



Montgomery College
Personnel Profile

Office of Human Resources and
Strategic Talent Management
March 2016

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

Sincerely,

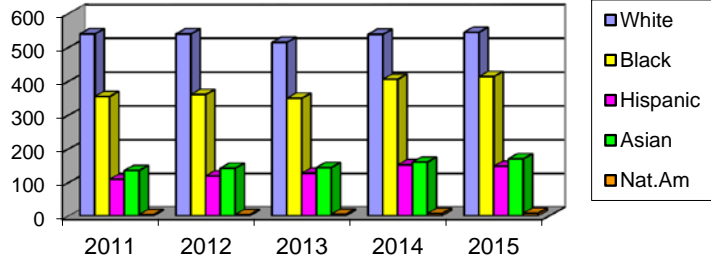
Nadine M. Porter, JD
Associate Senior Vice President
Office of Human Resources and Strategic Talent Management

Montgomery College

Associate and Support Staff

Associate & Support Staff Ethnicity Profile

- * From 2014 to 2015 there has been a 1.64% increase in staff employees.
- * Non-white staff representation increased from 53% in 2011 to over 57% in 2015.
- * In 2015 there were 71 staff separations. Retirements accounted for 17 of the total.



	White	Black	Hispanic	Asian	Nat. Am.	Total	Male	Female
2011	539	354	109	135	4	1141	481	660
2012	539	360	119	142	4	1164	493	671
2013	514	349	127	144	5	1139	491	648
2014	538	405	152	160	7	1262	532	730
2015	544	413	148	170	8	1283	558	725

Associate & Support Staff Age and Years of Service in '15

		Years of Service						Total		
		Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more			
Age 2015	Less than 36	216	4	1	0	0	0	221	* 74% (945) of staff employees have less than 15 years of service.	
	36 - 40	93	19	9	0	0	0	121		
	41 - 45	103	33	12	8	0	0	156		* Just over 10% (128) have 25 or more years of service.
	46 - 50	82	22	33	11	13	2	163		
	51 - 55	90	39	31	10	24	7	201		* 39% (498) are less than 46 years of age.
	56 - 60	88	36	35	11	23	16	209		* 28% (364) are between 46 and 55 years of age.
	61 - 65	59	31	25	12	15	20	162		
66 and greater	17	13	9	3	2	6	50	* Over 8% (108) are over 55 and have 20 or more years of service.		
Total		748	197	155	55	77	51	1283		

*Years Of Service - Complete years of creditable service as of December 31, 2015
May include early service in the Public School System.

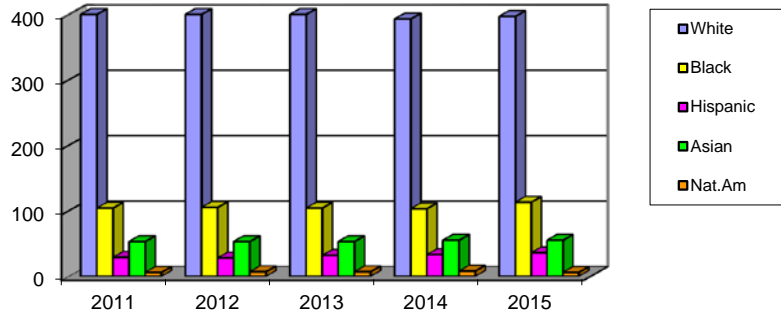
* Full-time faculty headcount is 607 for 2015.

* Non-white faculty represented about 30% of the faculty in 2007. In 2011 that percentage rose to over 32% and has reached 35% in 2015 (percentage includes both instructional & non instructional faculty).

* From 2011 to 2015 female faculty employees have increased from 59% of the total faculty to 62%.

* There were 15 faculty separations in 2015. Of those, 6 were retirements.

Full-Time Faculty Ethnicity Profile



	White	Black	Hispanic	Asian	Nat. Am	Total	Male	Female
2011	400	104	29	53	6	592	243	349
2012	403	105	28	53	7	596	240	356
2013	400	104	32	53	7	596	234	362
2014	393	103	33	55	8	592	227	365
2015	397	113	36	55	6	607	230	377

Full-Time Faculty
Age and Years of Service in '15

	Years of Service						Total
	Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
Less than 36	38	0	0	0	0	0	38
36 - 40	51	3	1	0	0	0	55
41 - 45	52	21	5	0	0	0	78
46 - 50	60	25	16	2	0	0	103
51 - 55	36	25	13	7	3	0	84
56 - 60	31	21	19	8	7	2	88
61 - 65	15	21	14	17	14	10	91
66 and greater	10	15	14	9	8	14	70
Total	293	131	82	43	32	26	607

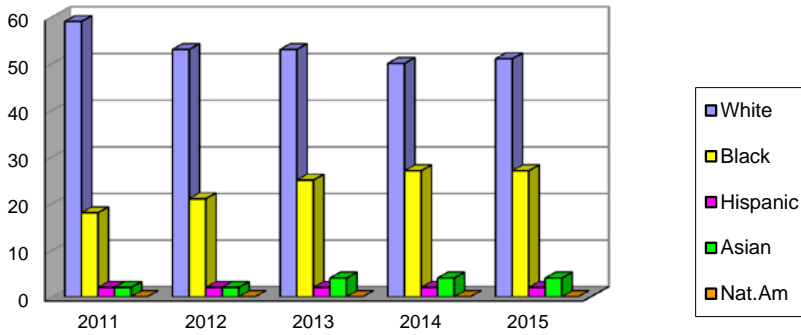
- * 70% (424) of full-time faculty have less than 15 years of service.
- * 10% (58) have 25 or more years of service.
- * 28% (171) are less than 46 years of age.
- * 31% (187) are between 46 and 55 years of age.
- * 15% (89) are over 55 and have 20 or more years of service.
- * 27% (161) are over 60 years old.

*Years Of Service - Complete years of creditable service as of December 31, 2015. May include early service in the Public School System.

Montgomery College

Administrative Staff

Administrative Staff Ethnicity Profile



- * From 2011 to 2015, there has been a 4% increase in administrative staff. This figure includes 7 employees on temporary assignments.
- * The non-white administrative staff has decreased from 40% of the total in 2014 to 39% of the total in 2015.
- * Female representation has increased from 54% in 2014 to 55% in 2015.
- * There were 5 administrative separations in 2015. Of those, 4 were retirements.

	White	Black	Hispanic	Asian	Nat. Am	Total	Male	Female
2011	59	18	2	2	0	81	31	50
2012	53	21	2	2	0	78	31	47
2013	53	25	2	4	0	84	35	49
2014	50	27	2	4	0	83	37	46
2015	51	27	2	4	0	84	38	46

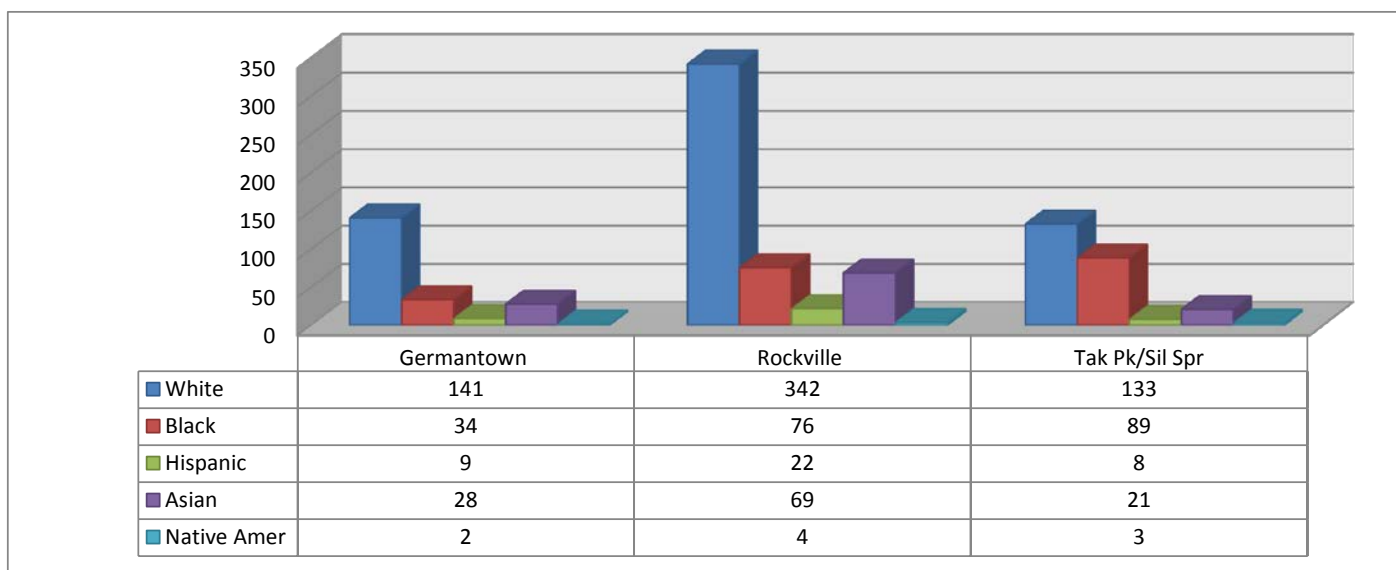
**Administrative Staff
Age and Years of Service in '15**

	Years of Service						Total
	Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
A g e i n 2 0 1 5	< 36	1	1	0	0	0	2
	36 - 40	4	1	0	0	0	5
	41 - 45	6	0	0	0	0	6
	46 - 50	8	2	2	1	0	13
	51 - 55	10	7	2	0	2	21
	56 - 60	6	2	2	0	2	13
	61 - 65	3	1	7	0	0	16
66 and greater	2	0	1	2	1	2	8
Total	40	14	14	3	5	8	84

- * About 64% (54) of administrative staff have less than 15 years of service.
- * 16% (13) have 25 or more years of service.
- * 16% (13) are less than 46 years of age.
- * 41% (34) of administrative staff are between 46 and 55 years of age.
- * 16% (13) are over 55 and have 20 or more years of service.
- * 29% (24) of administrative staff are over 60 years of age.

*Years Of Service - Complete years of creditable service as of December 31, 2015.
May include early service in the Public School System.

Credit Part-Time Faculty Composition Fall 2015



⚙️ 151 Part-time faculty have 2 or more part-time faculty assignments. Multiple assignments can be on different campuses, different departments on the same campus, or a combination of teaching and non-instructional faculty duties, including tutoring.

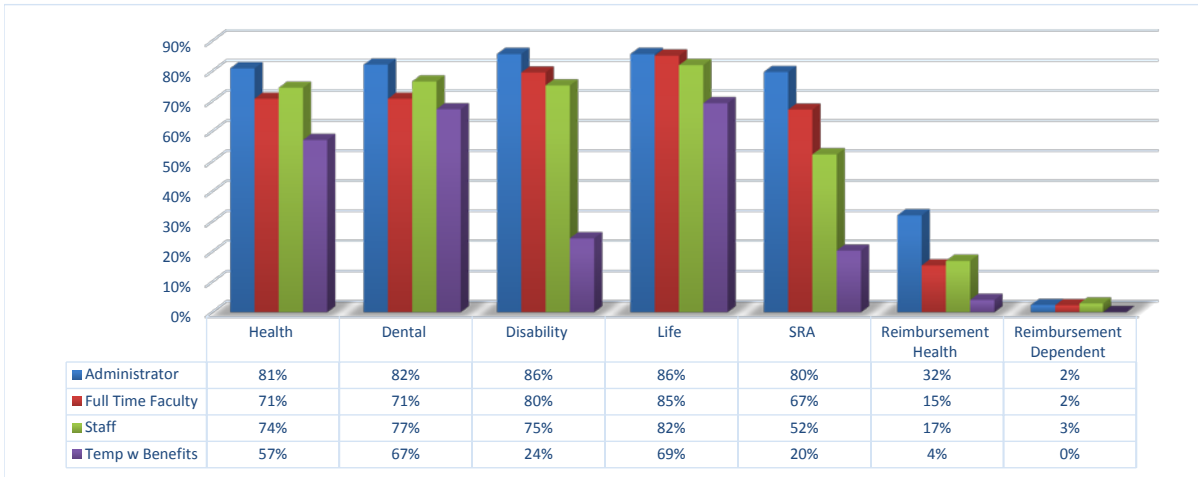
⚙️ 27 Part-time faculty are primarily employed as other College employee types (staff, administrator, short-term temporary).

	White		Black		Hispanic		Asian		Native Amer.		TOTAL	Male		Female		TOTAL
	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus		Total #	% of Campus	Total #	% of Campus	
Germantown	141	66%	34	16%	9	4%	28	13%	2	1%	214	104	49%	110	51%	214
Rockville	342	67%	76	15%	22	4%	69	13%	4	1%	513	227	106%	286	134%	513
Tak Pk/Sil Spr	133	52%	89	35%	8	3%	21	8%	3	1%	254	108	50%	146	68%	254
Total College	616	63%	199	20%	39	4%	118	12%	9	1%	981	439	45%	542	55%	981

*unduplicated head count

Group Insurance Information Fall 2015

Administrators = 84
Faculty = 607
Staff = 1234
Temps w/ Bene = 49



* Percentages are based on participation within employee group

* Montgomery College offers:

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

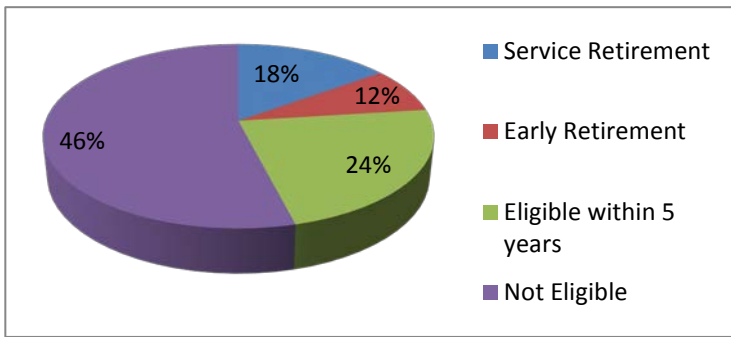
Montgomery College Retirement Eligibility Profile as of July 2016

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

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

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

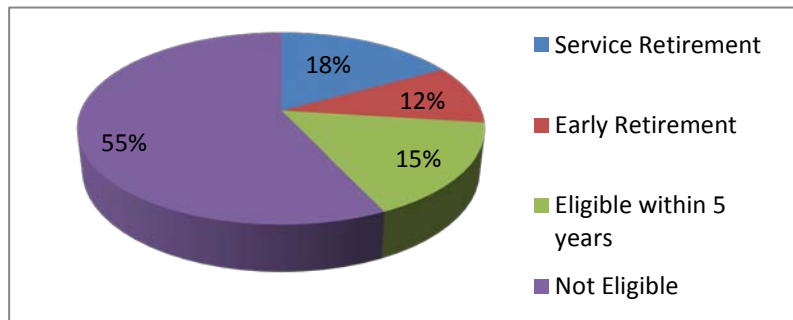
Teachers/Employees Pension Plan hired prior to 7/1/2011



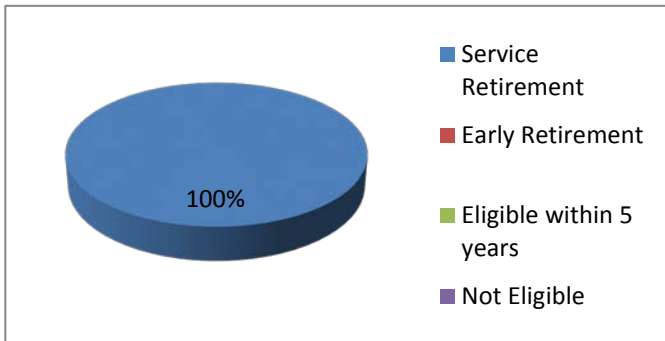
- * Defined Benefit Plan
- * Effective 1/1/80
- * Mandatory 7% contribution
- * Service retirement at age 62 with 5 years of service or with 30 years of service
- * Early retirement at 55 with 15 years of service
- * COLA included after retirement
- * Includes a death benefit and disability provision
- * 886 plan participants - 45%

Optional Retirement Plan

- * Defined contribution plan
- * 7.25% state contribution
- * Option available to professional staff/administrators and faculty
- * Self directed investment options
- * No provisions for disability
- * 669 plan participants - 34%



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



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

Montgomery College
Retirement Eligibility Profile
as of July 2016

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

- * Defined Benefit Plan
- * Effective 7/1/2011
- * Mandatory 7% contribution
- * Service Retirement: "The Rule of 90" combines age and years of service must total 90.
- * Active members w/10 years of service become eligible at age 65
- * Early retirement at 60 with 15 years of service
- * COLA included after retirement
- * Includes a death benefit and disability provision
- * 310 plan participants - 16%

