal employment opportunity, contract compliance, training and community relations; respond to complaints and requests for information from external adjudications and enforcement agencies; assist in developing EEO goals; and monitor personnel actions.

Americans with Disabilities Act (ADA) Officers

The ADA Officers are responsible for advising employees and managers on issues relating to Title 1 of the Americans with Disabilities Act. These include making determinations regarding an employee's eligibility under the ADA, recommending and implementing reasonable accommodations, and ensuring an accessible work place.

Appendix C

AGENCY	ACRONYM	FAIR PRACTICES	EEO	ADA
Administrative Hearings, Office of	OAH	Danara Harvell	Kelly Valentine	Kelly Valentine
African American Museum Corp., MD	MAAMC	Jackie Copeland	Alexis Davis	Don Ellis
Aging, MD Dept of	MDOA	Cee Cee Molineaux-Burrows	Cee Cee Molineaux-Burrows	Cee Cee Molineaux-Burrows
Agriculture, MD Dept of	MDA	Eric Von Paris	Kay-Megan Washington	Gwen Schindler
Archives, MD State	MSA	Teresa Fawley	Christopher Haley	James Watson
Assessment and Taxation, State Dept of	SDAT	Corbett Webb	Grant Chism	Grant Chism
Attorney General, Office of the	OAG	Elizabeth Harris Carolyn Quattrocki Beverly Pivec	Elizabeth Harris Carolyn Quattrocki Beverly Pivec Zenita Hurley	Yolanda Colkley
Automobile Insurance Fund, MD	MAIF	Leda Favor	Eric Toney Stacey Wyche	Leda Favor
Baltimore City Community College	BCCC	Lyllis Green	Lyllis Green	Lyllis Green
Baltimore City Sheriff's Office	BCS	Edna Taylor	Tyra Stewart Eness Brown	Chari Walker
Bowie State University	BOWIE	Sheila Hobson	Adonna Green	Adonna Green Michael Hughes
Budget and Management, Dept of	DBM	Marc Nicole	Denise Green	Denise Green
Canal Place	CANAL	Deidra Ritchie	Nicole Gray	Deidra Ritchie
Commerce, Dept of	COMMERCE	Daniel Leonard	Daniel Leonard	Daniel Leonard
Commission on Civil Rights, MD	MCCR	Rosina Garrett	Rosina Garrett	Rosina Garrett
Comptroller, Office of the	COMP	Paulette Walker	Paulette Walker	Paulette Walker
Coppin University	CSU	Lisa Early	Lisa Early	Lisa Early
Deaf, MD School for the	MSD	Anny Currin Deborah Colon-Martin	Anny Currin Cyndi Fries	Anny Currin
Education, MD State Dept of	MSDE	Kim Johnson, Esq.	Kim Johnson, Esq.	Kim Johnson, Esq.
Elections, State Board of	SBEL	Nikki Charlson	Ebony Sherbert-Parran	Whitney LeRoux
Environment, MD Dept of the	MDE	Horacio Tablada	Elaine McNeil Linda Mason	Elaine McNeil
Environmental Services, MD	MES	Jewel White	Jewel White	Jewel White
Food Center Authority, MD	MFCA	Margaret (Peggy) Torre	Jessica Binstock	Margaret (Peggy) Torre
Frostburg State University	FSU	Ben Brauer	Ben Brauer	Ben Brauer
General Services, Dept of	DGS	Nelson Reichart	Nelson Reichart	Tonya Sturdivant
Governor, Office of the/Executive Dept.	GOV	Mona Vaidya	Mona Vaidya	Mona Vaidya
Health, MD Dept of	MDH	Keneitha Taylor	JoVerne Holloway Andrea Gillespie	Delinda Blake
Health Benefit Exchange, MD	MHBE	Michele Eberle	JasCiel Stamp	JasCiel Stamp
Higher Education Commission, MD	MHEC	Geoffrey Newman	Stephanie Jennings	Aubrey Bascombe
Historic St Mary's City Commission	HSMC	Shannon Jarboe	Melvin McClintock	Melvin McClintock
Housing and Community Development, Dept of	DHCD	Gordon Outlaw	Gordon Outlaw Allegra Hollins	Gordon Outlaw Allegra Hollins
Human Services, Dept of	DHS	Gerald Stansbury	Cheryl Edwards	Marah Benjamin
Information Technology, Dept of	DoIT	Chris Carroll	Denise Green	Denise Green
Institute for Emer Medical Servs Systems, MD	MIEMSS	Pat Gainer	James Brown	Jeannie Abramson
Insurance Administration, MD	MIA	Jay Coon	Dystonia Reed	Tracey Dailey
Judiciary, MD	JUD	Warren Hedges	Warren Hedges	Warren Hedges
Juvenile Services, Dept of	DJS	Joseph Cleary	Denise Bean Sherrie Howell	Denise Bean

Appendix C

AGENCY	ACRONYM	FAIR PRACTICES	EEO	ADA
Labor, MD Dept of	LABOR	Yvette Dickens	Yvette Dickens	Yvette Dickens
Library, MD State	MSL	Tamar Sarnoff	John Owen	Elizabeth Fletcher
Lottery & Gaming Control Agency, Maryland State	MSLA	James Butler	James Butler	Dana Washington
Maryland 529	CSPM	Erin Layton	Michelle Winner	Michelle Winner
Military Department	DMIL	Nathan Crum	Kirsten Williamson	Kirsten Williamson
Morgan State University	MSU	Tara Berrien	Tara Berrien	Tara Berrien
Natural Resources, Dept of	DNR	Allan Fisher	Richard Allen	Richard Allen
People's Counsel, Office of	PCPS	Gail Tucker	Gail Tucker	Gail Tucker
Planning, MD Dept of	MDP	Jeffrey Cann	Jeffrey Cann	Jeffrey Cann
Police, MD State	MSP	Carolyn Brown	First Sergeant Nicole A. Forchion	Rita Thomas
Property Tax Assessment Appeals Board	PTAAB	Julie Greene-Crist	Julie Greene-Crist Kent Finkelsen	Julie Greene-Crist
Public Broadcasting Commission, MD	MPT	Colette Colclough Susan Schmitt	Colette Colclough Susan Schmitt	Susan Schmitt
Public Defender, Office of	PDS	Becky Feldman	Vacant	Dawn Kouneski
Public Safety and Correctional Services, Dept of	DPSCS	Karin Green	Priscilla Johnson Genice Fowler Schmeka Roane Jesse Alexander	Karin Green
Public Service Commission	PSC	Chuck McLean	Vincent Tyler	Kimberly Shearin
Retirement and Pension Systems, MD State	MSRA	Patricia Fitzhugh Melody Countess	Gwendolyn Hughes	Jacqueline Wallace
Salisbury University	SU	Humberto Aristizabel	Humberto Aristizabel	Humberto Aristizabel
St. Mary's College of Maryland	SMCM	Shannon Jarboe	Melvin McClintock	Melvin McClintock
Stadium Authority, MD	STAD	Jocelyn Grogan-Jones David Raith	Jocelyn Grogan-Jones	Diane Connelly
State Prosecutor, Office of	SPO	Genie Gunthrop	Genie Gunthrop	Genie Gunthrop
Subsequent Injury Fund	SIF	Lisa Sievers	Lisa Sievers	Lisa Sievers
Supplemental Retirement Plans, MD	MSRP	Richard Arthur	Anna Marie Smith	Richard Arthur
Tax Court, MD	MTC	John Hearn	John Hearn	John Hearn
Towson University	TU	Patricia Bradley	Patricia Bradley	Lauren Evans, JD
Transportation, MD Dept of	MDOT	Louis W. Jones	Debra Johnson	Debra Johnson
MD Aviation Administration	MAA	Angela Martin	Leon Patterson	Leon Patterson Anita Patterson
MD Port Administration	MPA	Juanita Cobbs	Juanita Cobbs	Juanita Cobbs
MD Transit Administration	MTA	Bart Plano	Emmanuel Ansah	Joseph Calhoun
MD Transportation Authority	MDTA	Percy Dangerfield	Paris Lee, Sr.	Paris Lee, Sr.
Motor Vehicle Administration	MVA	Carla Loving	Yvette Brown	Yvette Brown
State Highway Administration	SHA	Wanda Dade	Khadriah Ward	Wanda Dade Khadriah Ward
Treasurer, Office of the	TREA	Bernadette Benik	Cissy Blasi	Michelle Reid
Uninsured Employer's Fund	UEF	Holly Isaacs	Michael W. Burns	Andrew Anderson
University System of MD	UMS	Carolyn Skolnik	Jessica Napper	Lyn McDonald
University of Baltimore	UB	Sally Reed-Aro	Sally Reed-Aro	David Elliott
University of MD, Baltimore	UMB	Mikel Kushner	Mikel Kushner	Sheila Blackshear
University of MD, Baltimore County	UMBC	Bobbie Hoye	Bobbie Hoye	Bobbie Hoye
University of MD, College Park	UMCP	Jewel Washington	Andrea Goodwin Steven Petkas	Jo Ann Hutchinson
University of MD, Eastern Shore	UMES	Jason Casares	Jason Casares	Jason Casares
University of MD for Environmental Science	UMCES	Lisa Ross	Lisa Ross	Lisa Ross
University of MD Global Campus	UMUC	Kheshia Cashwell	Kheshia Cashwell	Steven Alfred
Veteran's Affairs, Dept of	MDVA	Peter Pantzer	Peter Pantzer	Peter Pantzer
Worker's Compensation Commission	WCC	Theresa Cornish	James E. Moore, III	James E. Moore, III

GLOSSARY

GLOSSARY

AFFIRMATIVE ACTION: Those actions appropriate to overcome the effects of past and present practices, policies or other barriers to equal employment opportunity.

APPOINTMENT: Filing a position with a qualified candidate and does not include a reassignment.

CAREER REINVESTMENT PROGRAM: The program created by the Office of Personnel Services and Benefits to facilitate the movement of laid-off or separated employees and employees with disabilities into other skill areas.

CIVILIAN LABOR FORCE: The number of persons 16 years of age and over, (except those in the armed forces), who are employed or who are unemployed and seeking employment in the geographic area from which an employer would recruit. (United States Department of Labor)

COORDINATOR: The Statewide Equal Employment Opportunity Coordinator (Annotated Code of Maryland, State Personnel and Pensions Article, § 5-206).

DEMOTION: A change from one class to another class with a lower maximum rate of compensation.

DESIGNATED POLITICAL SPECIAL APPOINTMENT: Those job functions that satisfy the political appointment criteria as stated in the law. These include:

1. Administrative support work for an Executive Service official or agency head;
2. Special Assistant to an Executive Service official or agency head;
3. Legislative Liaison or Director of Government Affairs;
4. Public Information Officer or Director of Communications;
5. Chief of Staff or Primary Executive Administrator for an agency; and
6. Certain positions in the Office of the Attorney General, as provided in § 6-105 of the State Government Article.

FY 2020 ANNUAL STATEWIDE EEO REPORT

DISABILITY: With respect to an individual –

1. a physical or mental impairment that substantially limits one or more of the major life activities of such individual;
2. a record of such an impairment; or
3. being regarded as having such impairment. (Americans with Disabilities Act, Title I, vol. 42, United States Code § 12102, et seq. 1990).

EXECUTIVE SERVICE:

- (a) ***Executive Branch*** – Except as otherwise provided by law, the following positions in the Executive Branch of State government are in the executive service:
- (1) the chief administrator of a principal unit or a comparable position that is not excluded from the State Personnel Management System under § 6-301 of this title as a constitutional or elected office; and
 - (2) a deputy secretary or assistant secretary of a principal unit or a position that the Secretary determines has similar stature.
- (b) ***Other positions*** –The executive service includes any other position that is determined by the Secretary to be in the executive service. (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-404).

EXTERNAL COMPLAINT: A complaint filed with the Maryland Commission on Civil Rights, Department of Justice, Courts, and/or Equal Employment Opportunity Commission.

INTERNAL COMPLAINT: A complaint received at the originating agency and/or appealed to the Office of Statewide Equal Employment Opportunity Coordinator.

MANAGEMENT SERVICE:

- (a) ***Executive Branch*** – Except as otherwise provided by law, a position in the Executive Branch of State government is in the management service if the position:
- (1) primarily involves direct responsibility for the oversight and management of personnel and financial resources;
 - (2) requires the exercise of discretion and independent judgment; and
 - (3) is not in the executive service.

FY 2020 ANNUAL STATEWIDE EEO REPORT

- (b) ***Other positions*** –The management service includes any other position that is determined by the Secretary to be in the management service. (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-403).

NEW HIRES: An employee who was hired for the first time or rehired after a break in service for permanent full-time employment.

PERMANENT PART-TIME EMPLOYEE: An employee who works an average of 50% or more but less than 100% of the regular workweek. (Annotated Code of Maryland, State Personnel and Pensions Article, § 7-701).

PRINCIPAL UNIT: A principal department or other principal independent unit of State government.

PROFESSIONAL SERVICE:

- (a) ***Executive Branch*** – Except as otherwise provided by law, a position in the Executive Branch of State government is in the professional service if the position:
- (1) requires knowledge of an advanced type in a field of science or learning customarily acquired by a course of specialized intellectual instruction and study; and
 - (2) normally requires a professional license, advanced degree, or both.
- (b) ***Other positions*** – The professional service includes any other position that is determined by the Secretary to be in the professional service. (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-402).

PROGRAM: Equal Employment Opportunity Program established under the Annotated Code of Maryland, State Personnel and Pensions Article, Title 5.

PROMOTION: A change from one class to another class with a higher maximum rate of compensation.

PROMOTIONAL CANDIDATE: An employee in a non-temporary position in the skilled or professional services who is not a special appointment.

FY 2020 ANNUAL STATEWIDE EEO REPORT

PROTECTED GROUP: A group that is specifically protected by Maryland law from discrimination.

SKILLED SERVICE:

- (a) **Executive Branch** – Except as provided in this title or otherwise provided by law, all positions in the Executive Branch of State government that are included in the State Personnel Management System are in the skilled service.

- (b) **Judicial Branch** – Except as otherwise provided by law, the following positions in the Judicial Branch of State government are in the skilled service.
 - (1) clerical and administrative positions in the District Court of Maryland; and
 - (2) full-time constables in the District Court of Maryland.

- (c) **Other positions** –The skilled service includes any other position that is specified by law to be in the service. (Annotated Code of Maryland, State Personnel and Pensions, Article § 6-401).

SPECIAL APPOINTEES: Except as otherwise provided by law, individuals in the following positions in the skilled service, professional service, management service, or executive service are considered special appointments:

- (1) a position to which an individual is directly appointed by the Governor by an appointment that is not provided by the Maryland Constitution;
 - (2) a position to which an individual is directly appointed by the Board of Public Works;
 - (3) as determined by the Secretary, a position which performs a significant policy role or provides direct support to a member of the executive service;
 - (4) a position that is assigned to the Government House;
 - (5) a position that is assigned to the Governor’s Office; and
 - (6) any other position that is specified by law to be a special appointment.
- (Annotated Code of Maryland, State Personnel and Pensions Article, § 6-405).

UNDER-UTILIZATION: Having a lower number of protected group employees in the overall work force and within categories than would reasonably be expected by their availability in the relevant Civilian Labor Force.

FY 2020 ANNUAL STATEWIDE EEO REPORT

UNIFORM POLICE: Used exclusively for uniformed police positions at the Maryland State Police – Not used for other police positions.

UTILIZATION ANALYSIS: A statistical comparison of an agency's workforce in various job categories with the relevant Civilian Labor Force.

Racial/Ethnic Categories

White (*not of Hispanic origin*): A person having origins in any of the original peoples of Europe, the Middle East, and North Africa.

African-American (*not of Hispanic origin*): A person having origin in any of the black racial groups of Africa.

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

Asian: A person having origin in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian or Pacific Islander: All persons having origins in any of the original peoples of the Hawaii, Guam, Samoa, or other Pacific Islands.

Multiracial: Two or more races.

Description of Job Categories

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division and fire chief and inspectors, examiners (*bank, hearing, motor vehicle, warehouse*), inspectors (*construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation*), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

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

Sworn police officer: means a law enforcement officer who in an official capacity is authorized by law to make arrests; and is within the Secretary's salary setting authority.

Administrative Support: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate

machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and grounds keepers, refuse collectors, construction laborers, park rangers, (*maintenance*), farm workers (*except managers*), craft apprentices/trainees/helpers, and kindred workers.

FY 2020 ANNUAL STATEWIDE EEO REPORT

Skilled Craft Workers: Occupations in which workers perform jobs, which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (*medical, dental, electronic, physical sciences*), police and fire sergeants, inspectors (*production or processing inspectors, testers and weighers*), and kindred workers.