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*Personnel Management Review*  
*Employee Demographic Profile*  
*Fiscal Year 2017*



*Prepared by*  
*The Department of Human Resources and Management*  
*April 2018*

# THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

## Personnel Management Review Fiscal Year 2017

### Employee Demographic Profile



### THE COMMISSION

Casey Anderson, Chair

Elizabeth M. Hewlett, Vice-Chair

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Norman Dreyfuss  
Natali Fani-Gonzalez  
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Joseph Zimmerman, Secretary-Treasurer  
Adrian R. Gardner, General Counsel

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Gwen Wright, Montgomery County Planning Director  
Mike Riley, Montgomery County Parks Director  
Andree Checkley, Prince George's County Planning Director  
Prince George's County Parks and Recreation Acting Directors:  
Debbie Tyner, Darin Conforti, Roslyn Johnson

[www.mncppc.org](http://www.mncppc.org)

# THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

## Personnel Management Review Fiscal Year 2017

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# M-NCPPC Personnel Management Review Fiscal Year 2017

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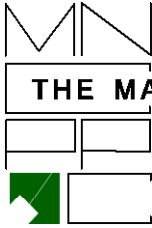
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THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

April 3, 2018

TO: Casey Anderson, Chair  
Elizabeth M. Hewlett, Vice-Chair

FROM: Patricia C. Barney, Executive Director 

SUBJECT: Personnel Management Review (PMR), Fiscal Year 2017

I am pleased to submit the Commission's 24<sup>th</sup> edition of the Personnel Management Review (PMR) for fiscal year 2017. This document is a valuable tool for both workforce planning and budget work sessions with the County Councils. The PMR is organized into the following sections:

- **Trends** section examines tendencies in our workplace and how we compare to external sources.
- **Selected Highlights** section provides an overview on key information about our workforce.
- **Merit System Employee Profile** section includes details on full- and part-time career employees in such areas as: gender, age, employment category, race/ethnicity, length of service, union representation, salary information, medical health plan participation, and retirement eligibility. Additionally, we have included details on our hires, promotions, top of grade statistics, tuition assistance program usage, language and literacy proficiency program participation, and cost of living adjustment comparisons.
- **Department Demographics** section include composition, length of service, and salary range statistics.
- **Non-Career** section presents demographics on seasonal/ intermittent, temporary, and term contract employees.
- **Appendix** section includes a listing of race/ethnic identifications, job categories, current pay schedules, and medical plan enrollment costs.

The PMR is available for internal review on Insite, and the public can access it on the Internet at [www.mncppc.org](http://www.mncppc.org). The Commission remains committed to delivering an informative report. We welcome your feedback! Please address comments/questions to [Boni.King@mncppc.org](mailto:Boni.King@mncppc.org).

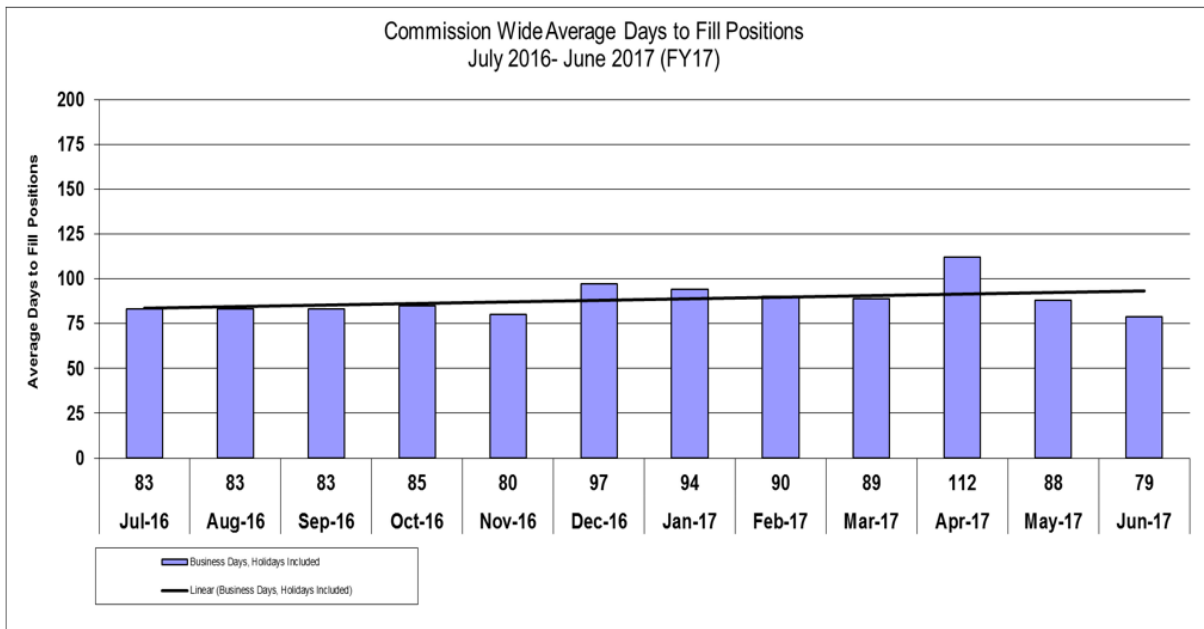
# THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

## FY17 PERSONNEL MANAGEMENT REVIEW: TRENDS

### 1. Recruitment Trends

In FY17, the Recruitment and Selection Services Unit saw another decrease in the amount of days it took to fill positions. A new approach was implemented in 2014 which included contacting hiring managers regarding the status of their positions and requesting them to defer or close the position if there was not an immediate intention to fill the vacancy.

While many variables contribute to the average number of days it takes to fill positions, and hiring needs and priorities vary by department each month, Recruitment and Selection Services data depicts both a decrease in the average amount of time taken to fill a vacant position, as well as an increase in month-to-month consistency in FY17. The average time it took to fill positions in FY16 was 91 days. In FY17, this average decreased to 88 days, representing a 3.3% decrease from FY16 to FY17.





## 2. Five-Year Demographic Trends

Over the past five years, there have been small incremental changes in the Commission's demographics.

### Five-Year Demographic Distribution by Race/Ethnicity and Gender: FY2013 – FY2017

	FY2013	FY2014	FY2015	FY2016	FY2017
<b>Race/Ethnicity</b>					
Black or African American	37.7%	37.6%	36.9%	36.3%	37.0%
American Indian or Alaska Native	0.6%	0.5%	0.6%	0.5%	0.4%
Asian	3.6%	3.8%	4.0%	4.3%	4.3%
Hispanic	6.2%	6.1%	6.1%	6.2%	6.5%
White	52.0%	51.9%	52.4%	52.7%	51.8%
Native Hawaiian or Other Pacific Islander <sup>1</sup>					0.1%
<b>Gender</b>					
Women	39.0%	39.0%	37.9%	38.4%	38.0%
Men	61.0%	61.0%	62.1%	61.6%	62.0%
Total Population	1994	2002	2049	2016	2048

<sup>1</sup> This Ethnic/Race Identification Category has been added to Federal EEO-4 survey forms, to M-NCPPC ethnicity selection forms, and to the human capital management system (Lawson) in FY17.

## 3. Five-Year Age Distribution Trends

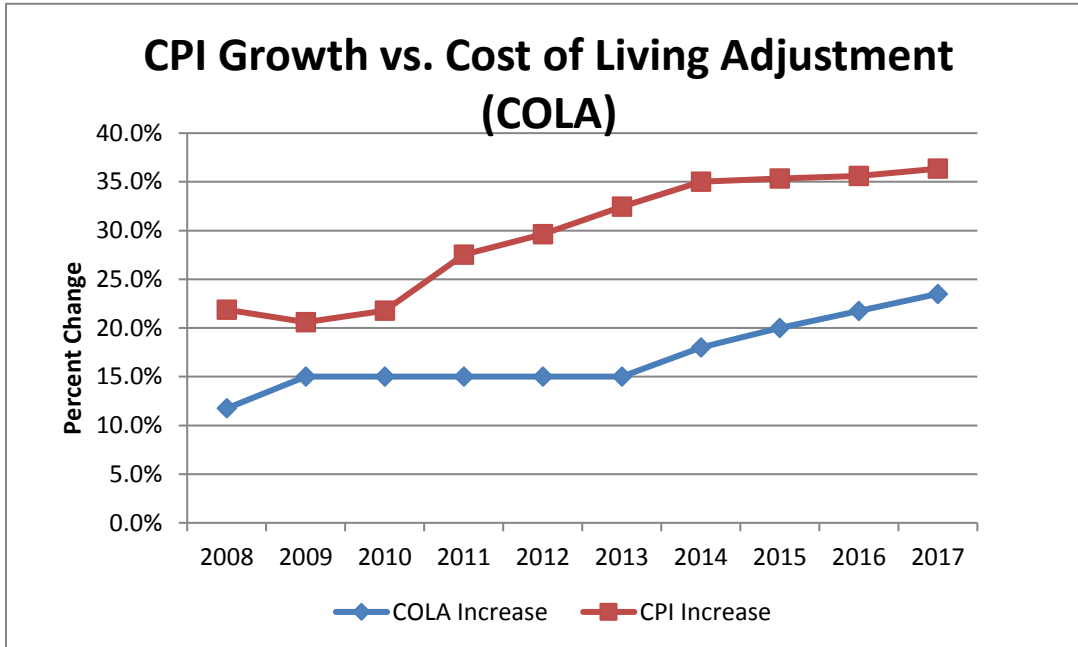
In comparison to FY16, the percentage of employees in the 60+ age category showed a slight increase from 14% to 14.3%.

### Five-Year Demographic Distribution by Age: FY2013 – FY2017

	FY2013		FY2014		FY2015		FY2016		FY2017	
<b>Age / % of Population</b>										
60+ Years of Age	226	11.3%	252	12.6%	272	13.3%	283	14.0%	292	14.3%
50-59 Years of Age	658	33.0%	682	34.1%	676	33.0%	660	32.7%	664	32.4%
40-49 Years of Age	586	29.4%	561	28.0%	556	27.1%	533	26.4%	519	25.3%
30-39 Years of Age	391	19.6%	374	18.7%	389	19.0%	393	19.5%	410	20.0%
20-29 Years of Age	133	6.7%	133	6.6%	156	7.6%	147	7.3%	163	8.0%
Total Population	1994		2002		2049		2016		2048	

#### 4. Cost of Living Adjustment and Merit Increase Trends

In FY17, General Service employees received a 1.75% cost of living adjustment. The following chart represents the cumulative growth of the Consumer Price Index (CPI) in comparison to cost of living adjustments received by Commission employees over a span of ten years, from FY08 – FY17.



Source: U.S. Department of Labor Consumer Price Index, Urban Consumer Series, Baltimore-Washington Metropolitan Area.

Note: In January 2018, BLS will introduce a new geographic area sample for the Consumer Price Index (CPI). As part of the new sample, Washington DC and Baltimore will have separate indexes. The first indexes using the new structure will be published in February 2018.

#### M-NCPPC Five-Year COLA and Merit Increases

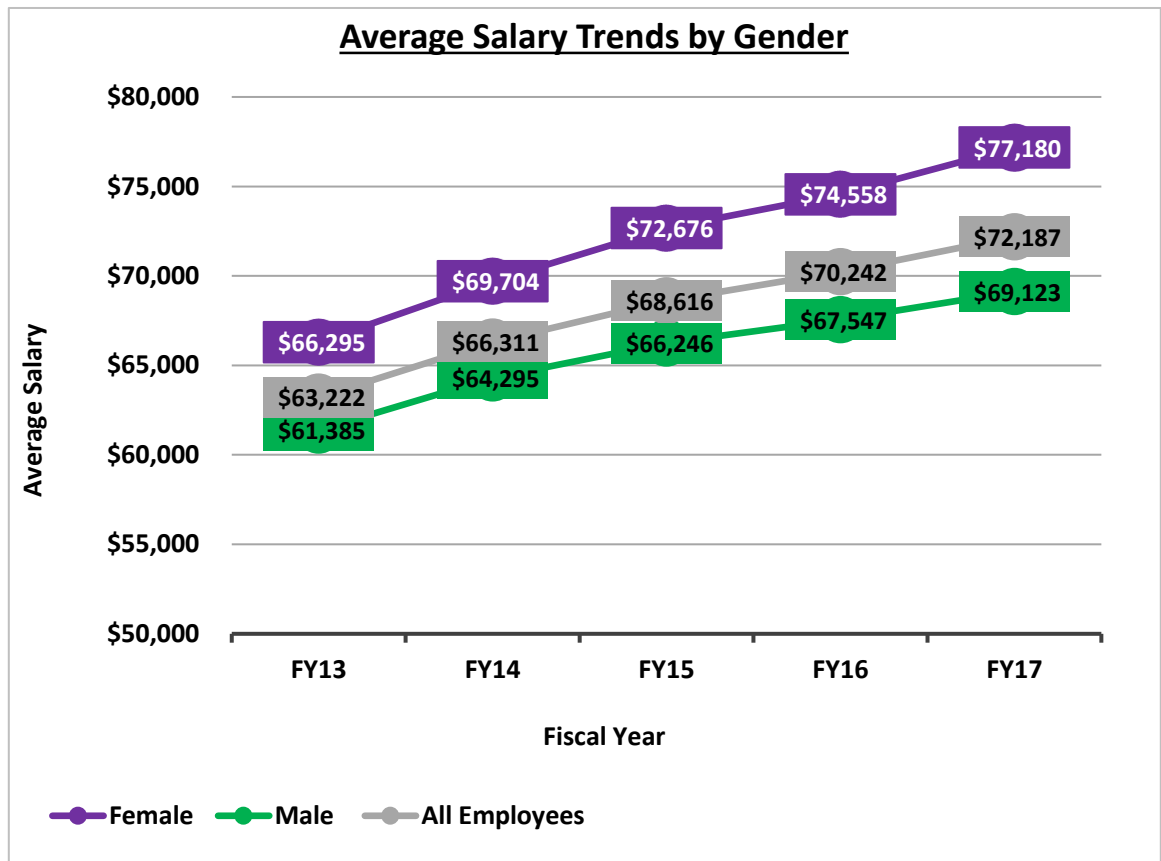
	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>
<b><u>Non-Represented</u></b>					
Increment (Merit)	0.0%	3.00%	3.50%	1.75%	1.75%
General Adjustment (COLA)	0.0%	3.00%	2.00%	1.75%	1.75%
(effective date)	7/12	7/13	9/14	9/15	9/16
Lump-sum Payment	\$2,000			.5% for EEs at TOG	.5% for EEs at TOG
<b><u>MC GEO Local 1994</u></b>					
Increment (Merit)	0.0%	3.50%	3.50%	1.75%	1.75%
General Adjustment (COLA)	0.0%	3.25%	2.00%	1.75%	1.75%
(effective date)	7/12	7/13	9/14	9/15	9/16
Lump-sum Payment	\$2,000			.5% for EEs at TOG and not eligible for longevity	.5% for EEs at TOG and not eligible for longevity
<b><u>FOP Lodge 30</u></b>					
Increment (Merit)	0.0%	3.50%	3.5% + make-up merit	3.50%	3.50%
General Adjustment (COLA)	0.0%	3.25%	1.75%	1.75%	.5%
(effective date)	7/12	7/13	7/14	7/15	7/16
Lump-sum Payment	\$2,000				

## 5. Employee Salary Trends

The Commission's average salary for career employees increased by 2%, from \$70,242 in FY16 to \$72,187 in FY17. In FY17, the average salary for career employees included 37 annualized part-time employees' salaries.

The 2% increase to average salary can be attributed to the following reasons:

- Cost of living increases;
- Merit increases due to annual performance ratings;
- Promotions; and,
- Higher replacement salaries.



## 6. Top of Grade Trends

**Five-Year Top of Grade Distribution Trends**

Top of Grade	FY13	FY14	FY15	FY16	FY17
# of EEs	226	296	411	458	331
% of Total Populations	11.3%	14.7%	20.0%	22.6%	16.2%

Between FY16 and FY17, the number of employees at top of grade decreased due a combination of the following:

- 74 retirements
- 124 promotions
- 12 reclassifications

## 7. Turnover Trends

The turnover rate in FY17 was 8.2%. The above average retirement rates in FY16 and FY17, as presented subsequently, contributed to the increases in turnover percentages.

### Five-Year Turnover Rates

FY13	FY14	FY15	FY16	FY17
6.8%	6.5%	5.5%	7.8%	8.2%

Turnover rates as reported by the Local Government Personnel Association for FY17. M-NCPPC is near the median for organizations that reported this data.

Organization	Turnover Rate
Baltimore County	12.3
Arlington County	10.6
District of Columbia	10.18
Maryland State	10
Alexandria City	9.7
<b>M-NCPPC</b>	<b>8.2</b>
Howard County	6.8
City of College Park	6
Anne Arundel County	5.4
Charles County	5
Prince George's County	5
Fairfax County	4.2

Note: Montgomery County Government reported 9.0% for Police and 7.6% for Fire, but did not report "other" employees.

## 8. Retirement Eligibility Trends

In FY18, 430 out of 2048 employees (21.0%) will be eligible for retirement. Between FY18 and FY22, 679 out of 2048 employees (33.2%) of all career employees (full-time and part-time) will be eligible for normal retirement. This number substantiates for us that succession planning is critical to ensure the preservation of institutional knowledge.

### Employees Reaching Normal Retirement Eligibility- Projections by EEO Job Category

EEO Job Category	FY2018	FY2019	FY2020	FY2021	FY2022	5-year total	% of Career Workforce
Official Administrator	37	9	3	3	6	58	<b>67.4%</b>
Professional	193	31	25	29	27	305	<b>33.9%</b>
Technician	36	0	6	3	1	46	<b>33.1%</b>
Protective Service	7	4	2	5	4	22	<b>15.9%</b>
Para-professionals	4	1	0	2	1	8	<b>22.2%</b>
Admin Support	43	8	6	3	5	65	<b>32.8%</b>
Skilled Craft	39	5	9	7	6	66	<b>40.2%</b>
Service/Maintenance	71	11	8	6	13	109	<b>28.2%</b>
<b>Total</b>	<b>430</b>	<b>69</b>	<b>59</b>	<b>58</b>	<b>63</b>	<b>679</b>	<b>33.2%</b>

Over the past few years, the percentage of employees eligible for normal retirement has remained somewhat consistent, with slight increases and decreases in the percentage.

<b>Fiscal Year</b>	<b>Five-Year Trend</b>
FY17	33.2%
FY16	34.4%
FY15	33.6%
FY14	36.5%
FY13	34.3%

## 9. Normal Retirement Trends

In FY17, a higher percentage of employees retired as compared to the previous four years.

### Five-Year Normal Retirement Separations

<b>Fiscal Year</b>	<b>Number Retired</b>	<b>Percent Retired</b>
FY17	85	4.2%
FY16	67	3.6%
FY15	51	2.5%
FY14	45	2.0%
FY13	58	3.0%

## 10. Worker's Compensation Trends

Used as a measurement of how workers' compensation costs compare with other agencies, the Cost Per \$100 of Payroll is used by government organizations that participate in the Montgomery County self-insurance fund.

In FY17, for every \$100 of payroll, the M-NCPPC workers' compensation costs are estimated to be \$2.27. Workers' compensation costs are based on actuarial projections.

<b>Agency</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
Montgomery County	3.16	3.50	3.34	3.25	2.57
MC Public Schools	0.55	0.51	.57	.61	.74
M-NCPPC	2.07	1.58	1.93	2.16	2.27
City of Gaithersburg	1.26	2.62	.85	.88	1.27
Revenue Authority	1.19	5.73	1.15	1.22	.32

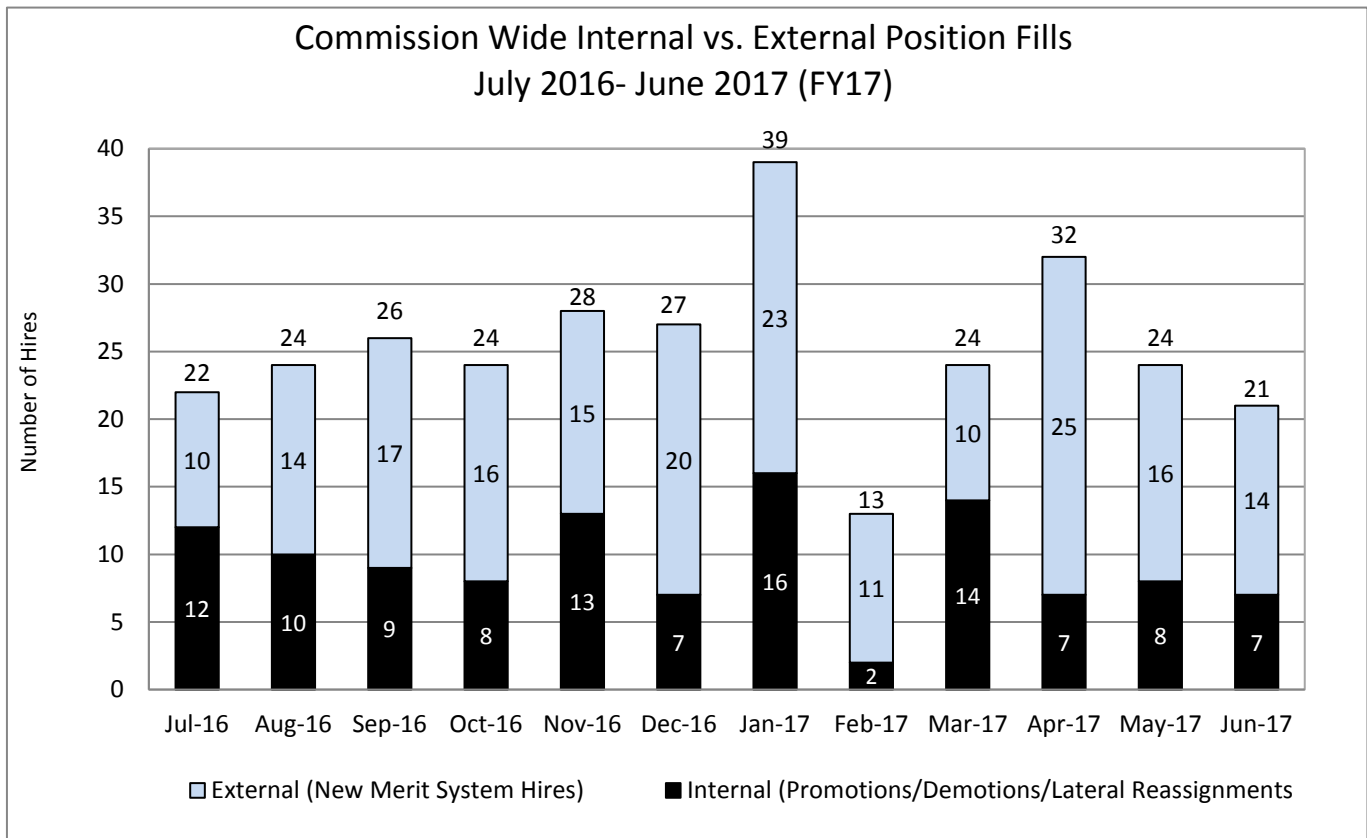
# THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

## FY17 PERSONNEL MANAGEMENT REVIEW: SELECTED HIGHLIGHTS

### Workforce Profile July 1, 2016 - June 30, 2017

#### Recruitment of Employees

In FY17, the Recruitment and Selection Services Unit assisted Departments in filling 304 Merit System positions. Of these 304 positions, 191 were filled by external candidates, and 113 positions were filled by internal candidates via promotion, demotion, or lateral reassignment (these figures do not include positions filled through reclassification or the FOP rank promotional process, which are not vetted in Recruitment and Selection).

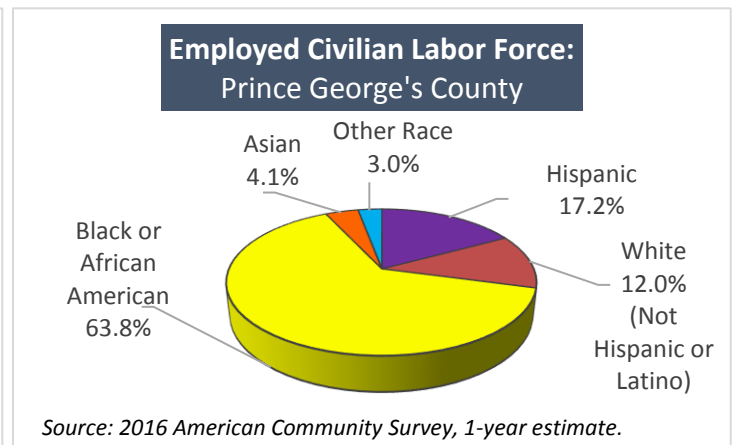
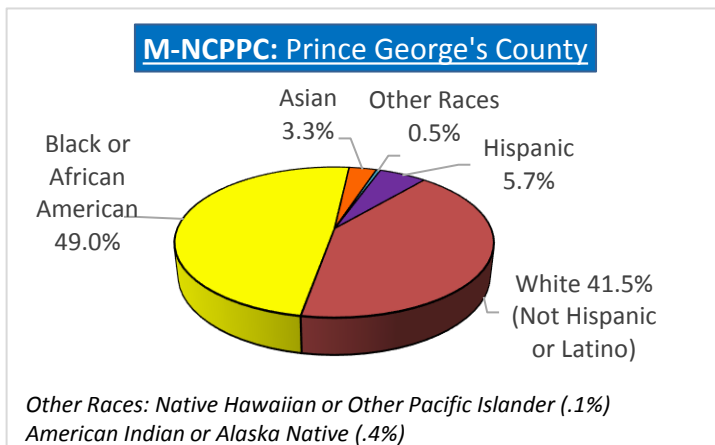
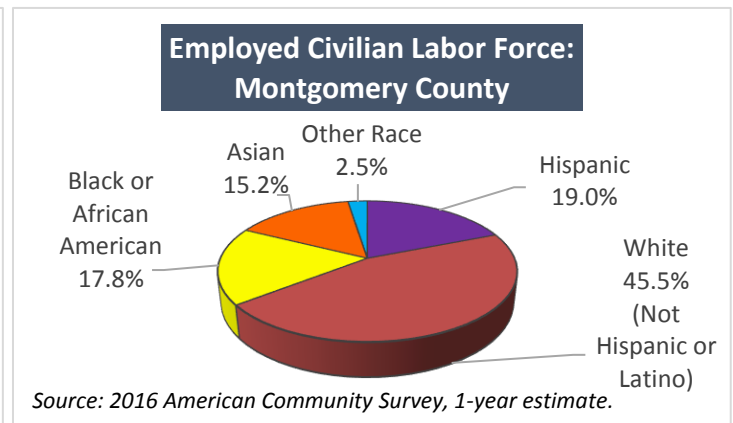
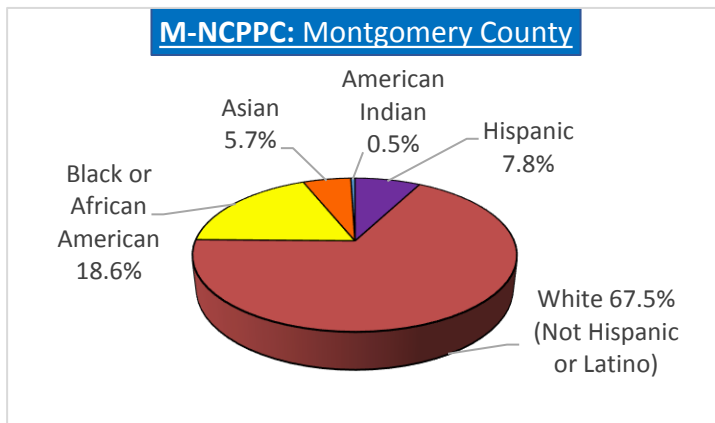


The average salary for a FY17 external Merit System new hire was \$60,636, compared to a FY16 average of \$59,512. Of the total external hires in FY17, 183 remained through the end of FY17.

## Career Workforce Demographics

- The total career workforce as of June 30, 2017 was 2,048. This includes 2,011, full-time career and 37 part-time career employees.
- Between FY16 and FY17, the career workforce increased by 1.6% or 32 employees.
- The career employee population by gender was 1,269 or 62% male and 779 or 38% female, with gender distribution remaining the same as in FY16, despite an increase in the workforce.
- The average age of the career workforce was 47 years of age.
- The racial/ethnic composition of the career workforce in FY17 was:
  - 1,060 or 51.8% White (Not Hispanic or Latino),
  - 757 or 37.0% Black or African American,
  - 134 or 6.5% Hispanic or Latino,
  - 87 or 4.2% Asian,
  - 9 or 0.4% American Indian; and,
  - 1 or 0.1% Native Hawaiian or Other Pacific Islander

The charts below reflect M-NCPPC career workforce distribution by race/ethnicity in Montgomery County and Prince George's County, compared to the employed civilian labor force of the respective Counties:



**Source for County Demographics: 2016 American Community Survey 1-year estimates. Tables S0201 and S2301 U.S. Census Bureau; Research & Special Projects, Montgomery County Planning Department (12/4/17). These charts represent the employed civilian labor force by race and Hispanic origin, 2016. Prince George's County includes CAS Departments.**

- In FY17, the largest number and percent of employees at M-NCPPC fell into the Professional category with 901 employees or 44.0% of the workforce, followed by the Service Maintenance category with 386 employees or 18.8% of the workforce.

The number of employees by employment category were as follows:

<b>Employment Category</b>	<b>FY16</b>	<b>FY17</b>	<b>% Change from FY16</b>
<b>Official/Administrator</b>	74	86	16.22%
<b>Professional</b>	882	901	2.15%
<b>Technician</b>	136	139	2.21%
<b>Protective Service</b>	138	138	0%
<b>Paraprofessional</b>	37	36	(2.70%)
<b>Administrative Support</b>	201	198	(1.49%)
<b>Skilled Craft</b>	164	164	0%
<b>Service-Maintenance</b>	384	386	0.52%
<b>Total:</b>	<b>2016</b>	<b>2048</b>	<b>1.59%</b>

The definition of the Protective Services is found in the guidelines from the Equal Employment Opportunity Commission (EEOC). Under these guidelines, Officers in the ranks of Park Police Officer Candidate, Park Police Officer II through Park Police Officer IV are defined as Protective Services. EEOC defines the rank of Sergeant as Technician, Lieutenant and Captain are defined as Professional and the Commander is an Official/Administrator.

- The majority of female employees were in the Professional and Administrative Support employment categories. Of the 779 female employees, 450 or 42.2% were in the Professional category and 167 or 21.4% were in the Administrative Support category.
- The majority of male employees were in the Professional and Service-Maintenance employment categories. Of the 1,270 male employees, 451 or 35.5% were in the Professional category and 349 or 27.5% were in the Service-Maintenance category.

## **Tenure**

- The average length of service for all employees was 12.5 years: for females, the average was 13.1 years; and for males, the average was 12.1 years.
- 47.3% of the workforce have been employed with the Commission less than 10 years,  
 17.3% between 10 and 14 years  
 13.9% between 15 and 19 years  
 7.4% between 20 and 24 years  
 7.8% between 25 and 29 years, and  
 6.3% have been with the Commission for 30 or more years.



- The job category with the greatest length of service is the Technician category with 14 years of service, followed by the Professional category with 13 years of service.

## Collective Bargaining

- In FY17, 36.1% of the Commission workforce was represented by a union.

Union	Number of Members FY17	% of Career Employees	Union Membership % Change FY16 to FY17
<b>United Food and Commercial Workers Union, Local 1994/Municipal and County Government Workers Union (MCGEO)</b>	581	28.4%	0.6% decrease in membership
<b>Fraternal Order of Police. Lodge #30 (FOP)</b>	159	7.8%	0.1% decrease in membership

*According to the Bureau of Labor Statistics (BLS), 11.8% of employed workers in Maryland were in positions represented by unions. Additionally, BLS reports that 33.4% of state government workers are unionized. The higher numbers for union membership attributed to local government workers is the result of heavily unionized occupations such as teachers, police officers and firefighters.*

*Source: U.S. Department of Labor Bureau of Labor Statistics, Economic News Release, Table 5. "Union affiliation of employed wage and salary workers by state, 2016-17 annual averages"*

## Compensation

- M-NCPPC compensates and rewards its employees utilizing either pay range or step pay schedules.
  - There are six separate pay range schedules for career employees, 3 for non-represented employees (General Service, IT, Command Staff) and 3 for represented employees (Service/Labor, Office/Clerical, Trades). Each range consists of a minimum, midpoint and maximum salary, and schedules used for represented employees also have a longevity increment.
  - A step pay schedule is utilized to compensate employees in the FOP Bargaining Unit. This pay schedule includes two additional increments for longevity. (See Appendix for all FY17 Pay Schedules)
- The average salary for all career employees (full-time and part-time) was \$72,187. 35.2% of all career employees earned below \$60,000 in FY17; and 64.8% earned \$60,000 or more. The largest number of employees (21.1%) earned more than \$90,000 in FY17 (see page 31 for salary distribution).
- The average salary for male employees was \$69,123; and for female employees was \$77,180.

## Budget Allocations (unaudited)

- Group insurance represented 7.99% of the General Fund.
- Employee salaries and benefits represented 70.46% of the General Fund.

## Promotions, Cost of Living Adjustments (COLA), Merit Increase, and Lump Sum

- In FY17, 136 career employees received promotions. Of the 136 promotions, 98 employees competed for promotions via the recruitment and selection process, 26 received promotions via the FOP rank promotional process, and 12 received promotions through the reclassification process.
- Of the 136 promotions, 40 or 29.4% were females; and 96 or 70.6% were males.
- In FY17, **non-represented** and **MCGEO represented** career employees received a 1.75% COLA. Non-represented and MCGEO represented career employees received a 1.75% Merit increase. Employees not eligible to receive a Merit increase (or longevity increase for union employees) because they were at top of grade received a lump sum of one-half percent (0.5%) of base pay.
- **FOP, Park Police Command Staff** and **Candidates** received a .5% COLA. These career employees received a 3.5% Merit increase.
- From FY09 through FY18, M-NCPPC non-represented employees will have received a cumulative COLA of 14.0% as compared to the cumulative COLA of 19.4% for non-represented employees of Montgomery County Government, and 12.0% for non-represented employees of Prince George's County Government.
- From FY09 through FY18, M-NCPPC Park Police Officers will have received a cumulative COLA of 16.0%. During the same period, police in Montgomery County Government Officers received a cumulative COLA of 13.9%, and police in Prince George's County Government Officers received a cumulative COLA of 4.0%.
- From FY09 through FY18, M-NCPPC MCGEO employees will have received a cumulative COLA of 13.7%, Montgomery County Government MCGEO employees received a cumulative COLA of 17.1%, and Prince George's County Government AFSCME employees received a cumulative COLA of 12.03%.

## Health Benefits – Career Employees

- Career employees selected from two medical providers and multiple medical plans for health insurance coverage. These included:
  - Kaiser Permanente HMO
  - UnitedHealthcare Choice Plus POS
  - UnitedHealthcare Select EPO

- The Commission also offered career employees vision insurance (Vision Service Plan-Low, Moderate, and High plans), prescription plan (Caremark), and dental plans (United Concordia), basic life insurance and accidental death and dismemberment (AD&D) insurance, spouse and dependent life insurance (at full cost/contribution), a sick leave bank benefit, long term disability insurance (LTD), employee assistance program (EAP), deferred compensation (at full cost/contribution), access to legal services (Legal Resources, U.S. Legal Service at full cost/contribution), flexible spending accounts (at full cost/contribution), and long-term care (at full cost/contribution). MCGEO members had a choice of Sick Leave Bank or a Sick Leave Donor Program.

## General Benefits

- In FY17, 55 employees utilized the Tuition Assistance Program. In previous years, TAP figures were calculated based on requests for TAP, which represented a greater number than the number of *employees* using TAP (many employees submitted requests to utilize TAP twice or more in FY17, on a semester-to-semester basis).
- On July 1, 2016, the total number of hours in the Sick Leave Bank was 21,177. New members joining the bank contributed 280 hours in FY17. Sick Leave Bank required contributions of 8 hours for full-time employees and 4 hours for part-time employees, were waived for existing members for calendar year 2017 due to high bank balance.
- Eligible employees used 1,458 hours of the Sick Leave Bank during FY17, compared to 1,024 hours used in FY16 and 1,744 hours used in FY15.
- In FY17, 20 employees utilized the Literacy and Language Proficiency Program. Of the 20 participants, 15 belonged to the Service-Maintenance job category and 50% of the Program participants were from Montgomery County Parks, and 50% were from Prince George's County Parks and Recreation.

## Retirement Benefits – Career

The Commission offers a retirement system which has been mandatory since 1979 and is composed of five defined benefit plans:

1. Plan A is non-integrated with Social Security and has been closed to membership since December 31, 1978; less than 1% (.1%) or 2 full and part-time career employees are in Plan A.
2. Plan B is integrated with Social Security; 65.2% or 1,371 full and part-time employees are in Plan B. This plan was closed December 31, 2012.
3. Plans C and D are the retirement plans for the Park Police and account for 9.6% of

retirement plan membership. Plan C has 9.4% or 198 members and Plan D has less than 1% (.2%) or 5 members. Plan D was closed in July 1993.

4. Plan E is mandatory for all full-time and part-time Merit System employees (except Park Police), for individuals employed by Employees' Retirement System, Appointed Officials, and employees exempted from the Merit System who are employed or appointed on or after January 1, 2013. Plan E has 25% or 526 members.
5. Normal retirement for employees in both Plan A and Plan B is age 60 with at least five years of credited service or 30 years of credited service regardless of age. Plans A and B are closed to new membership.
6. Normal retirement for employees in Plan C is 25 years of credited service or age 55 with at least five years of service.
7. Normal retirement for employees in Plan D is 22 years of credited service or age 55 with at least five years of service; Plan D was closed to new membership in 1993.
8. Normal retirement for employees in Plan E is age 62 with at least 10 years of credited service or 30 years of credited service regardless of age.
9. Employees are eligible to convert accumulated sick leave into credited service at the time of retirement. Employees may use a maximum of 14 months to qualify for early or normal retirement.

## **Turnover – Career**

- Turnover rate in FY17 was 8.2% or 168 employees. The average turnover rate for the past five fiscal years (FY13 – FY17) is 7.0%.
- In FY17, 55.4% of employees who separated employment were male and 44.6% were female.
- In FY17, the composition of separating employees was:
  - 58.9% White (Not Hispanic or Latino)
  - 31.5% Black or African American
  - 4.8% Asian
  - 4.2% Hispanic or Latino
  - 0.6% American Indian or Alaska Native
- Of the 168 separated employees, the highest turnover percentage occurred in the Paraprofessional job category, with a turnover of 11.1% (4) of all Paraprofessionals (36). The Administrative Support job category had the second highest turnover, 9.6% (19 separations)

out of 198 total), followed by a Service-Maintenance job category turnover of 9.1% (35 out of 386 total), and then the Professional job category turnover of 8.8% (79 out of 901 total).

- In FY17, the three primary reasons for separations were normal retirement, a new job, and personal reasons (78.6%).

### **Composition - Non-Career (Seasonal/Intermittent, Term and Temporary)**

- In FY17, the non-career workforce totaled 6,086 employees (as of 6/30/2017). Of this number, 99% were Seasonal/Intermittent Contract, .9% were Term Contract, and .1% were Temporary Contract.
- Of the non-career employees, 90.7% worked in Prince George’s County Department of Parks and Recreation and 8.7% worked in Montgomery County Department of Parks.
- The gender composition of non-career employees in FY17 was 55% female and 45% male.
- In FY17, the racial/ethnic composition of non-career employees was as follows:

Ethnicity	Percentage
Black or African American	76.7
White (Non Hispanic or Latino)	16.0
Hispanic or Latino	5.0
Asian	1.9
American Indian or Alaska Native	0.3
Native Hawaiian or Other Pacific Islander	0.1

- 58.7% of non-career employees were 29 years of age and younger.

# *Merit System Employee Profile*

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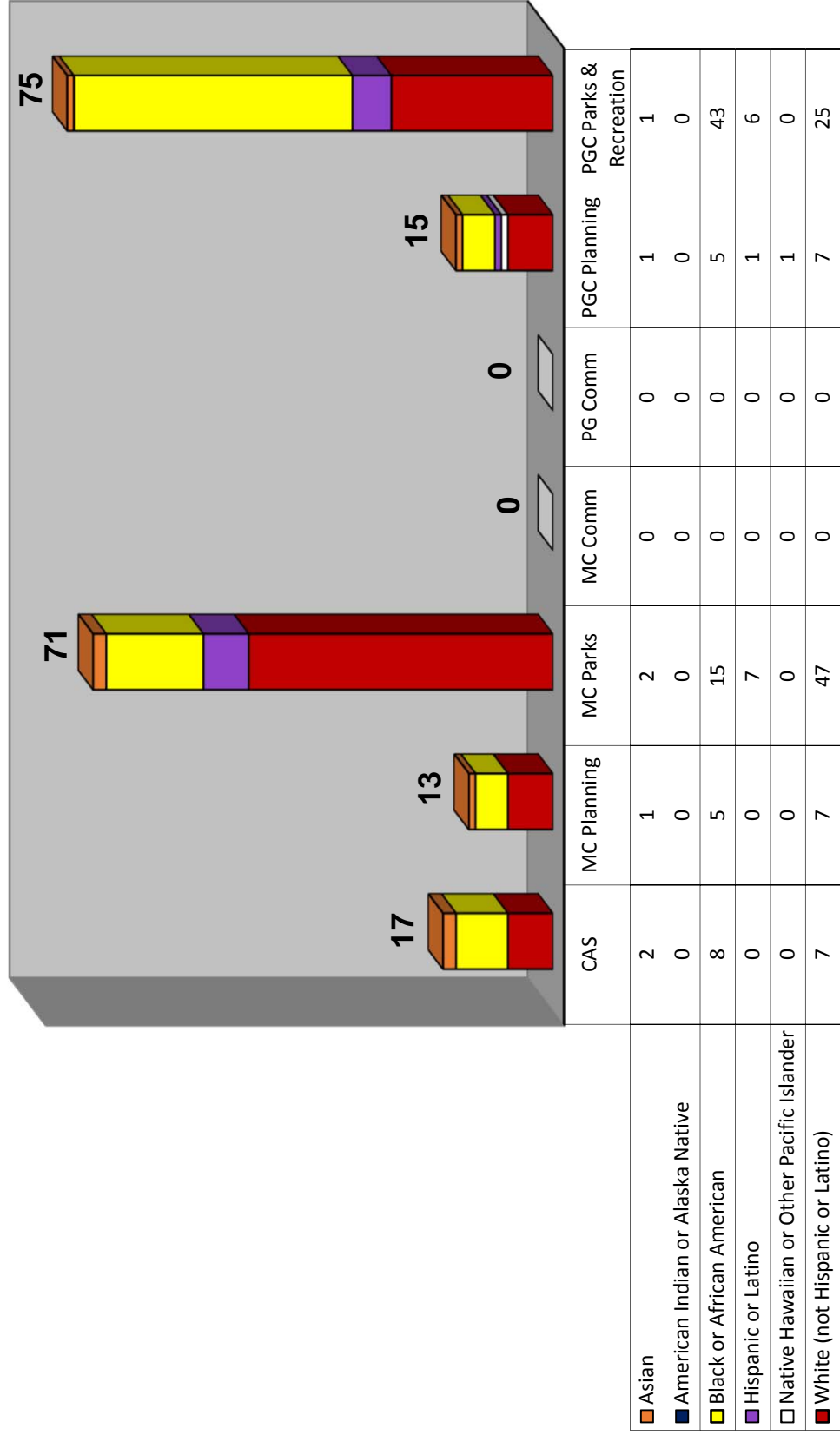
*Composition*

*Salary*

*Benefits*

*Turnover*

## Career Hires by Race/Ethnicity & Department



**Total Merit System FY17 Hires: 191**

**FY17 Career Hires by EEO-4 Job Category, Gender, & Department**

Department	Officials/ Administrative	Professional	Technician	Protective Service	Paraprofessional	Administrative Support	Skilled Craft	Service- Maintenance	Total
Central Administrative Services	1	13	1	0	1	1	0	0	17
Montgomery County Commissioners' Ofc	0	0	0	0	0	0	0	0	0
Montgomery County Planning	0	11	0	0	0	2	0	0	13
Montgomery County Parks	0	24	0	6	1	4	11	25	71
Prince George's County Commissioners' Ofc	0	0	0	0	0	0	0	0	0
Prince George's County Planning	1	10	2	0	1	1	0	0	15
Prince George's County Parks and Recreation	3	29	1	9	2	9	4	18	75
<b>TOTAL HIRES</b>	<b>5</b>	<b>87</b>	<b>4</b>	<b>15</b>	<b>5</b>	<b>17</b>	<b>15</b>	<b>43</b>	<b>191</b>

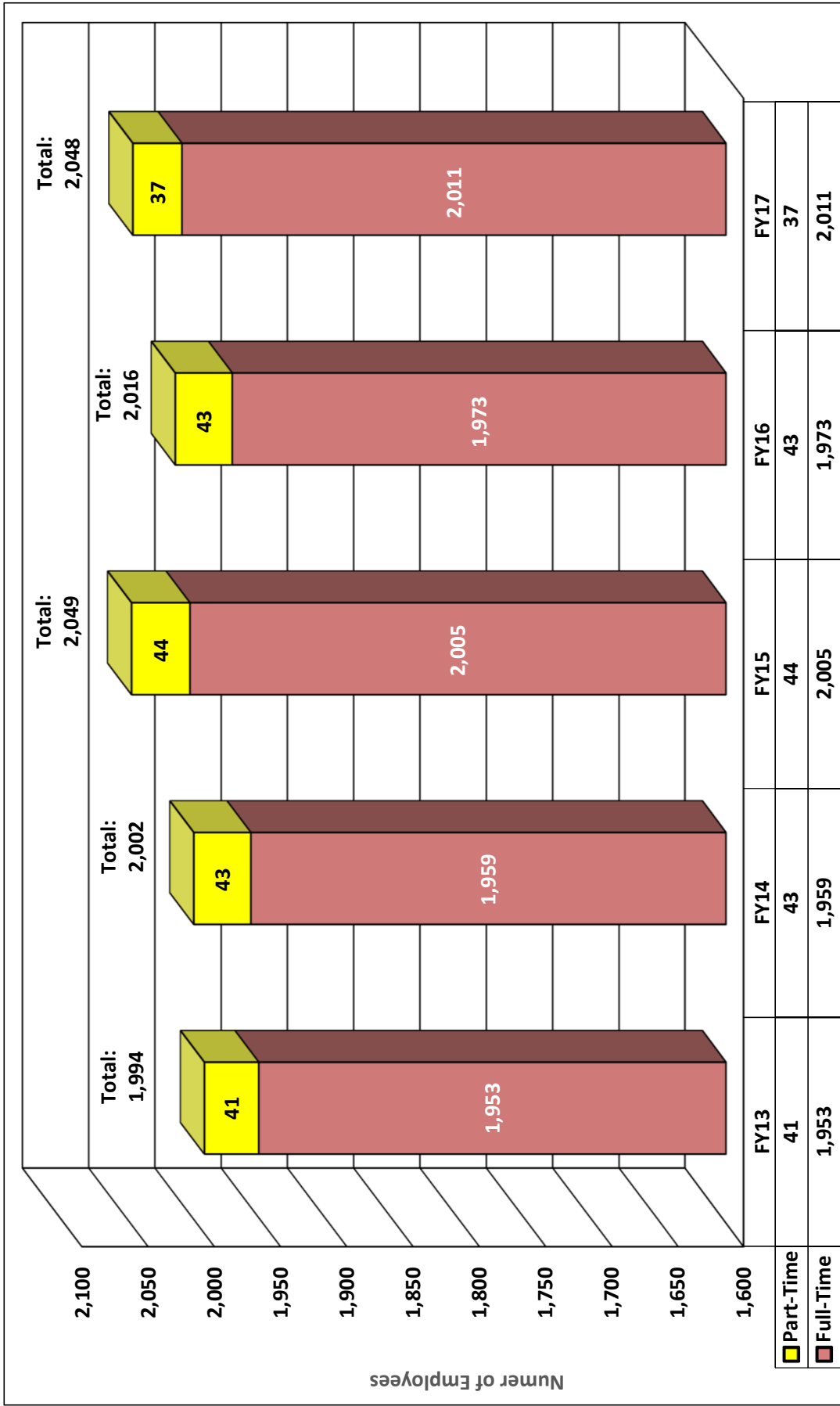
Department	Female	Male	Total
Central Administrative Services	6	11	17
Montgomery County Commissioners' Ofc	0	0	0
Montgomery County Planning	7	6	13
Montgomery County Parks	22	49	71
Prince George's County Commissioners' Ofc	0	0	0
Prince George's County Planning	8	7	15
Prince George's County Parks and Recreation	25	50	75
<b>TOTAL HIRES</b>	<b>68</b>	<b>123</b>	<b>191</b>



Average Salary for New Hire: \$60,636

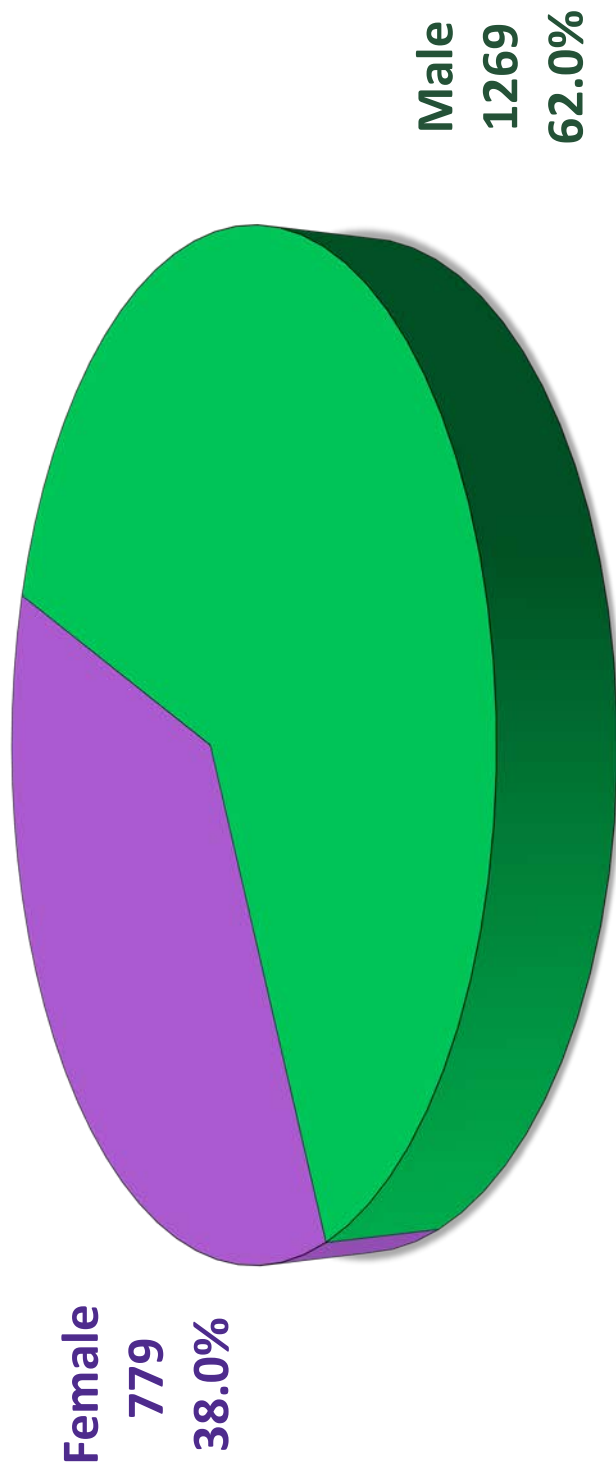


# Full/Part-Time Career Employees



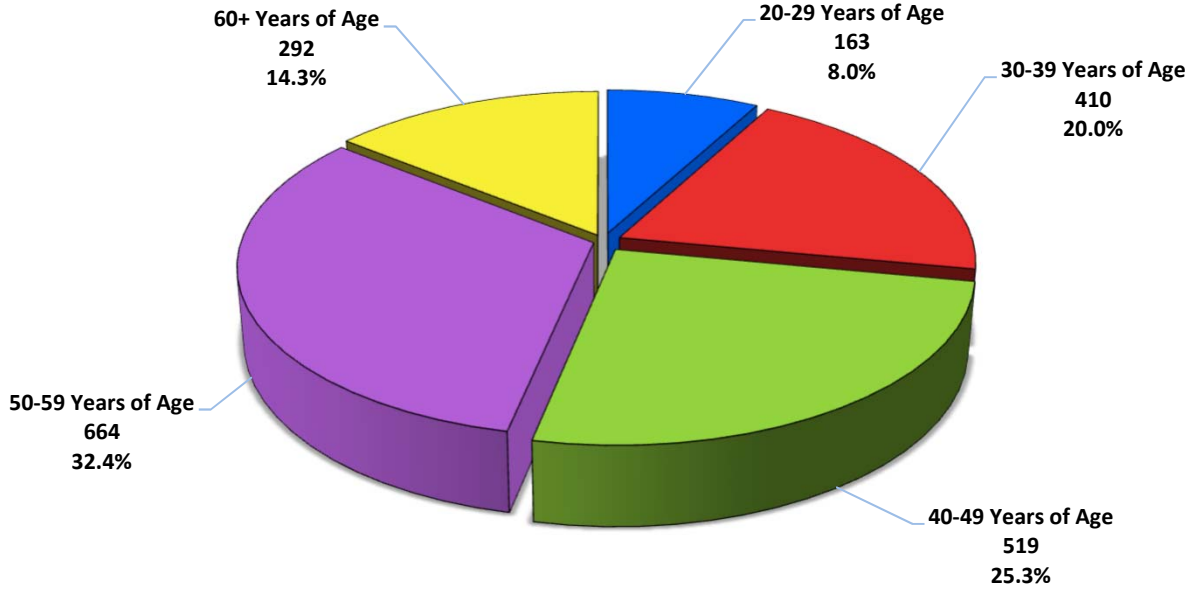
2017 Total Employees: 2,048

## Career Employees by Gender



**Total Career Full time and Part-time Employees: 2,048**

## Distribution of Career Employees by Age



**Average Age : 47 years old**

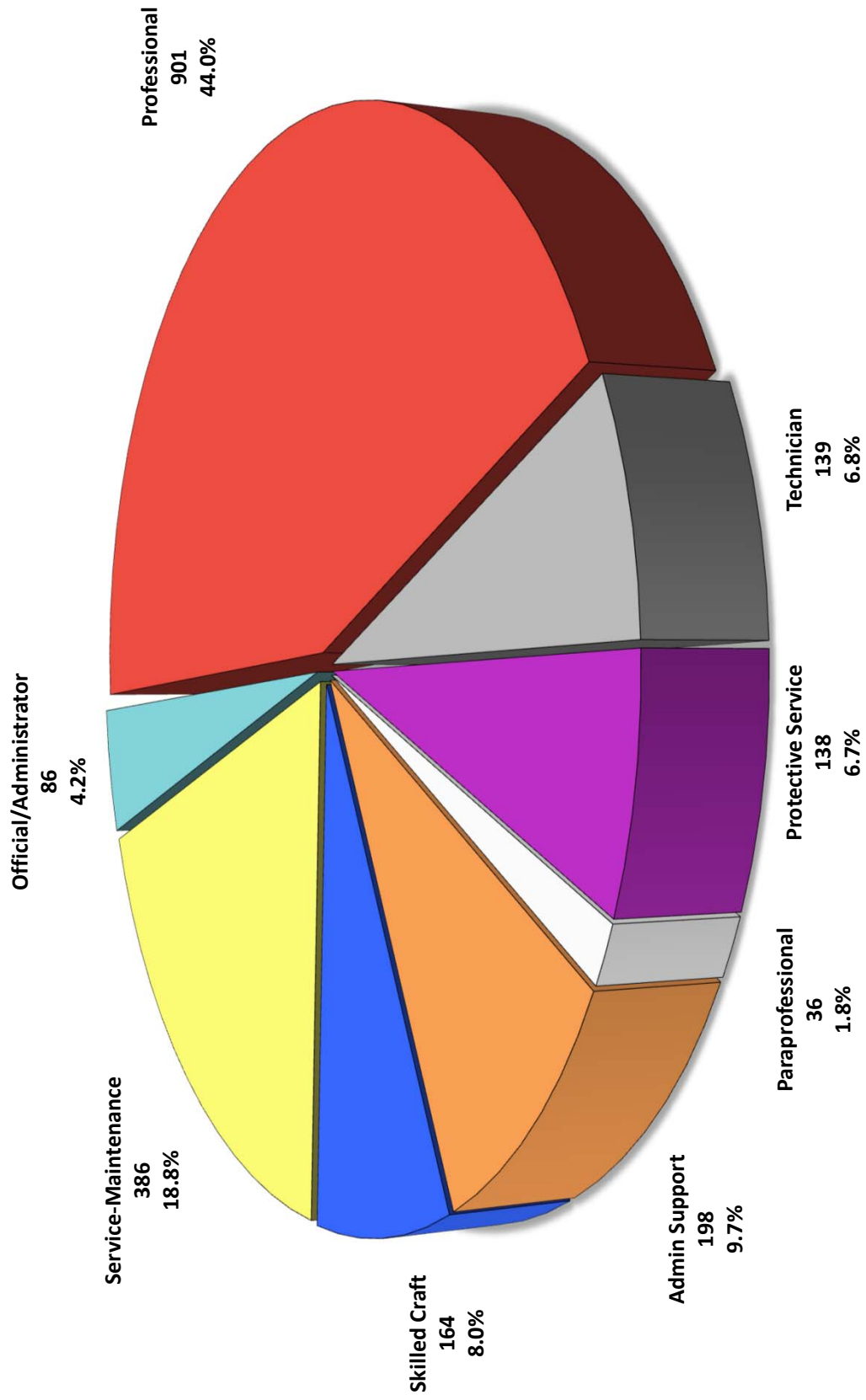
■ 20-29 Years of Age   
 ■ 30-39 Years of Age   
 ■ 40-49 Years of Age   
 ■ 50-59 Years of Age   
 ■ 60+ Years of Age

## Distribution of Career Employees by Department

<b>Central Administrative Services</b>	<b>124</b>	6.1%
<b>Montgomery County Commissioners' Office</b>	<b>4</b>	0.2%
<b>Montgomery County Planning</b>	<b>129</b>	6.3%
<b>Montgomery County Parks</b>	<b>675</b>	33.0%
<b>Prince George's County Commissioners' Office</b>	<b>9</b>	0.4%
<b>Prince George's County Planning</b>	<b>152</b>	7.4%
<b>Prince George's County Parks and Recreation</b>	<b>955</b>	46.6%
<b>M-NCPPC Career Employees Total</b>	<b>2048</b>	100.0%

Note: Career employee totals exclude 13 employees defined as: 10 Appointed Commissioners (5 in Montgomery County and 5 in Prince George's County), and 3 Merit System Board Members.

## Career Employees by EEO-4 Job Category



## Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender

### Official/Administrator

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	1	2	12	1	0	19	35
Male	0	2	14	1	0	34	51
<b>Total</b>	<b>1</b>	<b>4</b>	<b>26</b>	<b>2</b>	<b>0</b>	<b>53</b>	<b>86</b>
<i>% Total Pop</i>	0.05%	0.2%	1.3%	0.1%	0.0%	2.6%	4.2%

### Professional

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	2	24	171	13	1	239	450
Male	2	22	157	22	0	248	451
<b>Total</b>	<b>4</b>	<b>46</b>	<b>328</b>	<b>35</b>	<b>1</b>	<b>487</b>	<b>901</b>
<i>% Total Pop</i>	0.2%	2.2%	16.0%	1.7%	0.05%	23.8%	44.0%

### Technician

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	1	17	1	0	36	55
Male	1	5	24	7	0	47	84
<b>Total</b>	<b>1</b>	<b>6</b>	<b>41</b>	<b>8</b>	<b>0</b>	<b>83</b>	<b>139</b>
<i>% Total Pop</i>	0.05%	0.3%	2.0%	0.4%	0.0%	4.1%	6.8%

### Protective Service

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	0	7	1	0	13	21
Male	1	11	31	10	0	64	117
<b>Total</b>	<b>1</b>	<b>11</b>	<b>38</b>	<b>11</b>	<b>0</b>	<b>77</b>	<b>138</b>
<i>% Total Pop</i>	0.05%	0.5%	1.9%	0.5%	0.0%	3.8%	6.7%

### Paraprofessional

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	0	7	0	0	6	13
Male	0	0	8	2	0	13	23
<b>Total</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>2</b>	<b>0</b>	<b>19</b>	<b>36</b>
<i>% Total Pop</i>	0.0%	0.0%	0.7%	0.1%	0.0%	0.9%	1.8%

(See next page)

Admin Support

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	5	99	7	0	56	167
Male	0	0	13	3	0	15	31
<b>Total</b>	<b>0</b>	<b>5</b>	<b>112</b>	<b>10</b>	<b>0</b>	<b>71</b>	<b>198</b>
<i>% Total Pop</i>	0.0%	0.2%	5.5%	0.5%	0.0%	3.5%	9.7%

Skilled Craft

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	0	0	0	0	1	1
Male	1	3	38	5	0	116	163
<b>Total</b>	<b>1</b>	<b>3</b>	<b>38</b>	<b>5</b>	<b>0</b>	<b>117</b>	<b>164</b>
<i>% Total Pop</i>	0.05%	0.1%	1.9%	0.2%	0.0%	5.7%	8.0%

Service-Maintenance

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	0	16	8	0	13	37
Male	1	12	143	53	0	140	349
<b>Total</b>	<b>1</b>	<b>12</b>	<b>159</b>	<b>61</b>	<b>0</b>	<b>153</b>	<b>386</b>
<i>% Total Pop</i>	0.05%	0.6%	7.8%	3.0%	0.0%	7.5%	18.8%

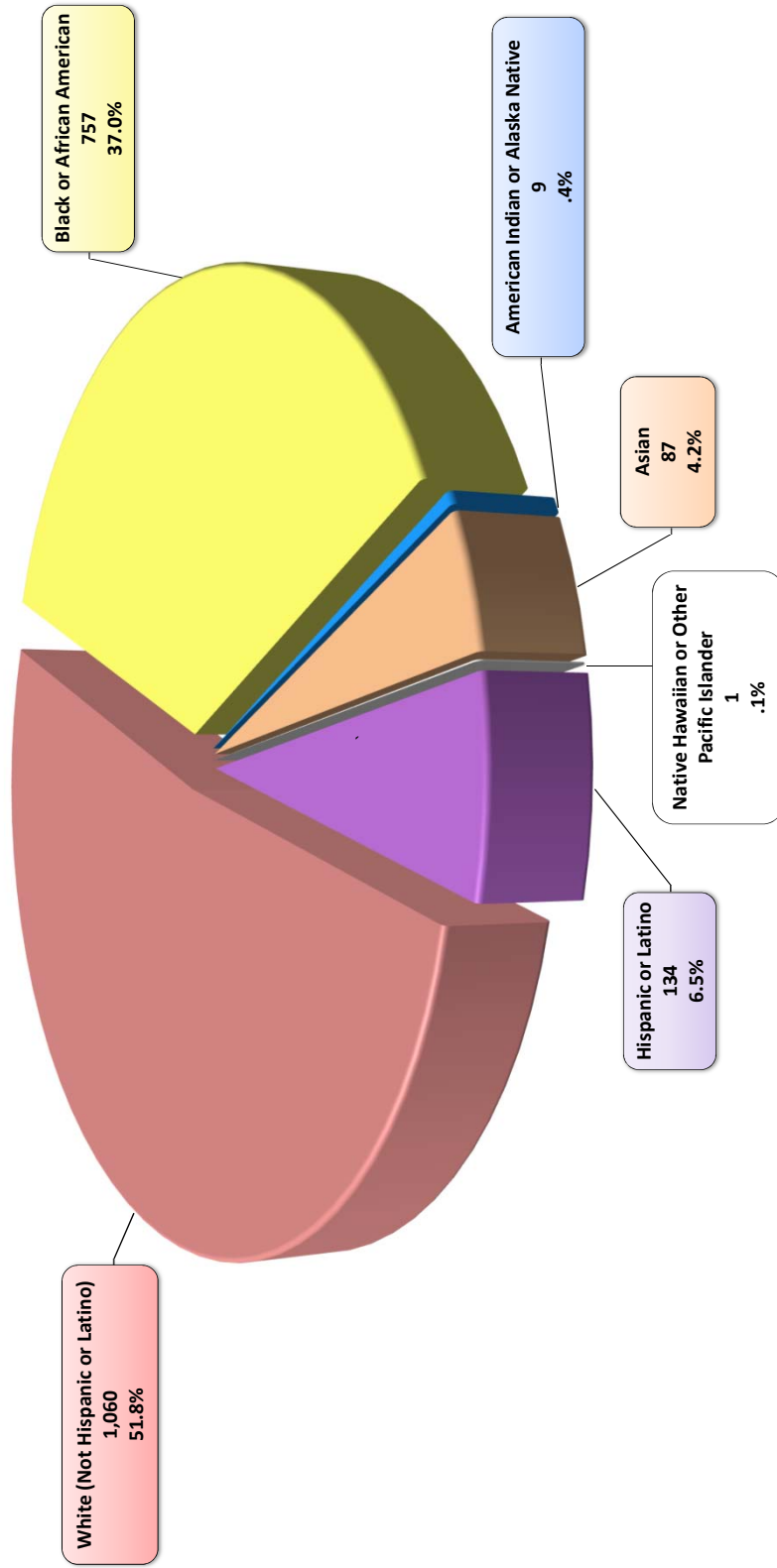
Total Population

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	3	32	329	31	1	383	779
Male	6	55	429	103	0	677	1270
<b>Total</b>	<b>9</b>	<b>87</b>	<b>757</b>	<b>134</b>	<b>1</b>	<b>1060</b>	<b>2048</b>
<i>% Total Pop</i>	0.4%	4.2%	37.0%	6.5%	0.05%	51.8%	100.0%

Percentages are based on total number of employees: 2,048

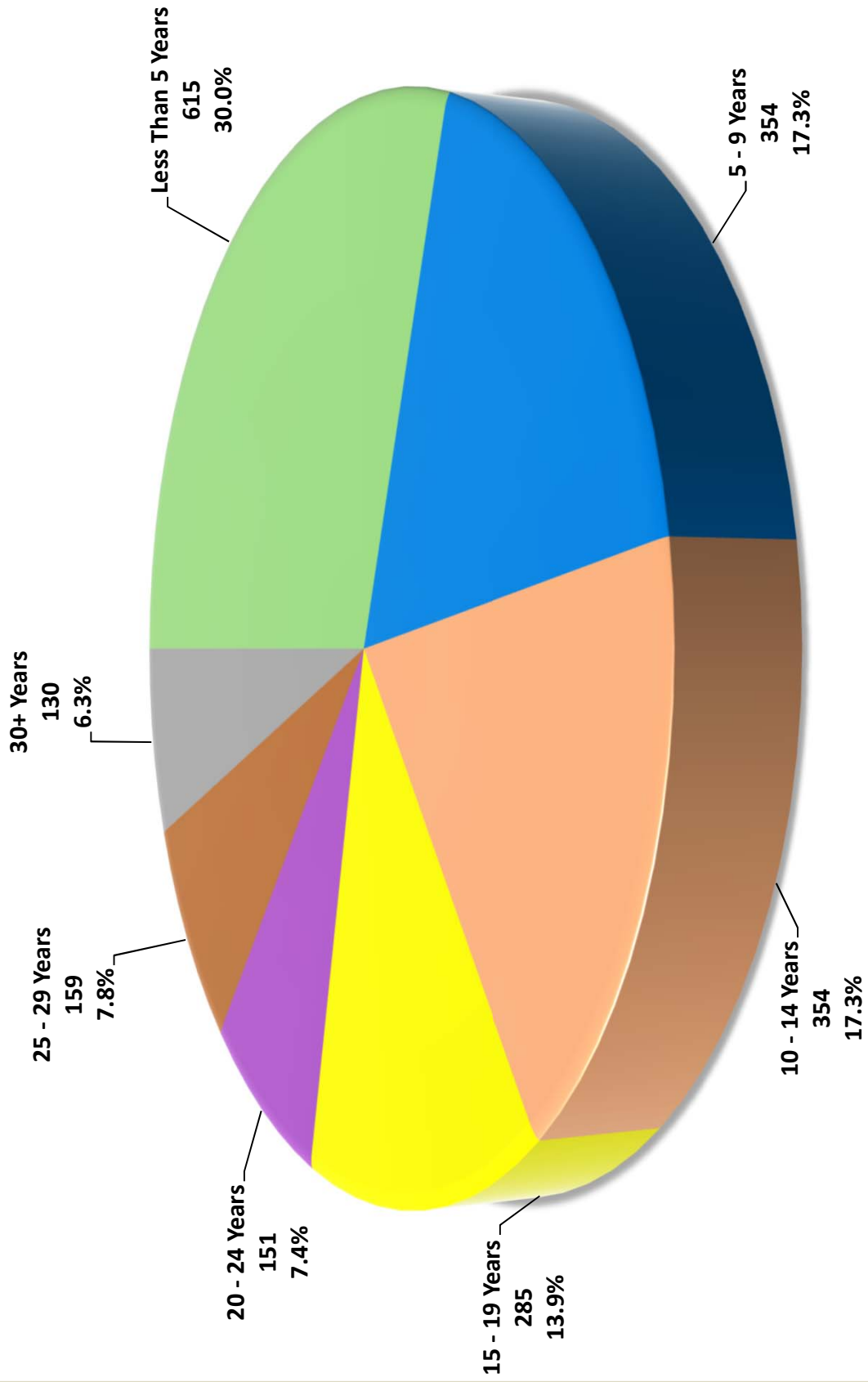
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## Career Employees by EEO-4 Race/Ethnic Identification



Total Career Employees = 2,048

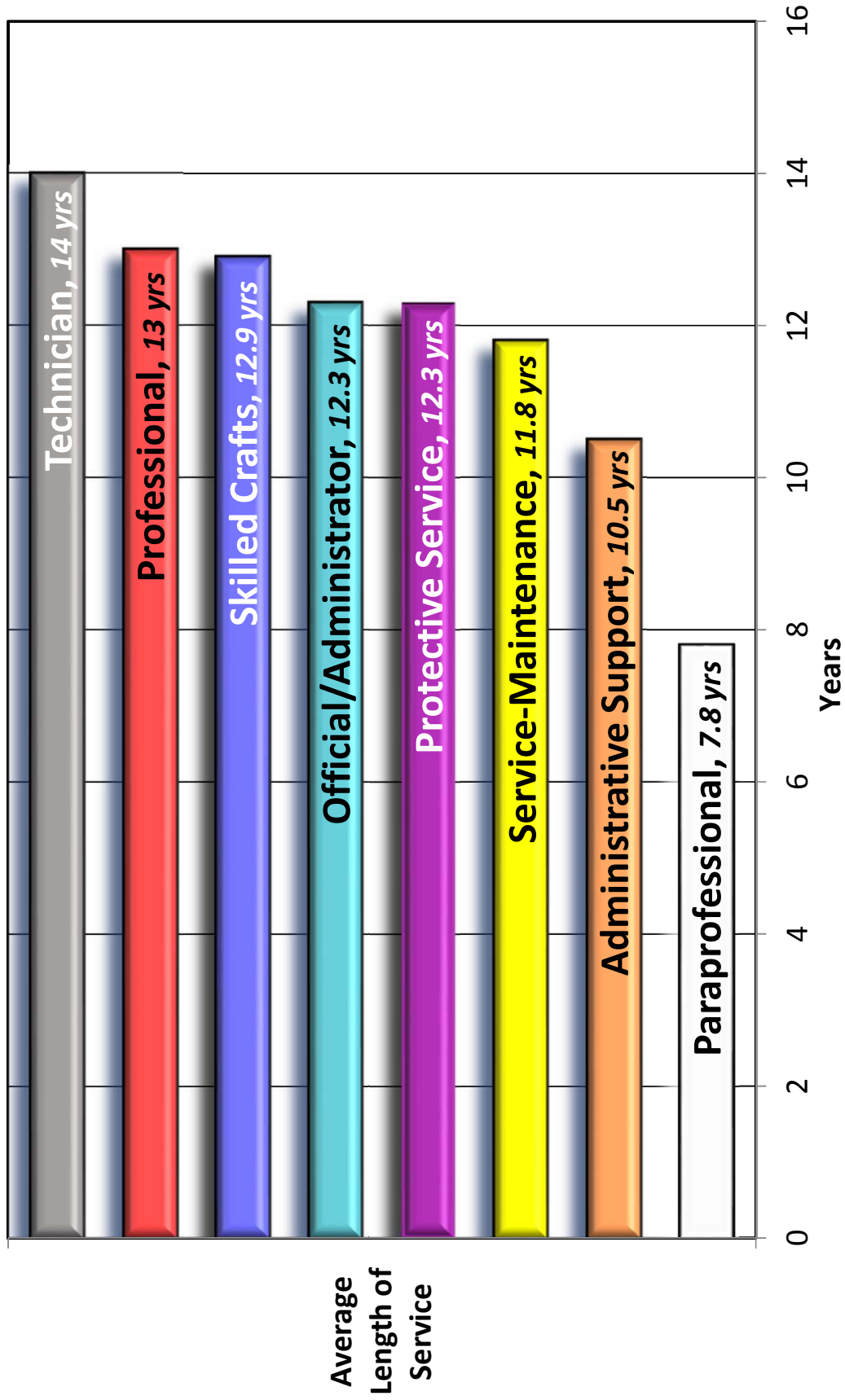
## Career Employee Tenure



Total Career Employees: 2,048  
Average Length of Service for all Career Employees: 12.5 Years

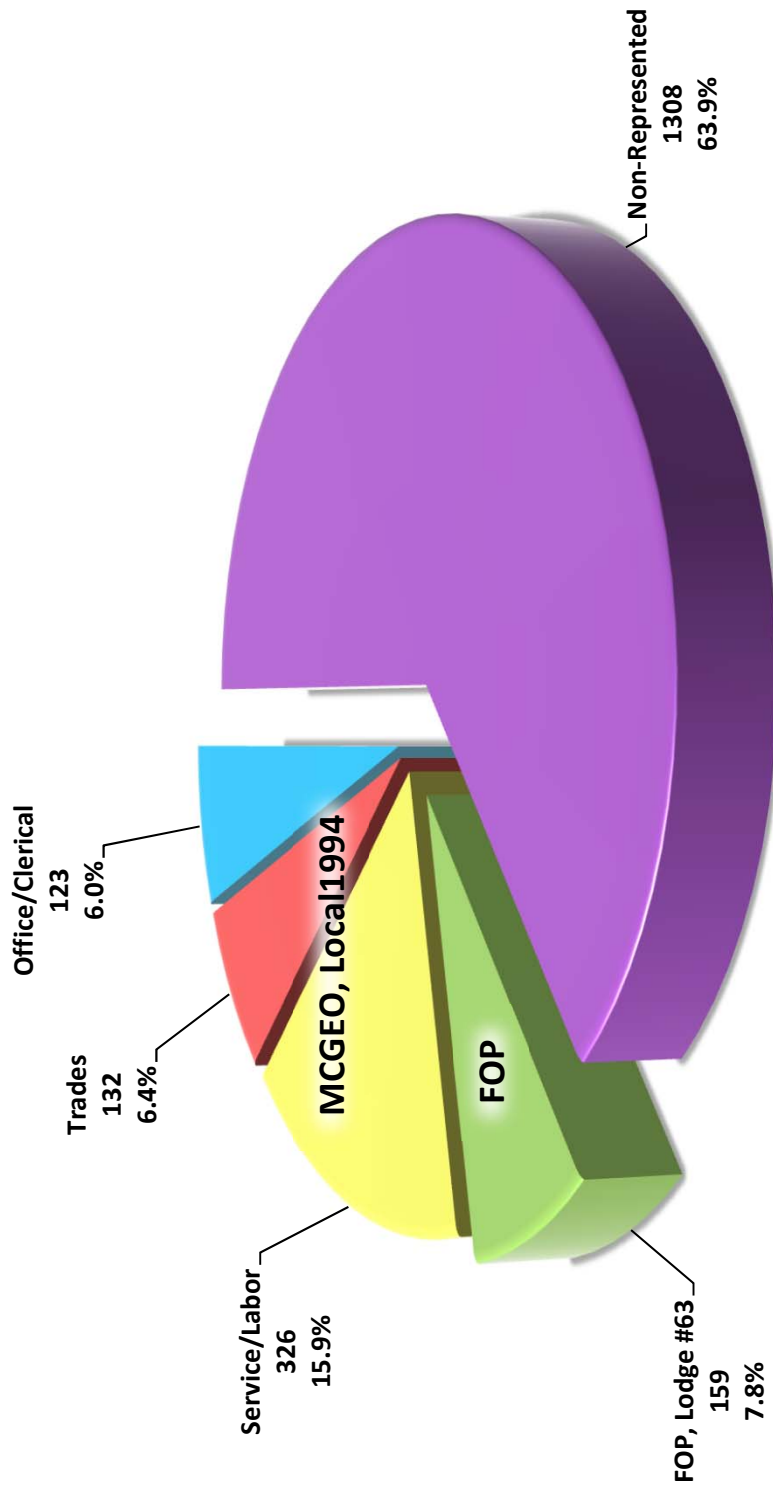


## Average Length of Service by EEO-4 Job Category



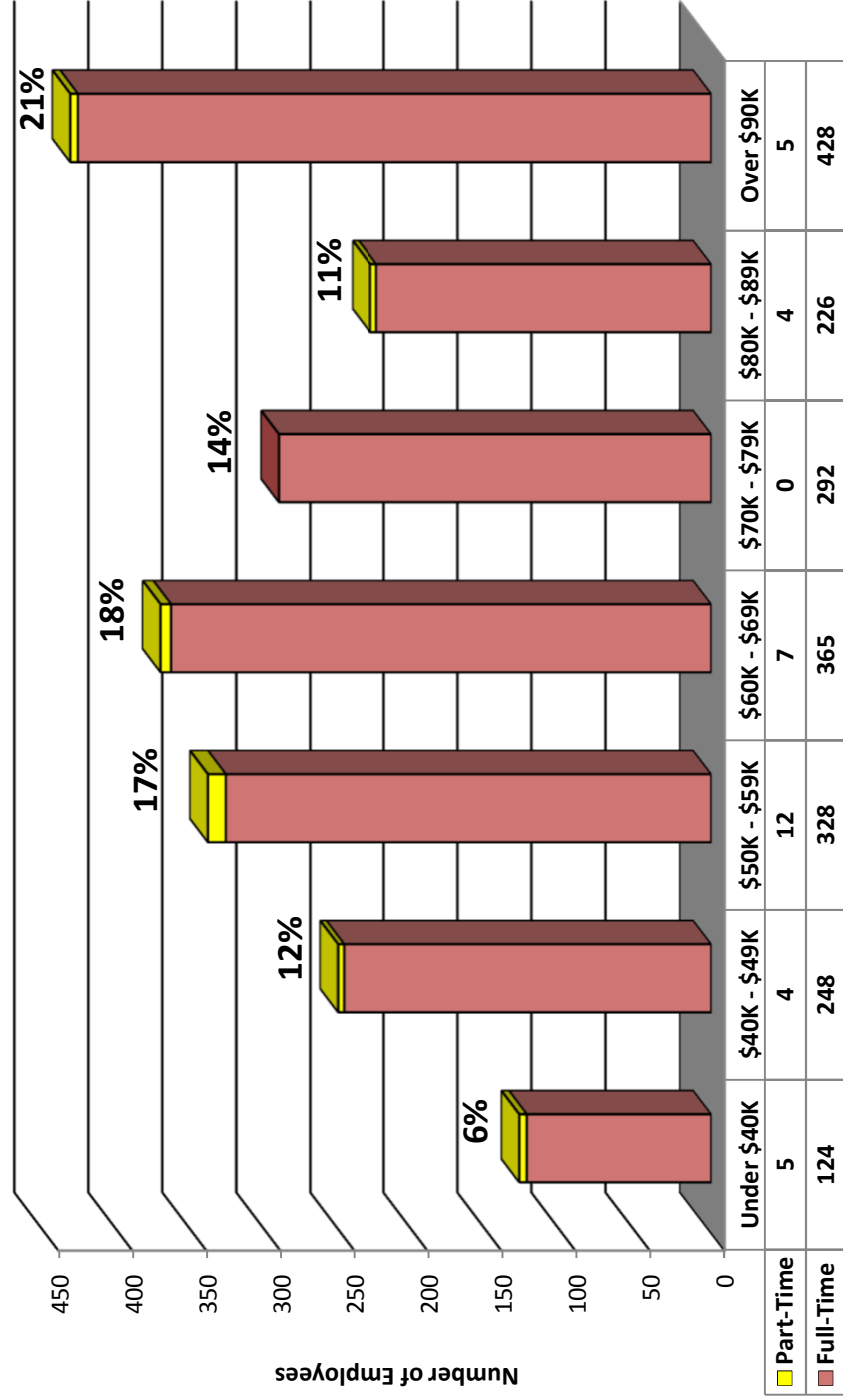
Average Length of Service for Merit System Employees: 12.5 yrs

## Represented and Non-Represented Career Employees



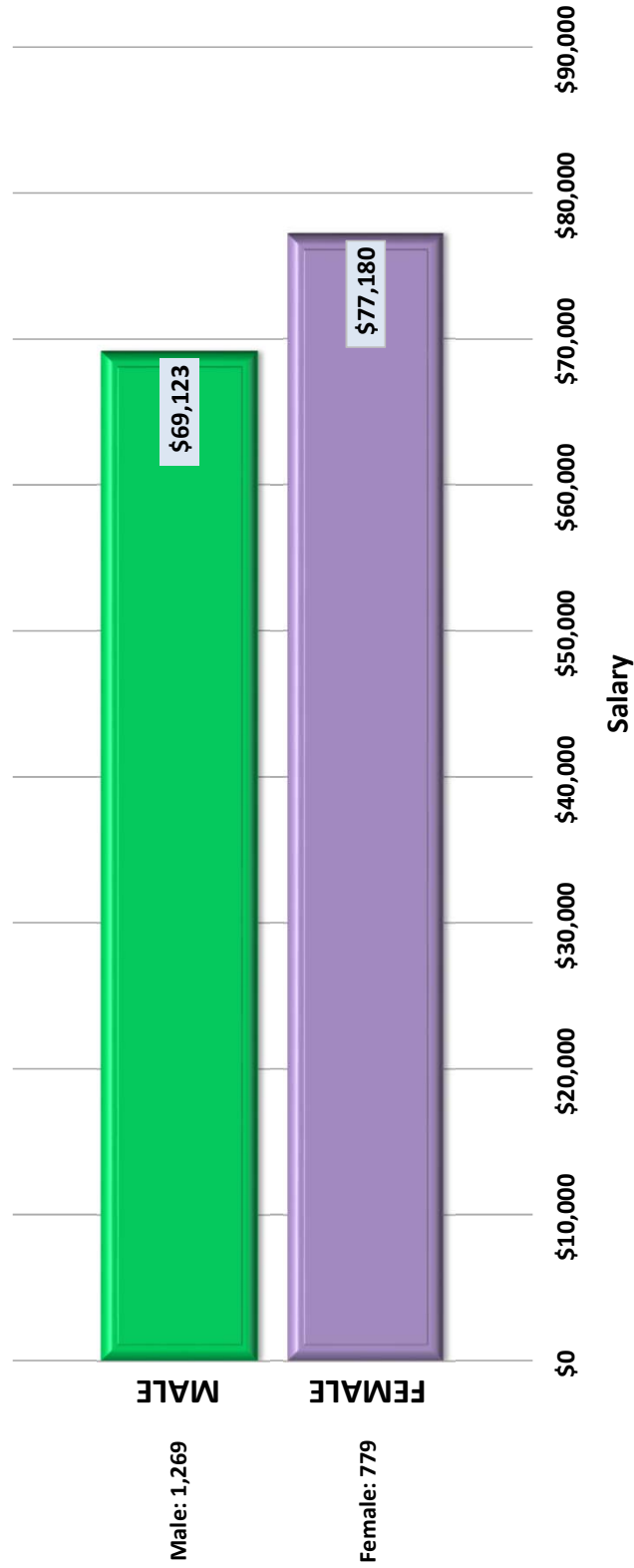
36.1% of career employees are represented by a union; 63.9% of employees are not represented. Park Police Officer Candidates included in the Non-Represented category: 6

## Annual Salary Ranges Full-Time and Part-time Career Employees



Total Full-Time Employees: 2,011  
 Total Part-Time Employees: 37  
 Average Salary for all Employees (2,048): \$72,187 (includes part-time annualized salaries)

### Average Salary for Career Employees By Gender



The Average Salary for all employees - \$72,187  
Part-time employee salaries have been annualized

## Average Career Employee Salaries by EEO-4 Job Category, Race/Ethnicity and Gender

### Official/Administrator

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	\$122,192	\$133,738	\$138,065	\$115,005	N/A	\$140,781
Male	N/A	\$139,322	\$137,415	\$126,718	N/A	\$127,145

Average Salary Official/Administrator: \$133,586

Average Official/Administrator New Hire Salary: \$143,226

### Professional

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	\$62,902	\$87,354	\$80,579	\$82,661	\$58,000	\$85,719
Male	\$85,762	\$94,999	\$80,925	\$78,715	N/A	\$83,728

Average Salary Professional: \$83,334

Average Professional New Hire Salary: \$72,646

### Technician

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	N/A	\$71,016	\$63,381	\$71,016	N/A	\$67,494
Male	\$78,042	\$88,599	\$67,160	\$65,365	N/A	\$70,726

Average Salary Technician: \$68,804

Average Technician New Hire Salary: \$51,040

### Protective Service

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	N/A	N/A	\$66,765	\$60,307	N/A	\$67,322
Male	\$65,907	\$73,491	\$69,932	\$72,318	N/A	\$72,104

Average Salary Protective Service: \$70,890

Average Protective Service New Hire Salary: \$55,658

### Total Population

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	\$82,665	\$85,584	\$73,449	\$66,545	\$58,000	\$79,538
Male	\$68,396	\$79,821	\$65,904	\$58,032	N/A	\$71,765

Average Salary: \$72,187

Average New Hire Salary: \$60,636

### Paraprofessional

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	N/A	N/A	\$76,909	N/A	N/A	\$61,174
Male	N/A	N/A	\$47,042	\$45,920	N/A	\$57,973

Average Salary Paraprofessional: \$59,090

Average Paraprofessional New Hire Salary: \$49,784

### Admin Support

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	N/A	\$60,742	\$58,992	\$60,033	N/A	\$57,887
Male	N/A	N/A	\$53,890	\$49,362	N/A	\$57,337

Average Salary Admin Support: \$58,680

Average Admin Support New Hire Salary: \$52,868

### Skilled Craft

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	N/A	N/A	N/A	N/A	N/A	\$61,826
Male	\$47,905	\$63,132	\$59,338	\$63,249	N/A	\$62,491

Average Salary Skilled Craft: \$61,703

Average Skilled Craft New Hire Salary: \$57,822

### Service-Maintenance

Gender	Race/Ethnicity					
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)
Female	N/A	N/A	\$50,346	\$40,220	N/A	\$47,080
Male	\$46,996	\$48,394	\$45,698	\$45,483	N/A	\$47,954

Average Salary Service-Maintenance: \$46,669

Average Service-Maintenance New Hire Salary: \$39,995

Percentages are based on total number of employees: 2,048  
Average Commission Career Salary (includes full-time and part-time annualized salaries): \$72,187

## Average Annual Salary for Career Employees by Grade

Park Police	
<u>Grade</u>	<u>Avg. Salary</u>
Candidates	\$49,430
P02	\$59,571
P03	\$65,575
P04	\$79,795
P05	\$92,247
P06	\$113,146
P07	\$134,798
P09	\$157,932
<b>Avg. FOP Salary</b>	<b>\$81,245</b>
<b>Avg. Command Staff</b>	<b>\$119,483</b>
<b>Avg Candidate Salary</b>	<b>\$49,430</b>

General Service	
<u>Grade</u>	<u>Avg. Salary</u>
H12	\$49,920
H14	\$52,347
H16	\$57,578
H18, E18	\$63,585
H22, E22	\$74,786
E26	\$90,067
E30	\$107,249
E34	\$128,500
E36	\$130,000
E38	\$156,319
E40	\$165,598
<b>Avg. Salary</b>	<b>\$77,642</b>

Information Technology	
<u>Grade</u>	<u>Avg. Salary</u>
EGT	\$65,978
EHT	\$80,683
EIT	\$96,529
EJT	\$113,998
<b>Avg. Salary</b>	<b>\$96,017</b>

Office/Clerical	
<u>Grade</u>	<u>Avg. Salary</u>
HC2	\$39,777
HC3	\$52,326
HC4	\$45,921
HC5	\$51,795
HC6	\$58,178
<b>Avg. Salary</b>	<b>\$54,052</b>

Service/Labor	
<u>Grade</u>	<u>Avg. Salary</u>
HL2	\$44,226
HL3	\$41,315
HL5/HL6	\$47,600
HL7	\$61,809
<b>Avg. Salary</b>	<b>\$44,528</b>

Trades	
<u>Grade</u>	<u>Avg. Salary</u>
HT3	\$51,261
HT4	\$59,706
<b>Avg. Salary</b>	<b>\$58,408</b>

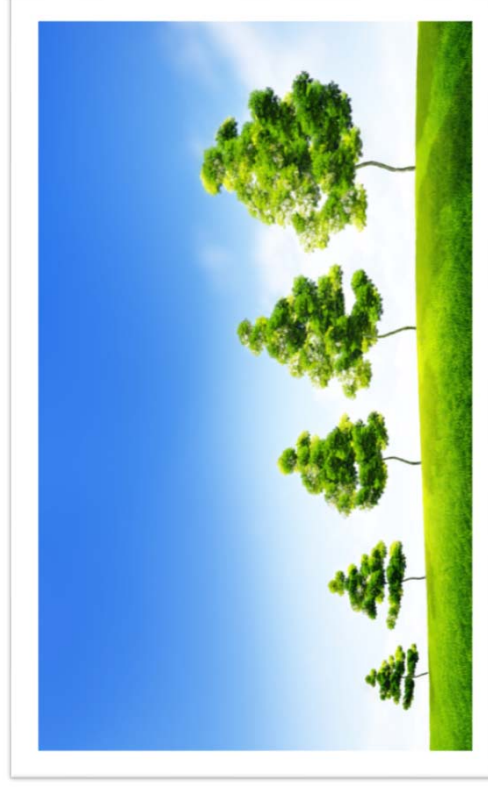
**Average MCGEO Salary:  
\$49,698**

**Note: Part-time salaries were annualized**

## Career Employee Promotions by EEO-4 Job Category, Gender & Department

Department	Officials/ Administrative	Professional	Technician	Protective Service	Paraprofessional	Administrative Support	Skilled Craft	Service- Maintenance	Total
Central Administrative Services	1	8	0	0	0	0	0	0	9
Montgomery County Commissioners' Ofc	0	0	0	0	0	0	0	0	0
Montgomery County Planning	0	3	0	0	0	0	0	0	3
Montgomery County Parks	2	26	5	3	0	4	4	17	61
Prince George's County Commissioners' Ofc	0	0	0	0	0	0	0	0	0
Prince George's County Planning	0	12	1	0	0	1	0	0	14
Prince George's County Parks and Recreation	4	23	6	6	0	1	3	6	49
<b>TOTAL PROMOTIONS</b>	<b>7</b>	<b>72</b>	<b>12</b>	<b>9</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>23</b>	<b>136</b>

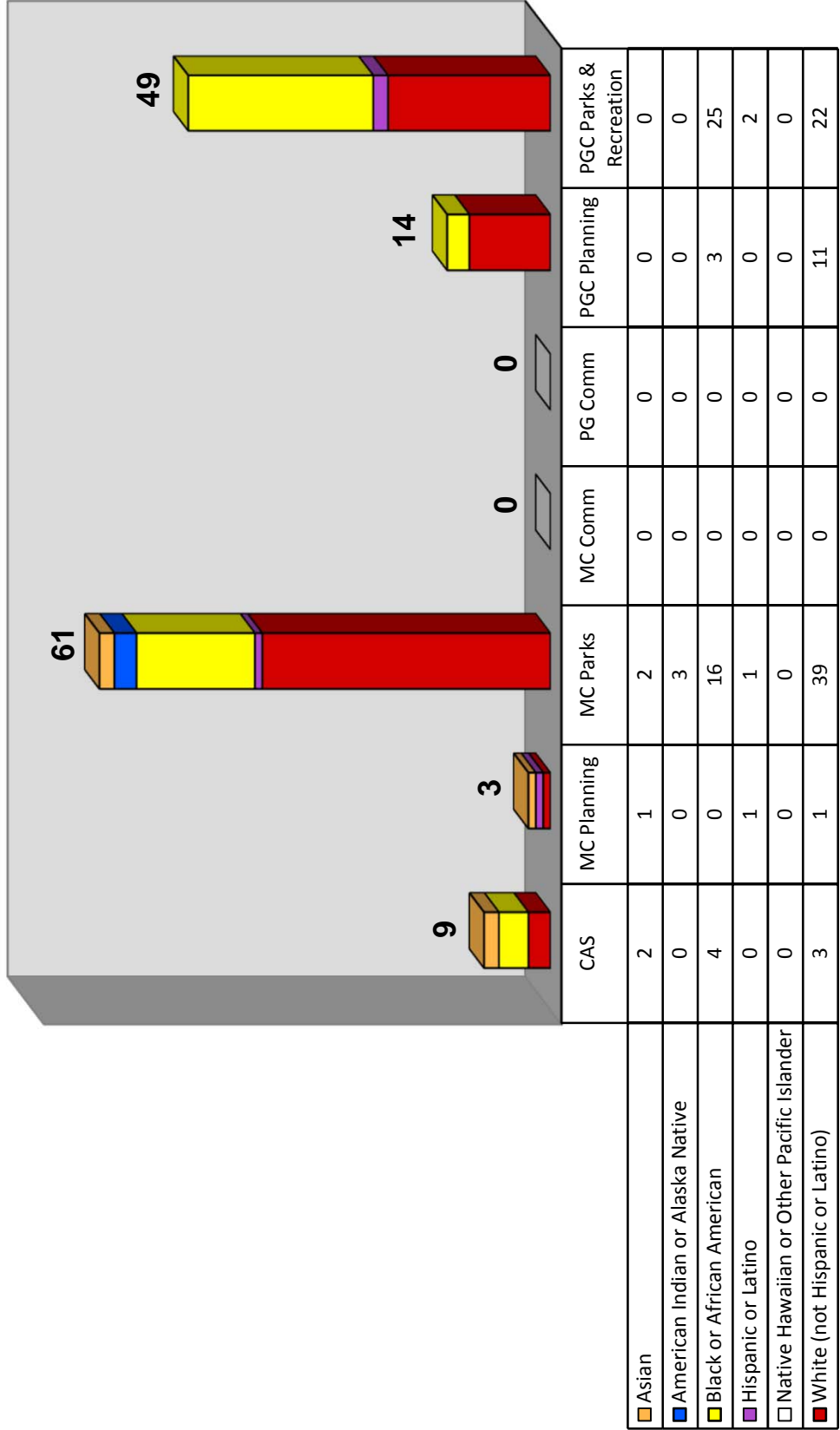
Department	Female	Male	Total
Central Administrative Services	4	5	9
Montgomery County Commissioners' Ofc	0	0	0
Montgomery County Planning	0	3	3
Montgomery County Parks	16	45	61
Prince George's County Commissioners' Ofc	0	0	0
Prince George's County Planning	4	10	14
Prince George's County Parks and Recreation	16	33	49
<b>TOTAL PROMOTIONS</b>	<b>40</b>	<b>96</b>	<b>136</b>



Gender	Officials/ Administrative	Professional	Technician	Protective Service	Paraprofessional	Administrative Support	Skilled Craft	Service- Maintenance	Total
Female	1	30	3	1	0	5	0	0	40
Male	6	42	9	8	0	1	7	23	96
<b>TOTAL PROMOTIONS</b>	<b>7</b>	<b>72</b>	<b>12</b>	<b>9</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>23</b>	<b>136</b>

Promotions Include Competitive and Non-Competitive Advancements (Reclassifications)

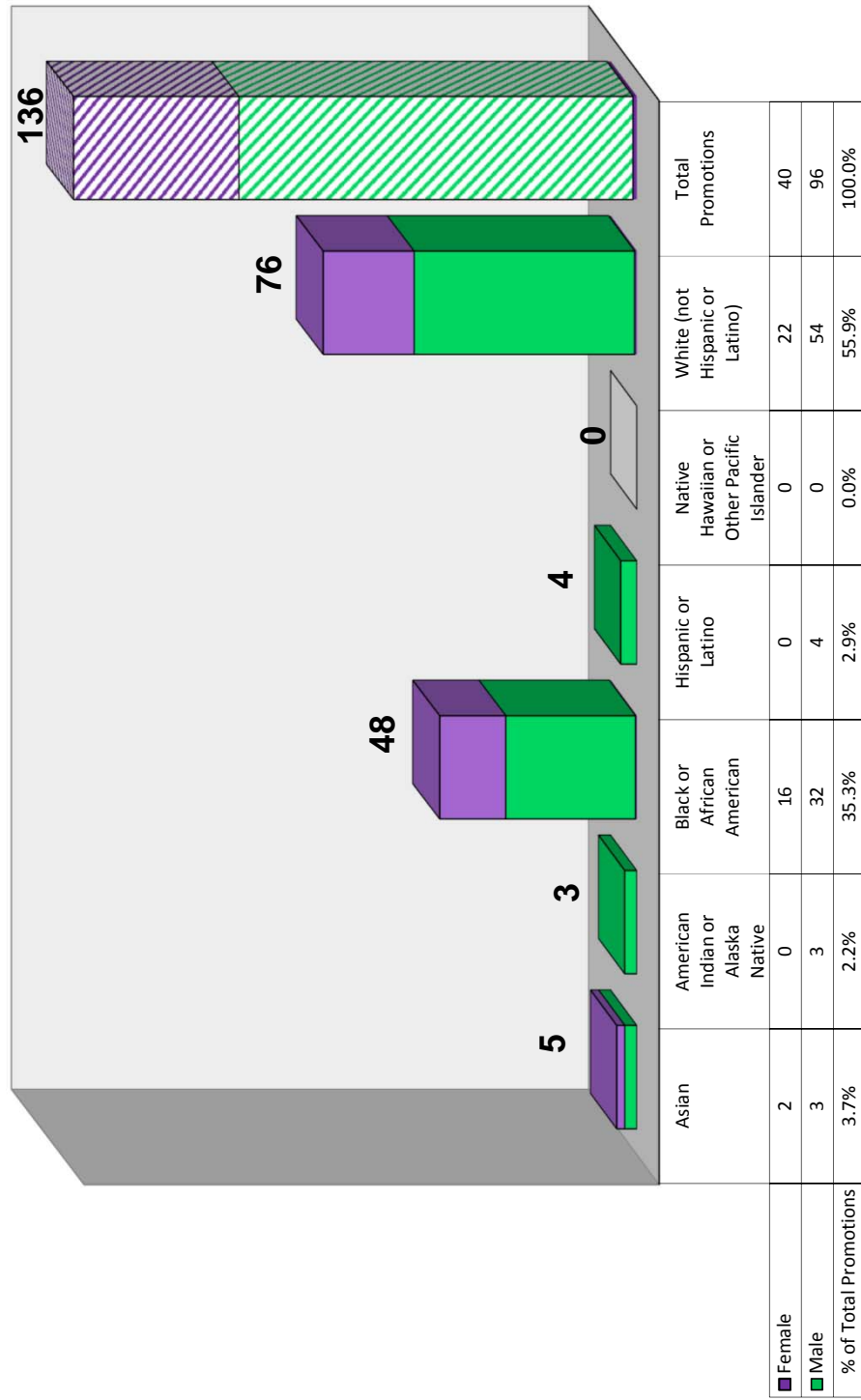
## Career Employee Promotions By Race/Ethnicity & Department



**Total Career Promotions: 136**  
**Promotions Include Competitive and Non-Competitive Advancements (Reclassifications)**



## Career Employee Promotions By Gender & EEO-4 Race/Ethnic Identification



**Total Career Promotions: 136**  
**Promotions Include Competitive and Non-Competitive Advancements (Reclassifications)**

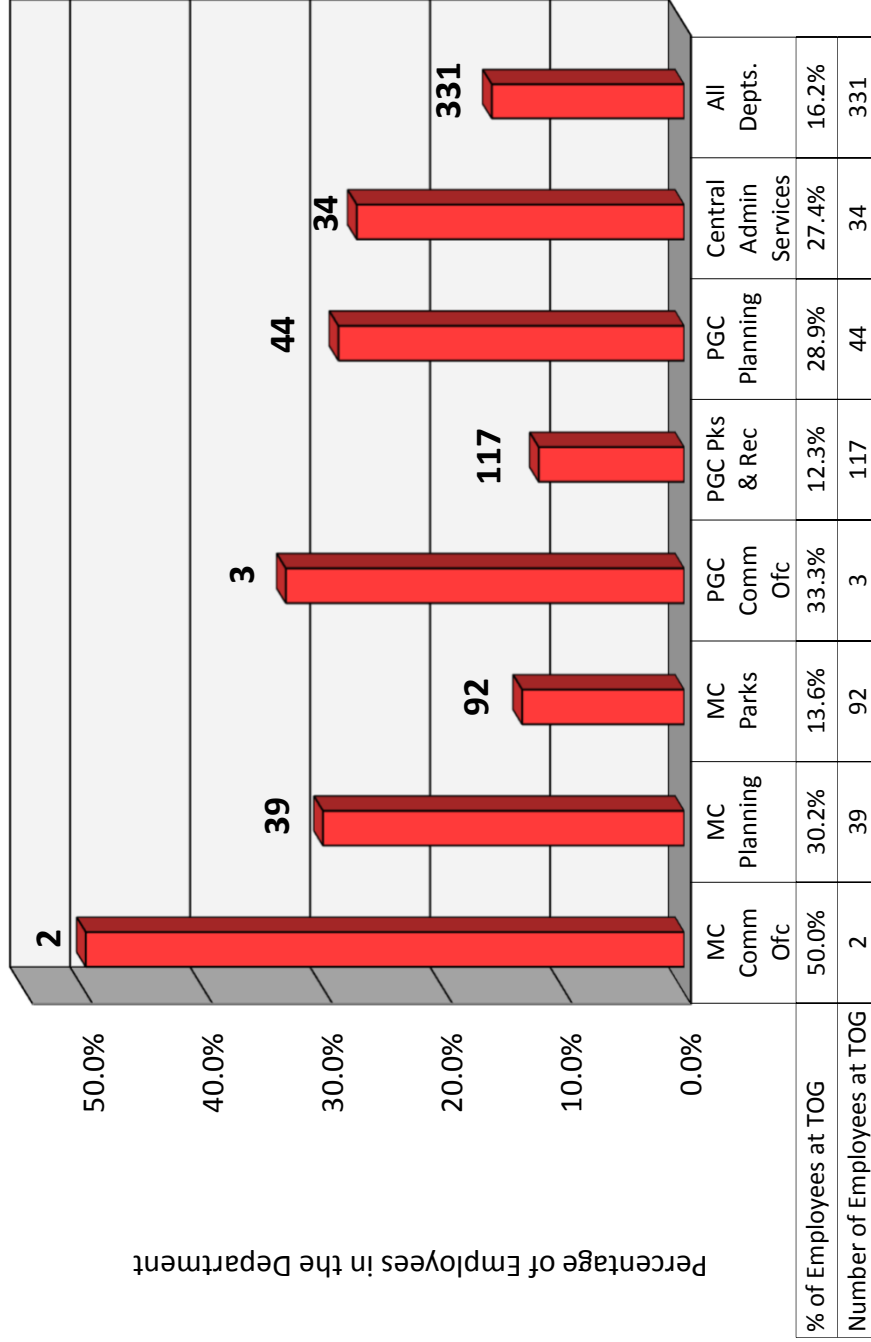
## Comparison of Cost-of-Living Adjustments FY09 - FY18 (Percent of Increase)

Fiscal Year	M-NCPPC			MONTGOMERY COUNTY GOVERNMENT			PRINCE GEORGE'S COUNTY GOVERNMENT		
	Park Police FOP	Ser/Labor Trades Office (Local 1994)	Non-Rep Employees	Police (FOP)	OPT & SLT (1994)	Non-Rep Employees	Police (FOP)	Ser/Labor Trades Office (AFSCME)++	Non-Rep Employees
2009	3.25	3.25	3.25	4.00	4.50 (r)	4.50 (r)	3.00	2.50	2.50
2010	3.75	(t)	0.00	0.00	0.00	2.00 (s)	0.00	0.00	0.00
2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(u)	(u)
2013	(v)	(v)	(v)	(v)	(v)	(v)	0.00 (ac)	(u)	(u)
2014	2.50	2.75 (w2)	3.00 (w3)	2.10	3.25	3.25	0.00 (x)	2.50 (y)	2.50 (z)
2015	1.75 (w1)	2.00 (w4)	2.00 (w4)	2.10	3.25	3.25	0.00	2.50 (yy)	2.50 (zz)
2016	1.75	1.75	1.75 (w5)	2.10	3.25	3.25	0.00	0.00	0.00
2017	0.50 (aa)	1.75	1.75	1.00	1.00	2.00	1.00	0.00	0.00
2018	1.50	1.50	1.50	2.00	2.00	2.00	0.00	3.00	3.00
<b>Cumulative Impact on Salary</b>	16.0%	13.7%	14.0%	13.9%	17.1%	19.4%	4.0% (ac)	12.0%	12.0%

++Closely matches classes represented by MCGEO Local 1994 at M-NCPPC

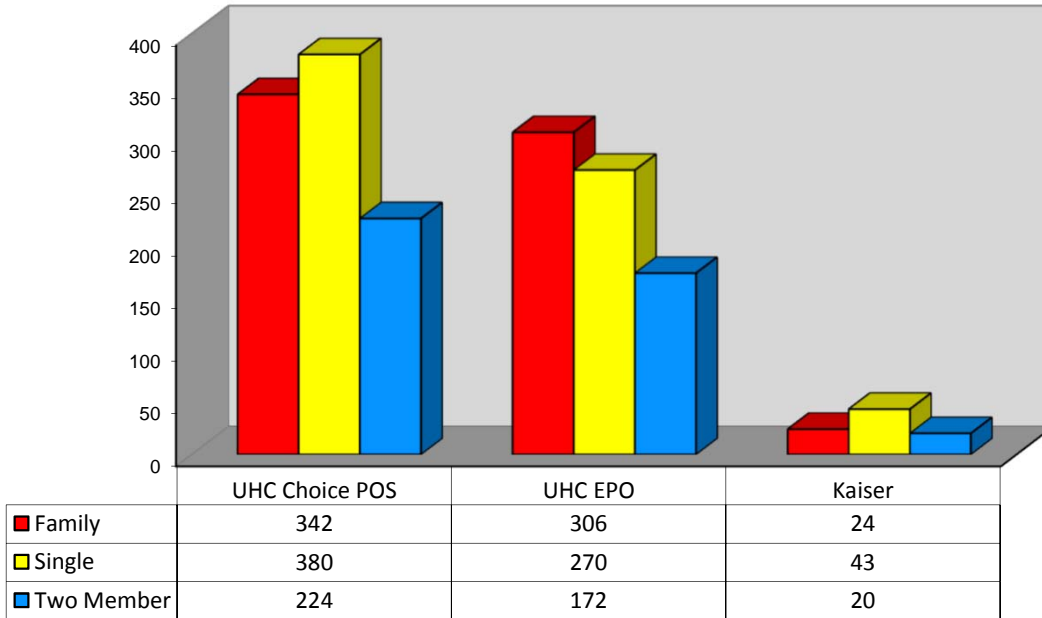
(q) Salary schedule adjusted by \$3,151 - equivalent to 7.5%, effective 7/1/07  
 (r) FY09 COLA of 4.5% for Service/Labor, Trades and Office Units, and Non-represented  
 (s) FY09 one-time 2% longevity for employees with performance ratings of exceptional or highly successful in 2 most recent years and at top of grade with 20 years of service  
 (t) FY10 \$1,420 lump sum wage adjustment with \$640 representing COLA  
 (u) FY12 \$1,000 lump sum not added to base; FY13 \$1,250 lump sum not added to base  
 (v) FY13 \$2,000 lump sum not added to base  
 (w1) FY15 COLA 1.75%, effective 7/1/15  
 (w2) FY14 COLA for MCGEO employees was phased in with 1.25% effective 10/13 and 1.25% effective 1/14. Employees at top of grade received 2.75%  
 (w3) FY14 COLA 3.0% for Non-represented whose base salary was at or within 2.999% of top of grade effective 10/13 and 1.5% for Non-represented whose base salary was not at or within 2.999% of top of grade effective 10/13 and 1.5% effective 1/14  
 (w4) FY15 2.0% COLA, effective 9/14/14, plus 0.5% lump sum for employees not at top of grade or 1.0% lump sum for those at top of grade  
 (w5) FY15 - 1.0% lump sum of base pay for employees at top of grade and 0.5% of base pay for employees who will receive a merit increase, effective 7/6/14  
 (x) FY14 Adding new step  
 (y) FY14 2.5% COLA, effective 7/1/13  
 (yy) FY14 2.5% COLA, effective 3/1/14  
 (z) FY14 2.5% COLA, effective 8/25/13  
 (zz) FY14 2.5% COLA, effective 3/9/14  
 (aa) FY17 included a 3.5% Merit increase for FOP, and 1.75% for MCGEO and Non-Represented  
 (ab) FY17 COLA was 0.5% on July 10, 2016, and 0.5% on January 8, 2017, for General Salary Schedule employees.  
 (ac) FY13 included 12% in Merit increases, including 3% for FY10, FY11, FY12, and FY13

## Career Employees at Top of Grade (TOG) by Department



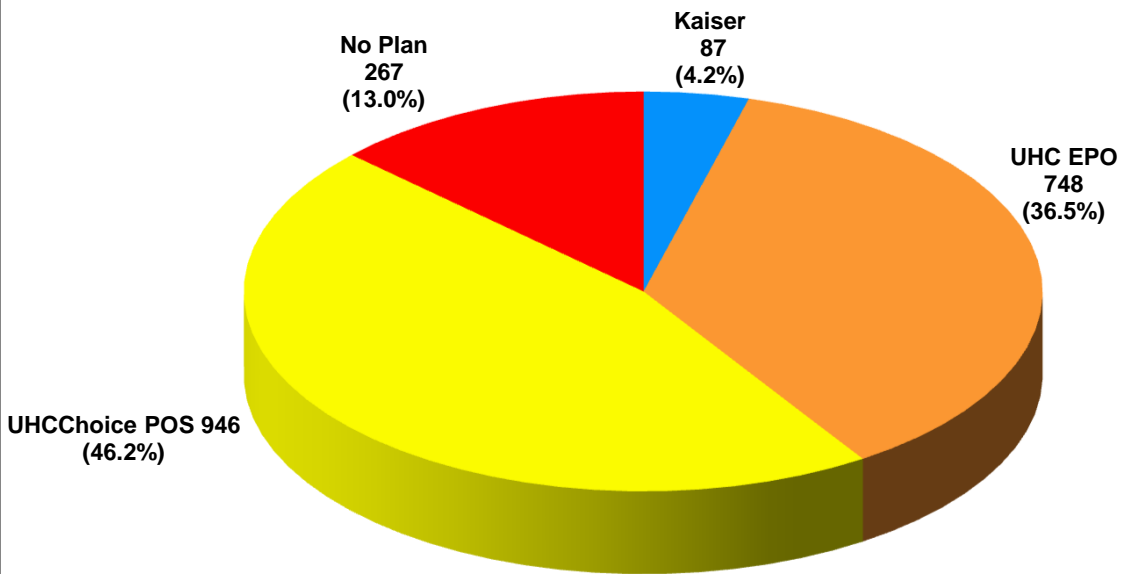
**TOG is defined as the maximum salary (\$) of a grade's salary range. Employees at TOG identified as employees whose annualized salary is within \$10.00 of their position's grade maximum.**

## Medical Health Plan Participation by Coverage



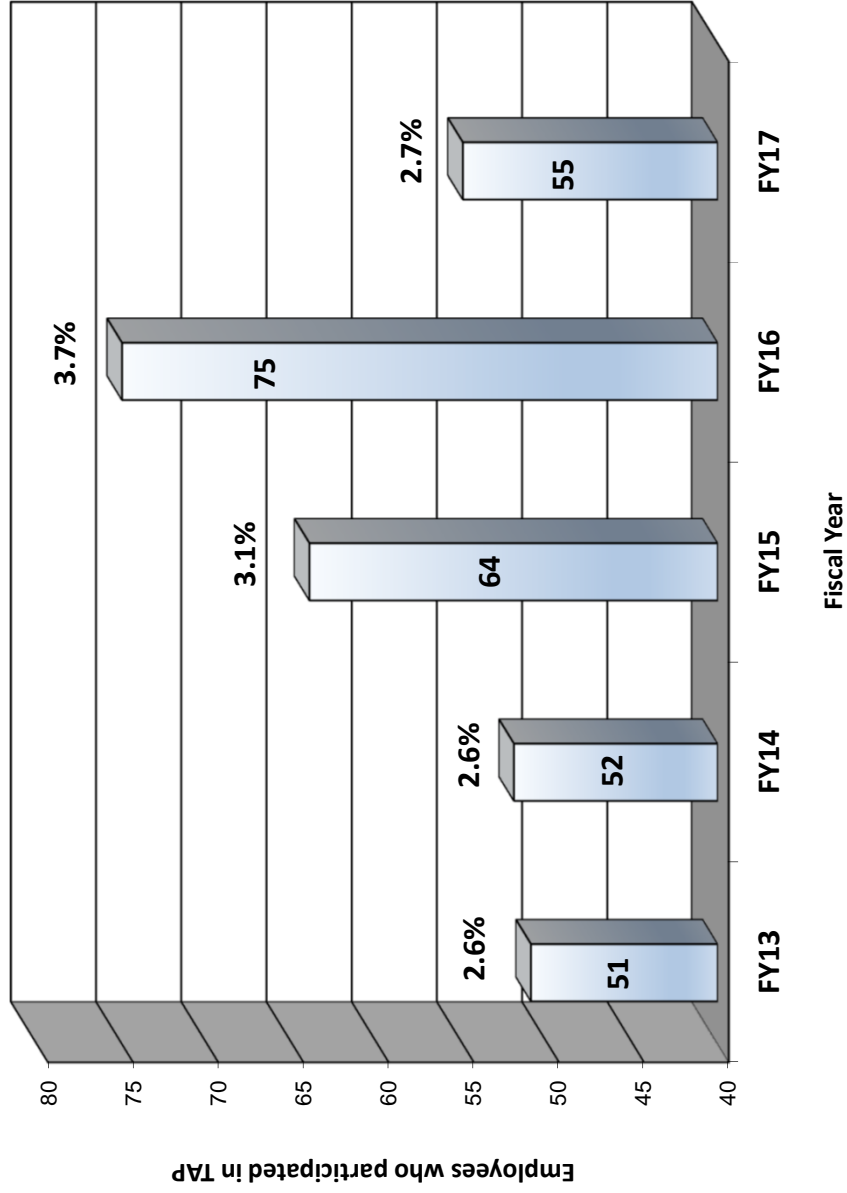
Career Employees not participating in a M-NCPPC Health Program = 267

## Medical Health Plan Participation by Provider



These graphs do not include participation in prescription drug, dental or vision coverage. Participation is based on end of fiscal year. Distribution changes each calendar year due to Open Enrollment in the Fall.

**Tuition Assistance Program (TAP) Commission-Wide Participation**

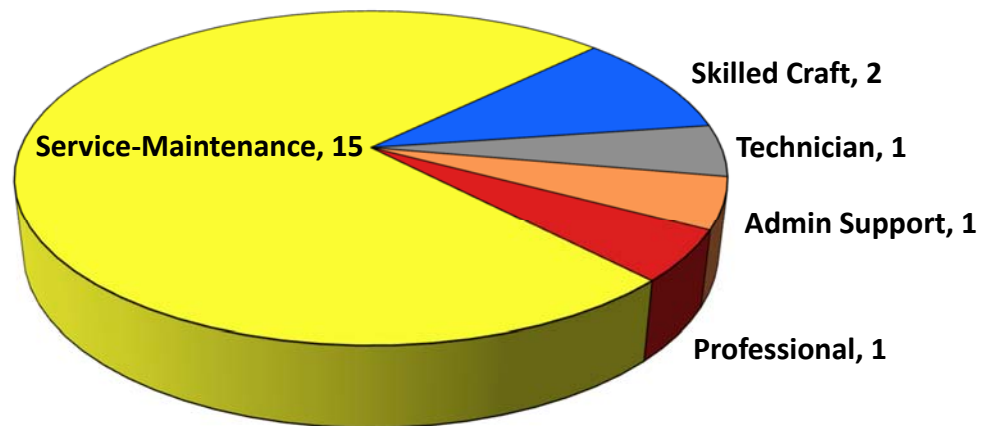


FY17 analysis based on number of *employees*, not requests. Previous years based on number of requests.  
 TAP is available to all active Merit System employees who have successfully completed new hire probation and attained career status.

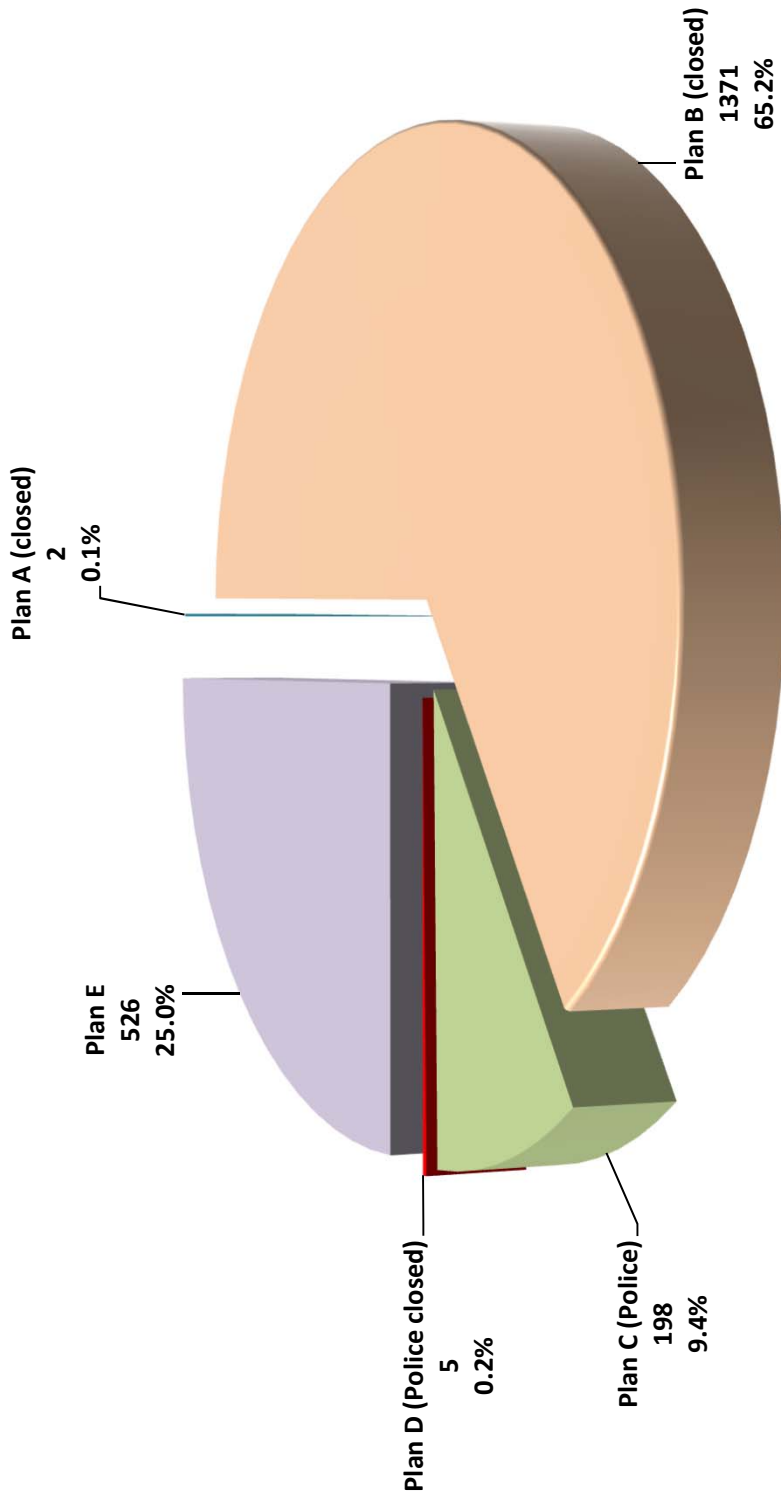
## FY17 Literacy and Language Proficiency Program

Department	Number of Participants
Montgomery County Parks	10
Prince George's County Parks and Recreation	10
Total	20

### Literacy Program Participants by Job Category



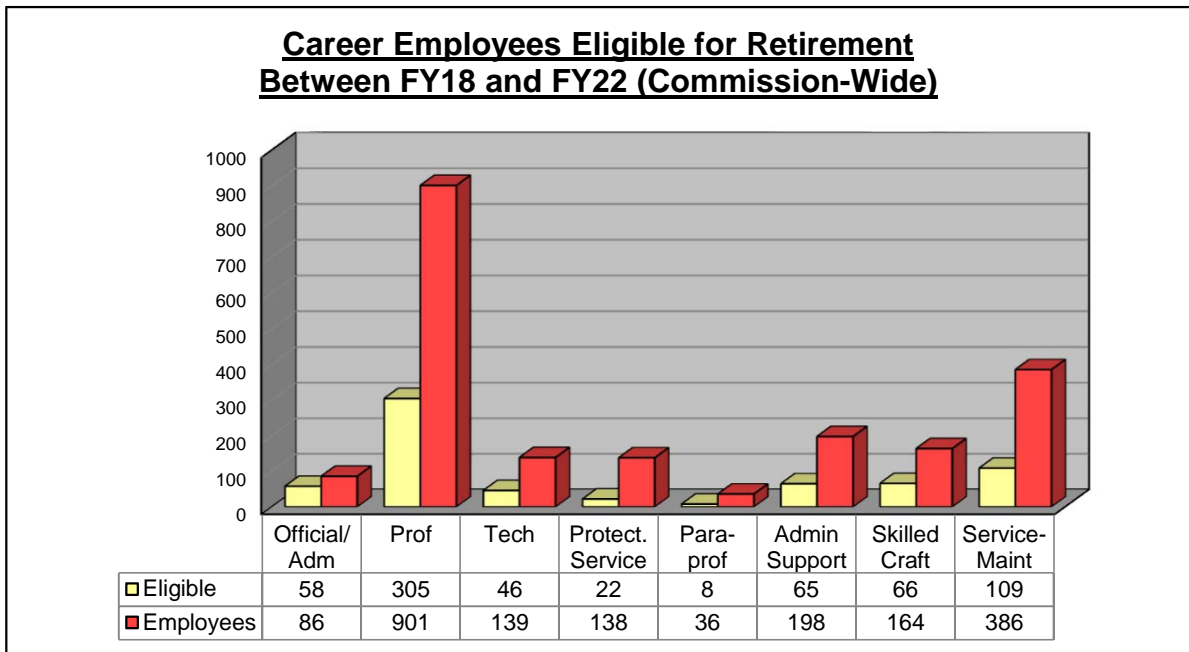
## Participation in Employee Retirement Plans



Total Employees in the Retirement System: 2,102  
Plan A (non-police), Plan B (non-police) and Plan D (police) are closed to new participants.  
Plan C (police) and Plan E (non-police) remain open to new participants.

## Career Employees Eligible for Normal Retirement Between FY18 and FY22

	FY18	FY19	FY20	FY21	FY22	Total
<b>PGC Commissioners' Ofc</b>	6	1		1	1	<b>9</b>
<b>PGC Parks and Recreation</b>	186	33	26	23	33	<b>301</b>
<b>PGC Planning</b>	35	7	6	3	2	<b>53</b>
<b>PGC Sub Total</b>	<b>227</b>	<b>41</b>	<b>32</b>	<b>27</b>	<b>36</b>	<b>363</b>
<b>CAS</b>	34	2	5	4	2	<b>47</b>
<b>MC Commissioners' Ofc</b>	4					<b>4</b>
<b>MC Parks</b>	132	21	21	21	19	<b>214</b>
<b>MC Planning</b>	33	5	1	6	6	<b>51</b>
<b>MC Sub Total</b>	<b>169</b>	<b>26</b>	<b>22</b>	<b>27</b>	<b>25</b>	<b>269</b>
<b>Commission Total</b>	<b>430</b>	<b>69</b>	<b>59</b>	<b>58</b>	<b>63</b>	<b>679</b>



FY18 through FY22, 679 out of 2,048 (33.2%) of current employees will reach normal retirement eligibility. This is an average of 136 employees for each of those years. Based on the current number of employees, by EEO category, this represents:

- 67.4% of the Official/Administrator category
- 33.9% of the Professional category
- 33.1% of the Technician category
- 15.9% of the Protective Service category
- 22.2% of the Paraprofessional category
- 32.8% of the Administrative Support category
- 40.2% of the Skilled Craft category
- 28.2% of the Service-Maintenance category

(Excludes Commissioners and employees in Long Term Disability status.)



## Career Employee FY17 Separations by EEO-4 Job Category and Gender Per Department

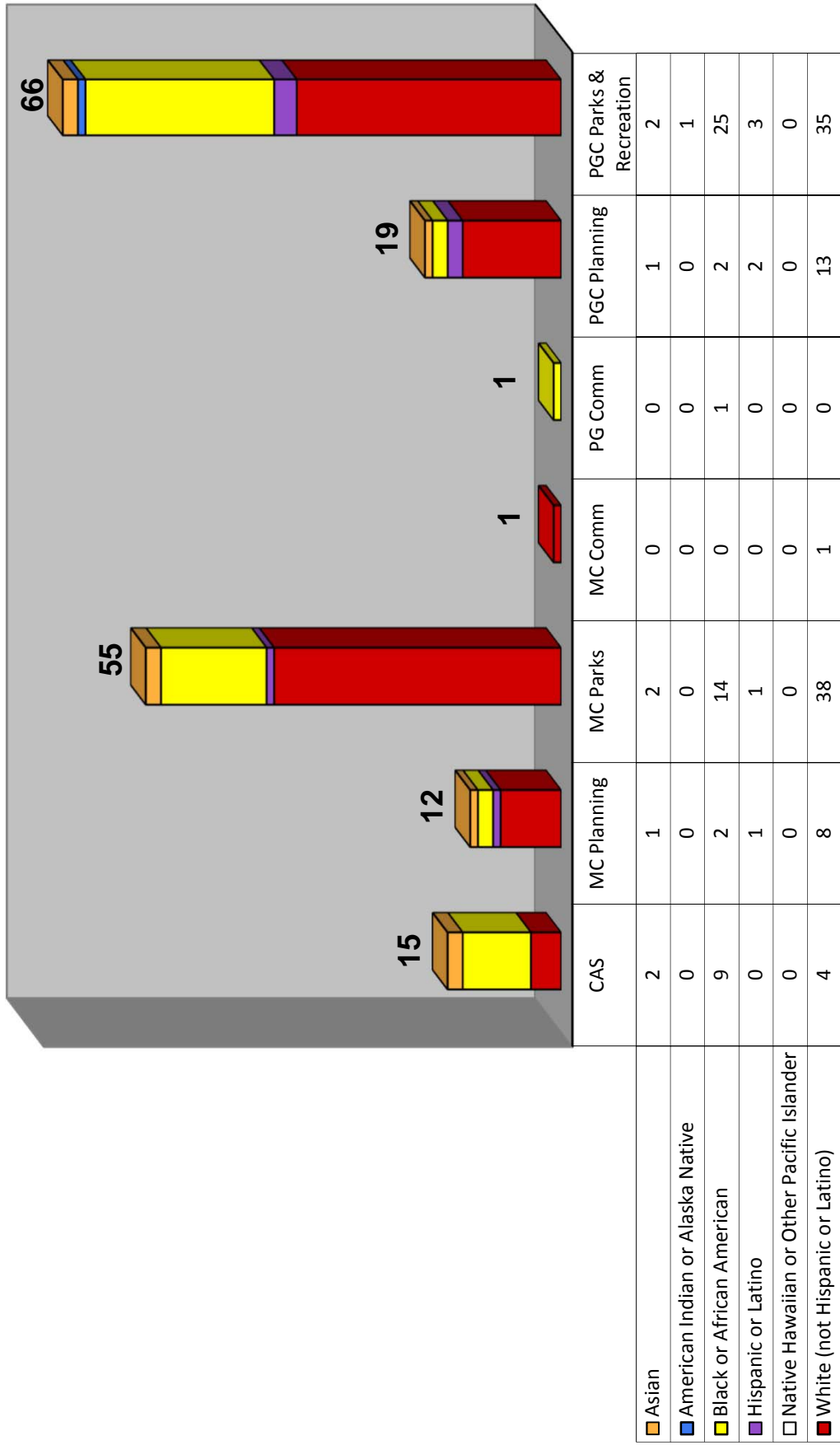
Department	Officials/ Administrative	Professional	Technician	Protective Service	Paraprofessional	Administrative Support	Skilled Craft	Service- Maintenance	All Job Categories
Central Administrative Services	0	11	1	0	1	2	0	0	15
Montgomery County Commissioners' Ofc	0	0	0	0	0	1	0	0	1
Montgomery County Planning	2	9	1	0	0	0	0	0	12
Montgomery County Parks	1	15	1	3	1	5	8	21	55
Prince George's County Commissioners' Ofc	0	0	0	0	0	1	0	0	1
Prince George's County Planning	2	15	1	0	0	0	0	0	18
Prince George's County Parks and Recreation	2	29	2	3	2	10	4	14	66
<b>TOTAL SEPARATIONS</b>	<b>7</b>	<b>79</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>19</b>	<b>12</b>	<b>35</b>	<b>168</b>
<b>JOB CATEGORY TURNOVER</b> (Job Cat. EE Separations/Total EEs in Job Cat.)	<b>8.1%</b>	<b>8.8%</b>	<b>4.3%</b>	<b>4.3%</b>	<b>11.1%</b>	<b>9.6%</b>	<b>7.3%</b>	<b>9.1%</b>	<b>8.2%</b>

Department	Officials/ Administrative	Professional	Technician	Protective Service	Paraprofessional	Administrative Support	Skilled Craft	Service- Maintenance	All Job Categories
Employees Separated FY17 With 0-5 Years Tenure	0	25	4	0	3	8	2	8	50
% of FY17 Separated Employees With 0-5 Years Tenure	0%	32%	67%	0%	75%	42%	17%	23%	30%

Department	Female	Male	Total
Central Administrative Services	11	4	15
Montgomery County Commissioners' Ofc	1	0	1
Montgomery County Planning	7	5	12
Montgomery County Parks	16	39	55
Prince George's County Commissioners' Ofc	1	0	1
Prince George's County Planning	8	10	18
Prince George's County Parks and Recreation	31	35	66
<b>TOTAL SEPARATIONS</b>	<b>75</b>	<b>93</b>	<b>168</b>

Department	Turnover Rate
Central Administrative Services	12.1%
Montgomery County Commissioners' Ofc	25.0%
Montgomery County Planning	9.3%
Montgomery County Parks	8.1%
Prince George's County Commissioners' Ofc	11.1%
Prince George's County Planning	11.8%
Prince George's County Parks and Recreation	6.9%
<b>TURNOVER RATE FOR ALL DEPARTMENTS</b>	<b>8.2%</b>

## Career Employee Separations By Race/Ethnicity and Department



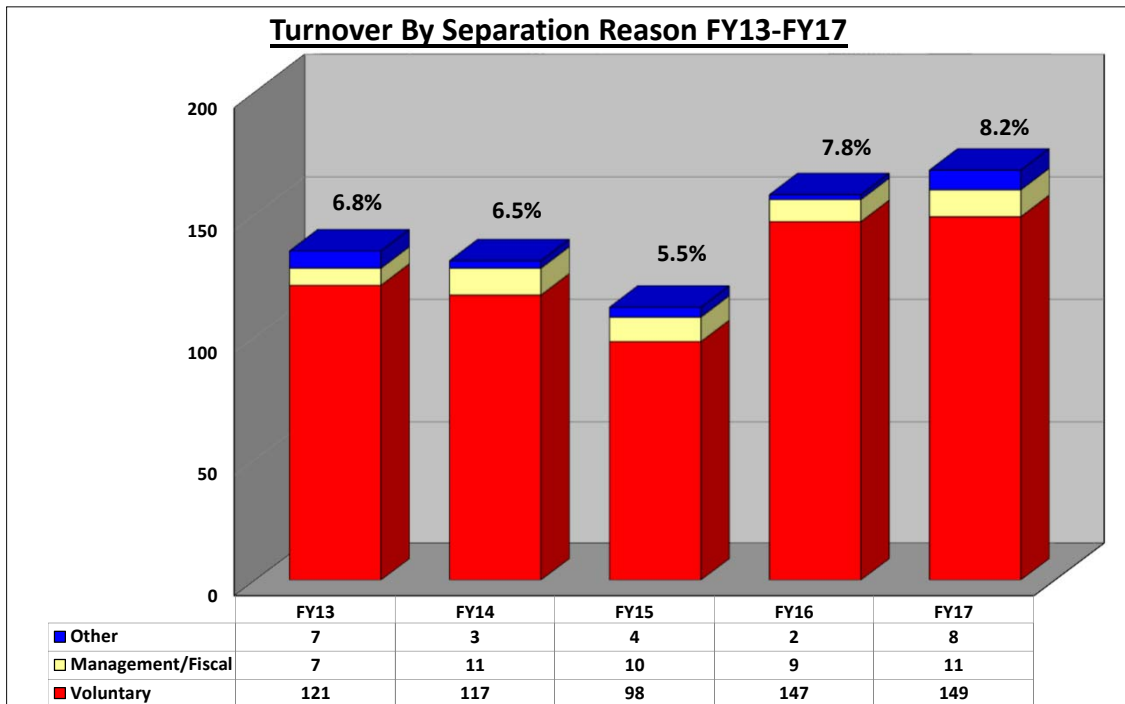
**Total Career Separations: 168**

## Number of Separations by Reason and Fiscal Year

		FY13	FY14	FY15	FY16	FY17
<b>Voluntary</b>	New Job	27	31	21	45	41
	Relocation	6	5	3	11	7
	Personal Reasons	22	32	21	21	24
	Return to School	0	1	1	0	2
	Early Retirement	4	1	2	0	7
	Normal Retirement	58	45	*48	67	67
	Quit Without Notice (No Show)	4	1	0	1	1
	Other	0	1	3	2	0
<b>Management/Fiscal</b>	Violation of Rules	4	6	4	7	7
	Unsatisfactory Performance	3	5	5	2	4
	Reduction in Force (RIF)	0	0	0	0	0
	Dismissal/Job Abandonment	0	0	1	0	0
<b>Other</b>	Death	5	3	2	2	3
	Not Specified	0	0	1	0	0
	Disability Medical	1	0	0	0	0
	Resign Medical	1	0	0	0	5
<b>Total Separations</b>		<b>135</b>	<b>131</b>	<b>112</b>	<b>158</b>	<b>168</b>
<b>Turnover Rate</b>		<b>6.8%</b>	<b>6.5%</b>	<b>5.5%</b>	<b>7.8%</b>	<b>8.2%</b>

\*This data represents employees who completed an exit interview.

Note: According to ERS data, 86 employees retired during FY2017, while 74 of these retirements were the result of separation within FY17, 12 of these retirements were from a vested status.



*Montgomery County*

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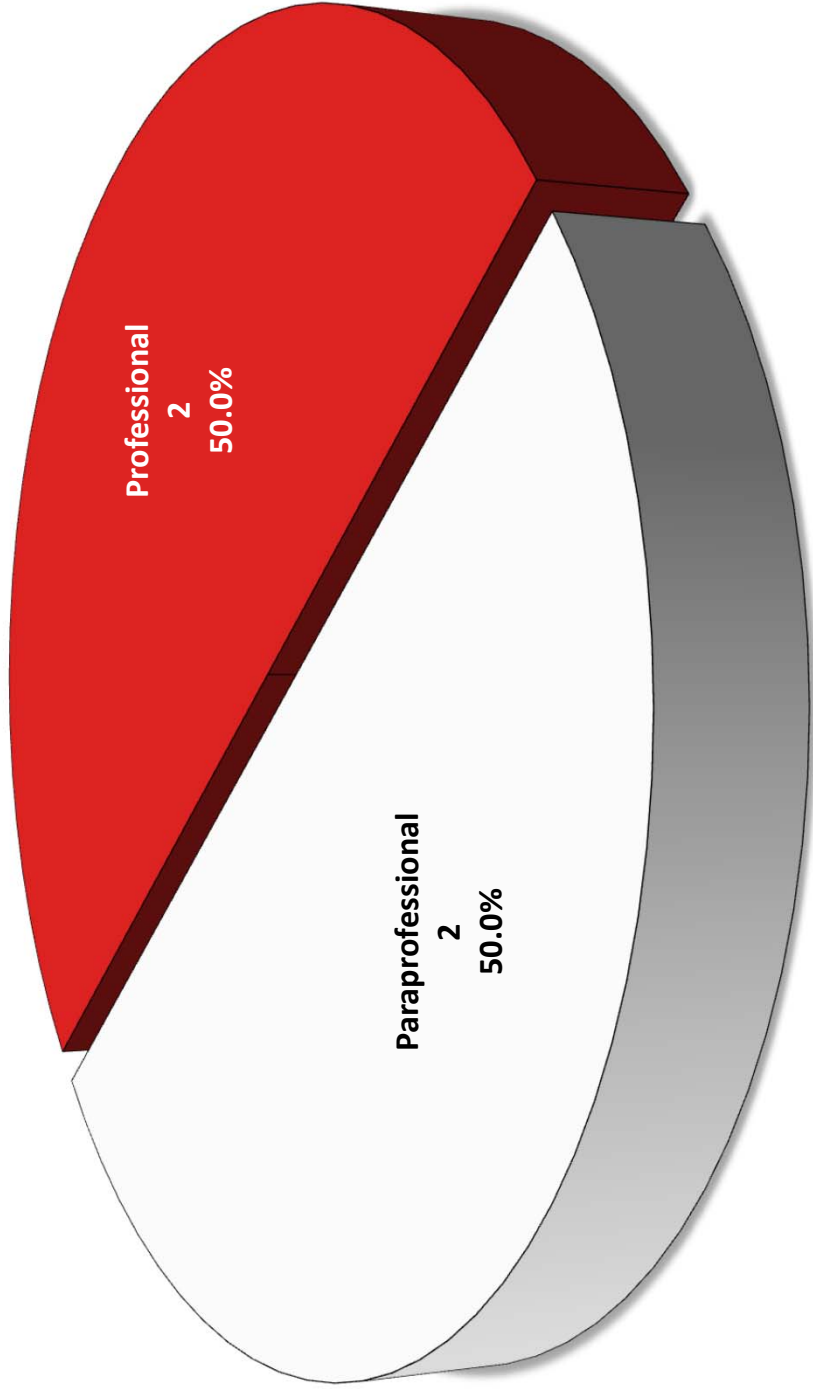
*Commissioners' Office*

*Department of Planning*

*Department of Parks*

MONTGOMERY COUNTY

**Career Employees by EEO-4 Job Category**  
**Montgomery County Commissioners' Office**



**Total Employees = 4**

**Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender:**  
**Montgomery County Commissioners' Office**

**Professional**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	2	0	0	0	2
Male	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
<i>% Total Pop</i>	0.0%	0.0%	50.0%	0.0%	0.00%	0.0%	50.0%

**Paraprofessional**

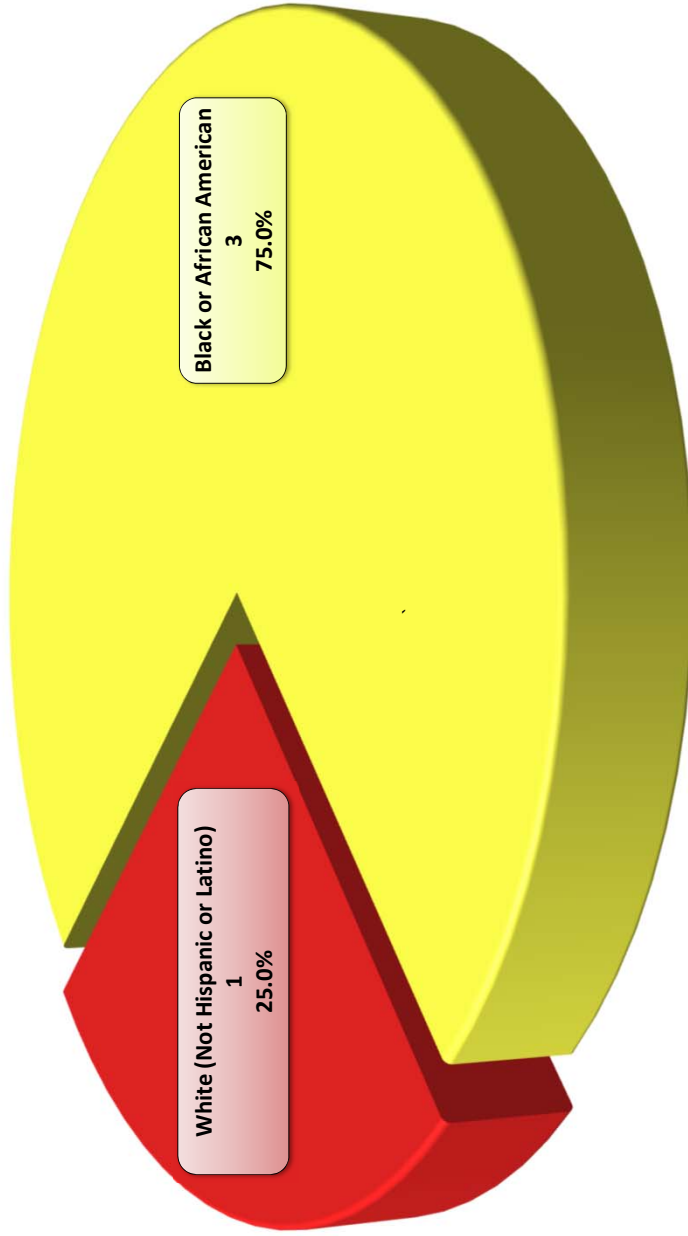
Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	1	0	0	0	1
Male	0	0	0	0	0	1	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>
<i>% Total Pop</i>	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	50.0%

**Total Population**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	3	0	0	0	3
Male	0	0	0	0	0	1	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>
<i>% Total Pop</i>	0.0%	0.0%	75.0%	0.0%	0.00%	25.0%	100.0%

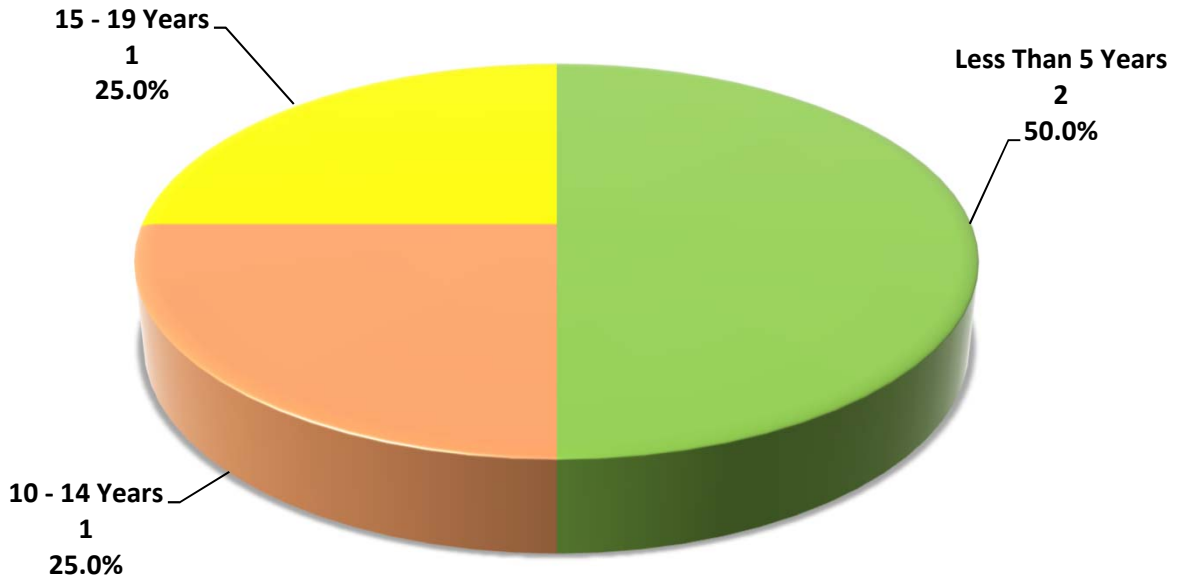
Percentages are based on total number of employees: 4

**EE0-4 Race/Ethnic Identification, Career Employees**  
**Montgomery County Commissioners' Office**



**Total Career Employees: 4**

**Length of Service for Career Employees: Montgomery County Commissioners' Office**



Total MCCO Career Employees: 4

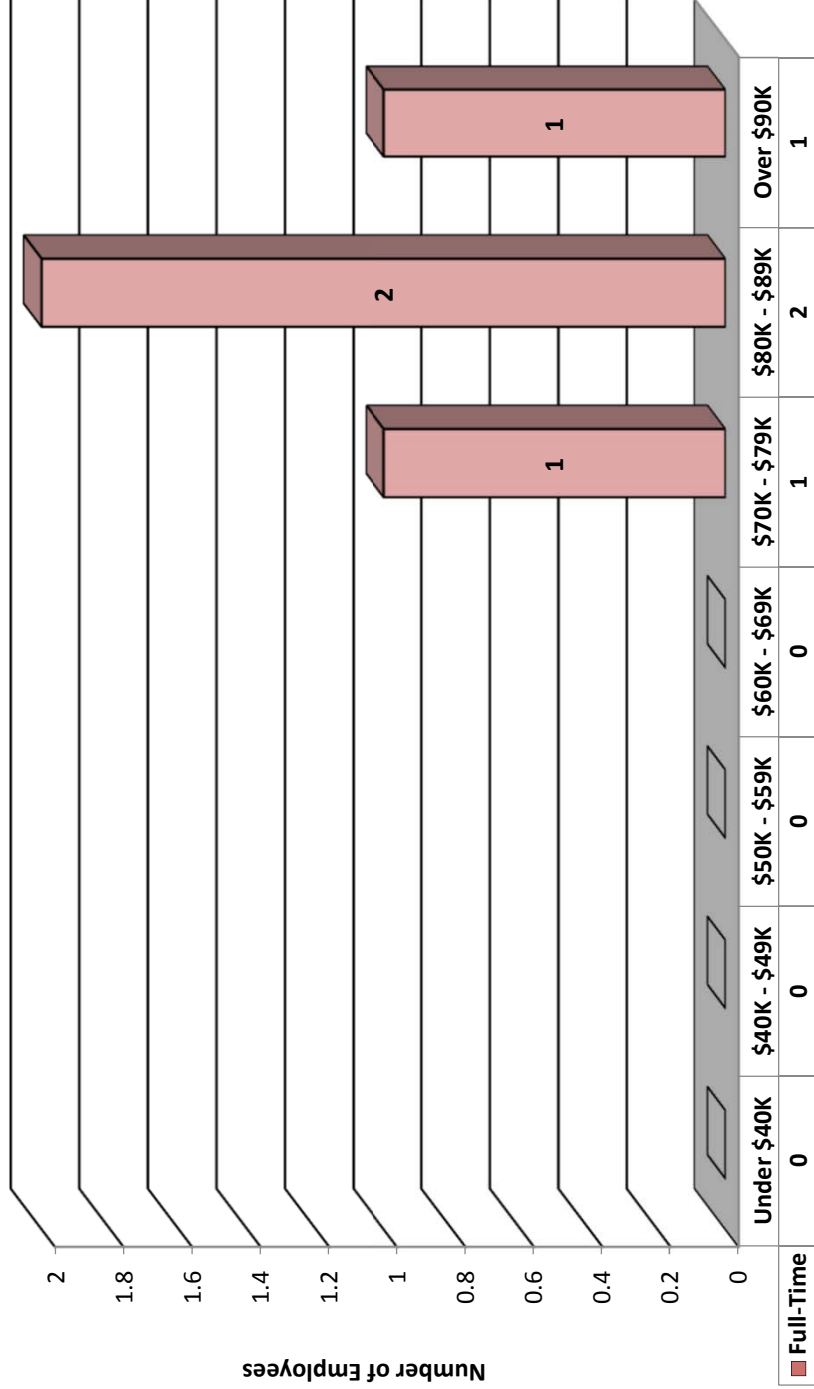
**Average Length of Service by EEO-4 Job Category:  
Montgomery County Commissioner's Office**



Average Length of Service for Employees: 9.3 yrs



**Annual Salary Ranges**  
**Full-Time and Part-time Career Employees:**  
**Montgomery County Commissioners' Office**



Total Full-Time Employees: 4  
 Total Part-Time Employees: 0  
 Average Salary for all MCCO Employees (4): \$91,115 (includes part-time annualized salaries)

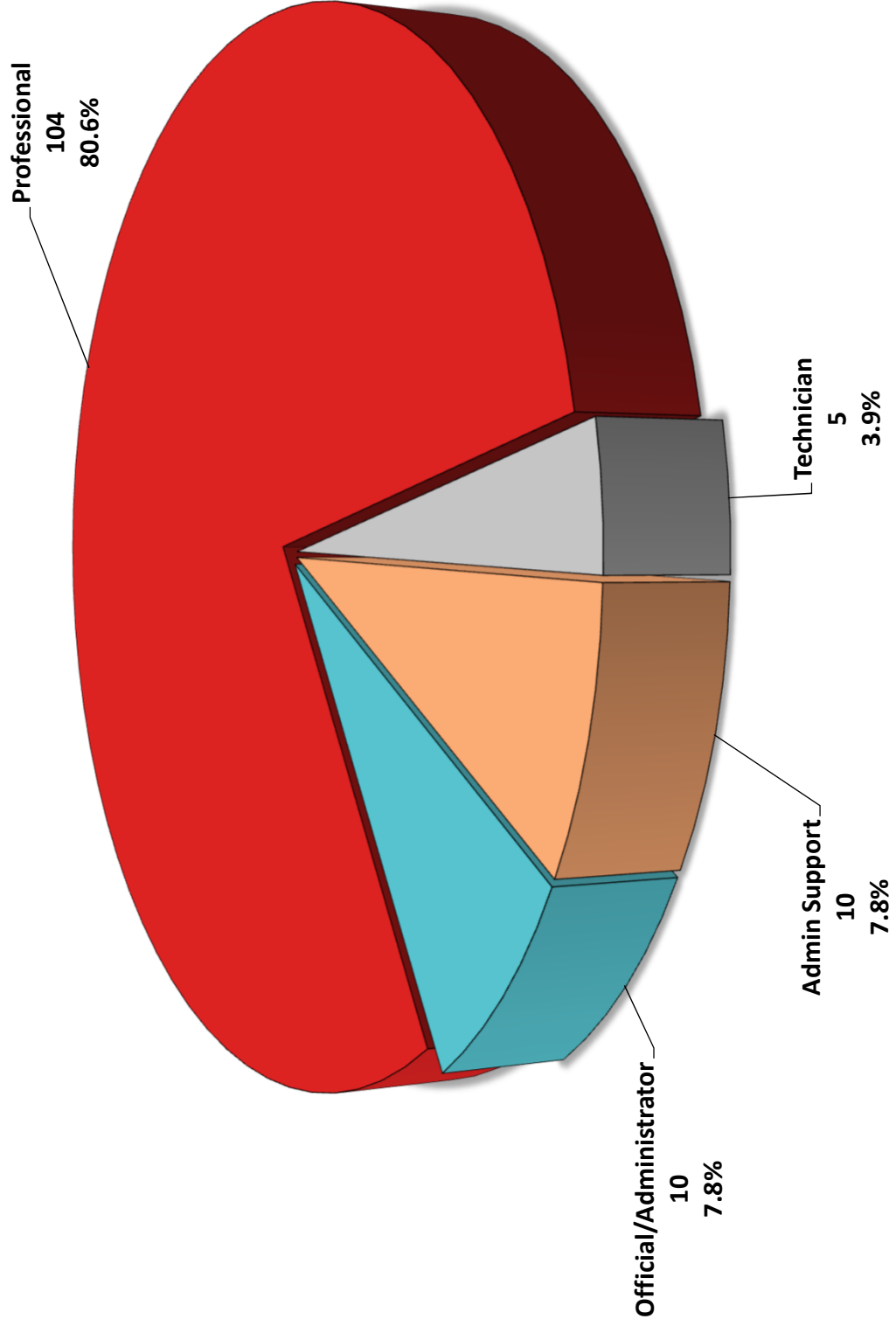
**Average Annual Salary for Career Employees by Grade:**  
**Montgomery County Commissioner's Office**

General Service	
<u>Grade</u>	<u>Avg. Salary</u>
H22, E22	\$81,894
E30	\$118,777
<b>Avg. Salary</b>	<b>\$91,115</b>

**Average Departmental Salary:**  
**\$91,115**

**Note: Part-time salaries were annualized**

# Career Employees by EEO-4 Job Category Montgomery County Planning



Total Employees = 129

**Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender:**  
**Montgomery County Planning**

**Official/Administrator**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	0	0	0	5	5
Male	0	1	0	0	0	4	5
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>10</b>
<i>% Total Pop</i>	<b>0.0%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.0%</b>	<b>7.8%</b>

**Professional**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	3	8	1	0	30	42
Male	0	6	14	2	0	40	62
<b>Total</b>	<b>0</b>	<b>9</b>	<b>22</b>	<b>3</b>	<b>0</b>	<b>70</b>	<b>104</b>
<i>% Total Pop</i>	<b>0.0%</b>	<b>7.0%</b>	<b>17.1%</b>	<b>2.3%</b>	<b>0.0%</b>	<b>54.3%</b>	<b>80.6%</b>

**Technician**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	0	0	0	1	1
Male	0	0	1	0	0	3	4
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>5</b>
<i>% Total Pop</i>	<b>0.0%</b>	<b>0.0%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>3.1%</b>	<b>3.9%</b>

**Admin Support**

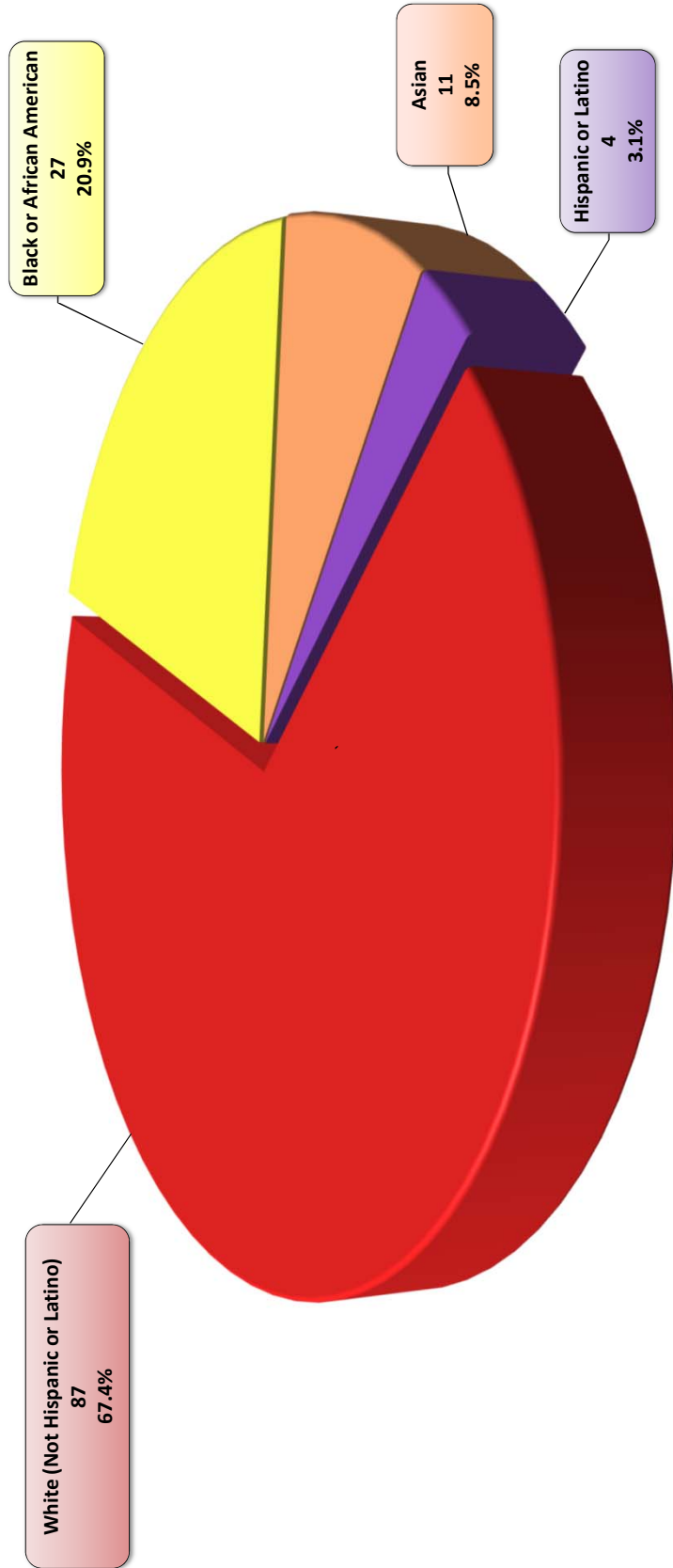
Gender	Race/Ethnicity						Total
	American Indian/ Alaska	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	1	4	0	0	4	9
Male	0	0	0	1	0	0	1
<b>Total</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>10</b>
<i>% Total Pop</i>	<b>0.0%</b>	<b>0.8%</b>	<b>3.1%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>3.1%</b>	<b>7.8%</b>

**Total Population**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/ Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	4	12	1	0	40	57
Male	0	7	15	3	0	47	72
<b>Total</b>	<b>0</b>	<b>11</b>	<b>27</b>	<b>4</b>	<b>0</b>	<b>87</b>	<b>129</b>
<i>% Total Pop</i>	<b>0.0%</b>	<b>8.5%</b>	<b>20.9%</b>	<b>3.1%</b>	<b>0.0%</b>	<b>67.4%</b>	<b>100.0%</b>

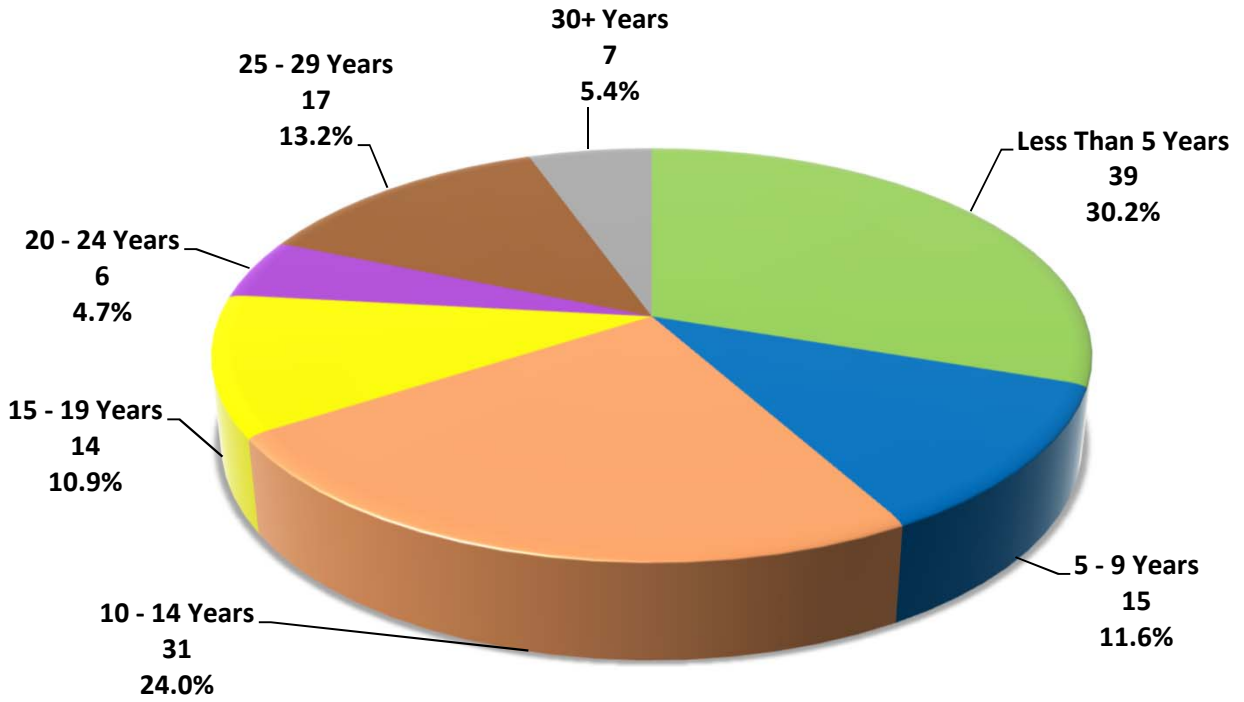
Percentages are based on total number of employees: 129

**EE0-4 Race/Ethnic Identification, Career Employees**  
**Montgomery County Planning**



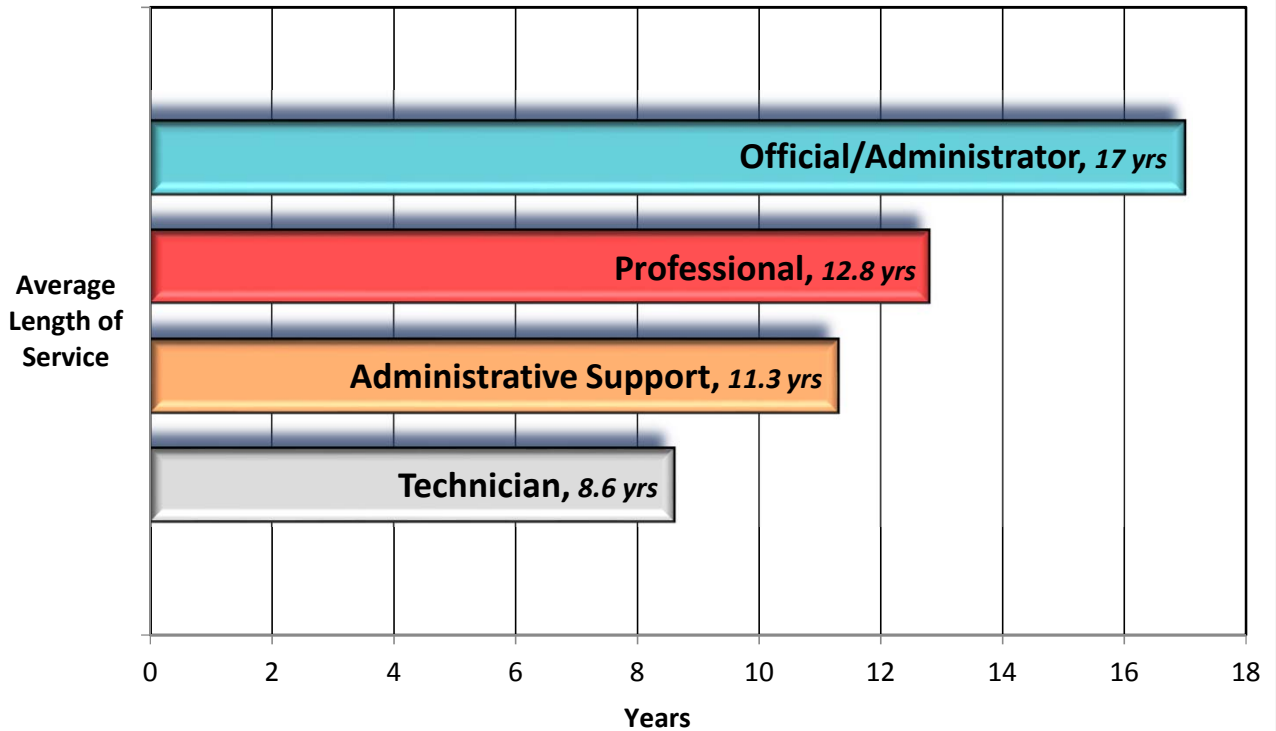
**Total Career Employees: 129**

**Length of Service for Career Employees: Montgomery County Planning**



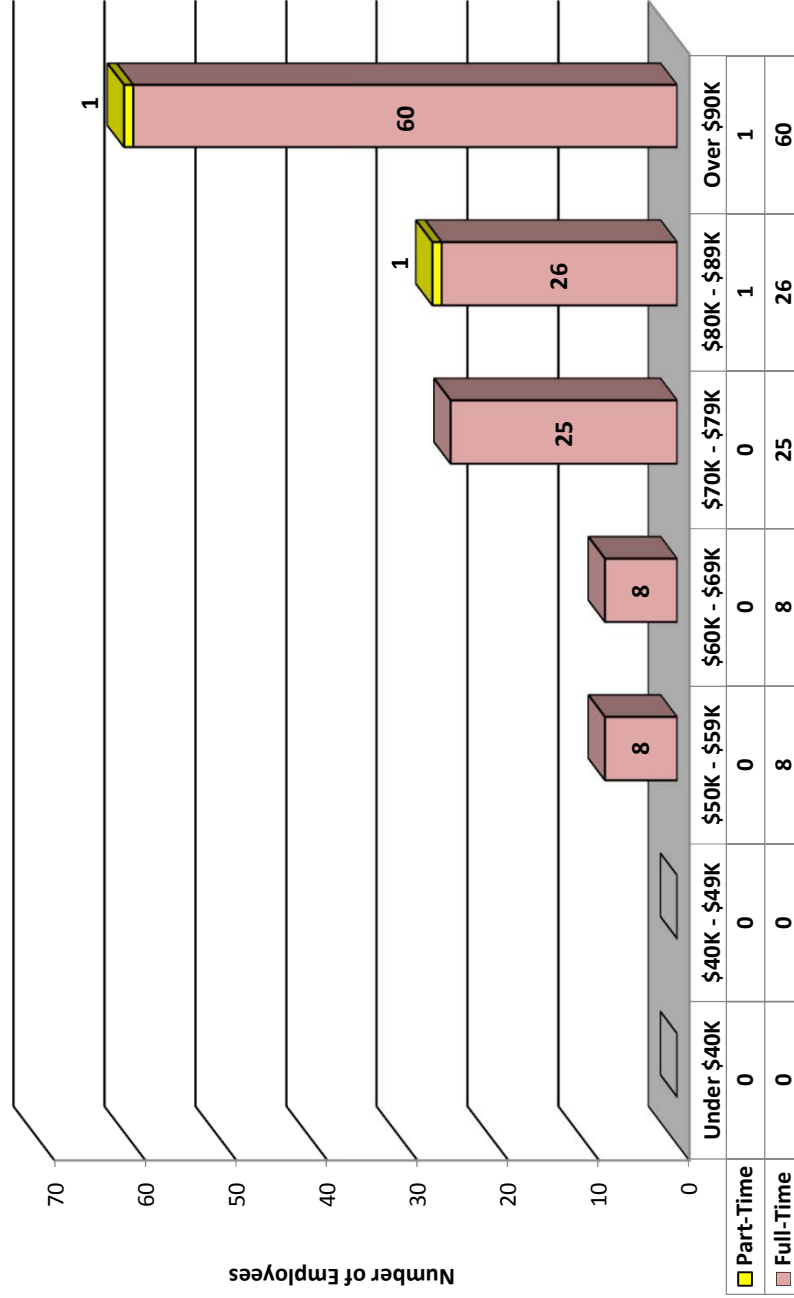
Total MCPL Career Employees: 129

**Average Length of Service by EEO-4 Job Category:  
Montgomery County Planning**



Average Length of Service for MCPL Employees: 12.8 yrs

## Annual Salary Ranges Full-Time and Part-time Career Employing Montgomery County Planning



Total Full-Time Employees: 127

Total Part-Time Employees: 2

Average Salary for all MCPL Employees (129): \$92,071 (includes part-time annualized salaries)

**Average Annual Salary for Career Employees by Grade:**  
**Montgomery County Planning**

<b>General Service</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
H16	\$65,504
H18, E18	\$66,233
E22	\$79,538
E26	\$94,678
E30	\$107,879
E34	\$133,985
E38	\$169,401
<b>Avg. Salary</b>	<b>\$91,836</b>

<b>Information Technology</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
EGT	\$68,414
EHT	\$88,379
EIT	\$100,967
EJT	\$118,458
<b>Avg. Salary</b>	<b>\$97,090</b>

<b>Office/Clerical</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
HC5	\$54,057
HC6	\$57,025
<b>Avg. Salary</b>	<b>\$54,799</b>

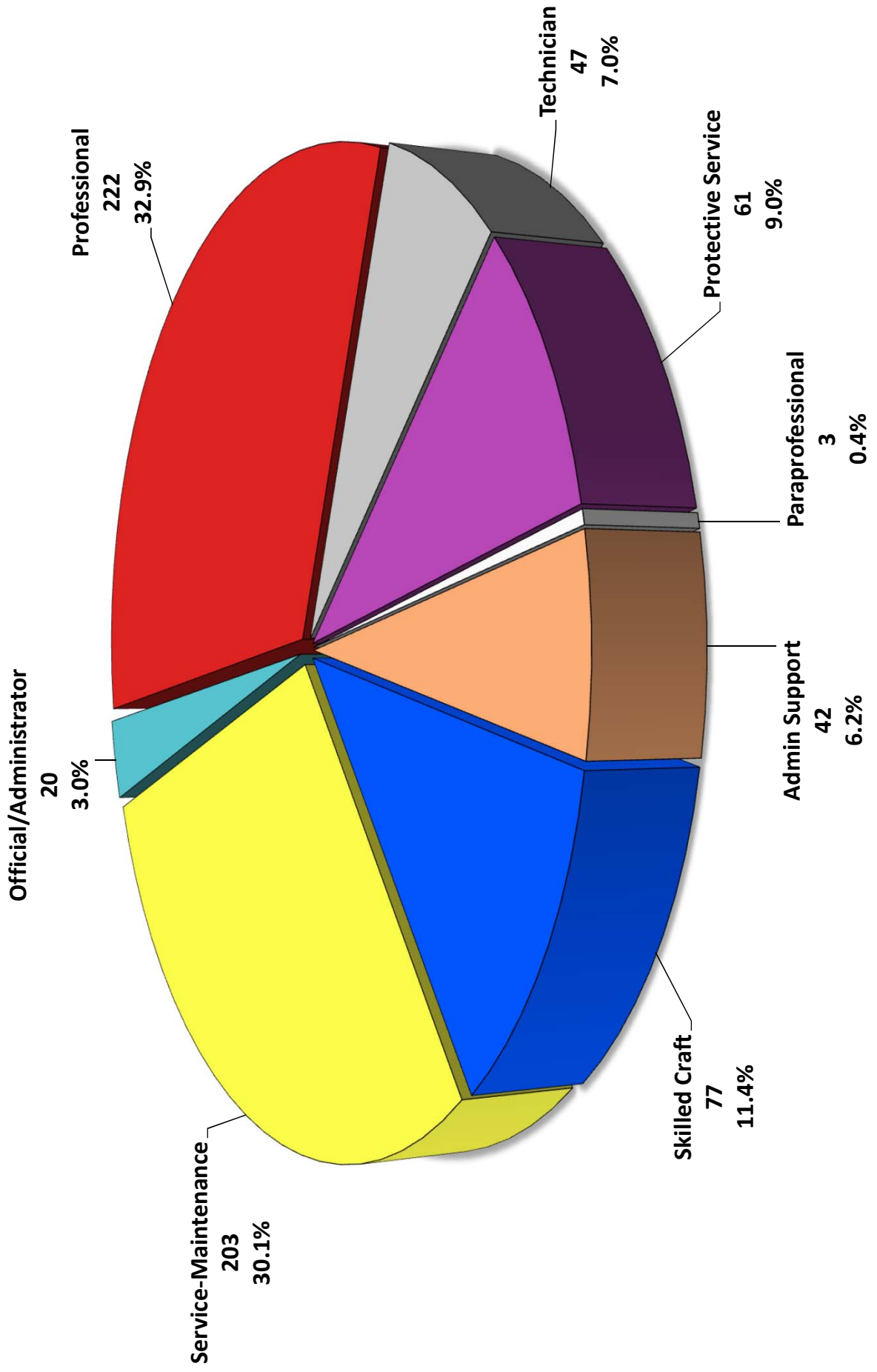
<b>Appointed</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
EM	\$202,000
<b>Avg. Salary</b>	<b>\$202,000</b>

**Average Departmental Salary:**  
**\$92,071**

**Note: Part-time salaries were annualized**



# Career Employees by EEO-4 Job Category Montgomery County Parks



Total Employees = 675

## Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender: Montgomery County Parks

### Official/Administrator

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	1	1	0	0	3	5
Male	0	1	4	0	10	15
<b>Total</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>13</b>	<b>20</b>
<b>% Total Pop</b>	<b>0.15%</b>	<b>0.3%</b>	<b>0.6%</b>	<b>0.0%</b>	<b>1.9%</b>	<b>3.0%</b>

### Paraprofessional

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	0	0	0	0
Male	0	0	0	0	3	3
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.4%</b>	<b>0.4%</b>

### Professional

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	6	15	2	84	107
Male	1	3	16	6	89	115
<b>Total</b>	<b>1</b>	<b>9</b>	<b>31</b>	<b>8</b>	<b>173</b>	<b>222</b>
<b>% Total Pop</b>	<b>0.1%</b>	<b>1.3%</b>	<b>4.6%</b>	<b>1.2%</b>	<b>25.6%</b>	<b>32.9%</b>

### Admin Support

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	2	13	3	16	34
Male	0	0	1	0	7	8
<b>Total</b>	<b>0</b>	<b>2</b>	<b>14</b>	<b>3</b>	<b>23</b>	<b>42</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.3%</b>	<b>2.1%</b>	<b>0.4%</b>	<b>3.4%</b>	<b>6.2%</b>

### Technician

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	3	0	12	15
Male	0	3	4	4	21	32
<b>Total</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>33</b>	<b>47</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.4%</b>	<b>1.0%</b>	<b>0.6%</b>	<b>4.9%</b>	<b>7.0%</b>

### Skilled Craft

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	0	0	1	1
Male	1	1	7	3	64	76
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>65</b>	<b>77</b>
<b>% Total Pop</b>	<b>0.1%</b>	<b>0.1%</b>	<b>1.0%</b>	<b>0.4%</b>	<b>9.6%</b>	<b>11.4%</b>

### Protective Service

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	0	0	11	11
Male	0	10	3	3	34	50
<b>Total</b>	<b>0</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>45</b>	<b>61</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>1.5%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>6.7%</b>	<b>9.0%</b>

### Service-Maintenance

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	5	3	3	11
Male	1	8	49	35	99	192
<b>Total</b>	<b>1</b>	<b>8</b>	<b>54</b>	<b>38</b>	<b>102</b>	<b>203</b>
<b>% Total Pop</b>	<b>0.1%</b>	<b>1.2%</b>	<b>8.0%</b>	<b>5.6%</b>	<b>15.1%</b>	<b>30.1%</b>

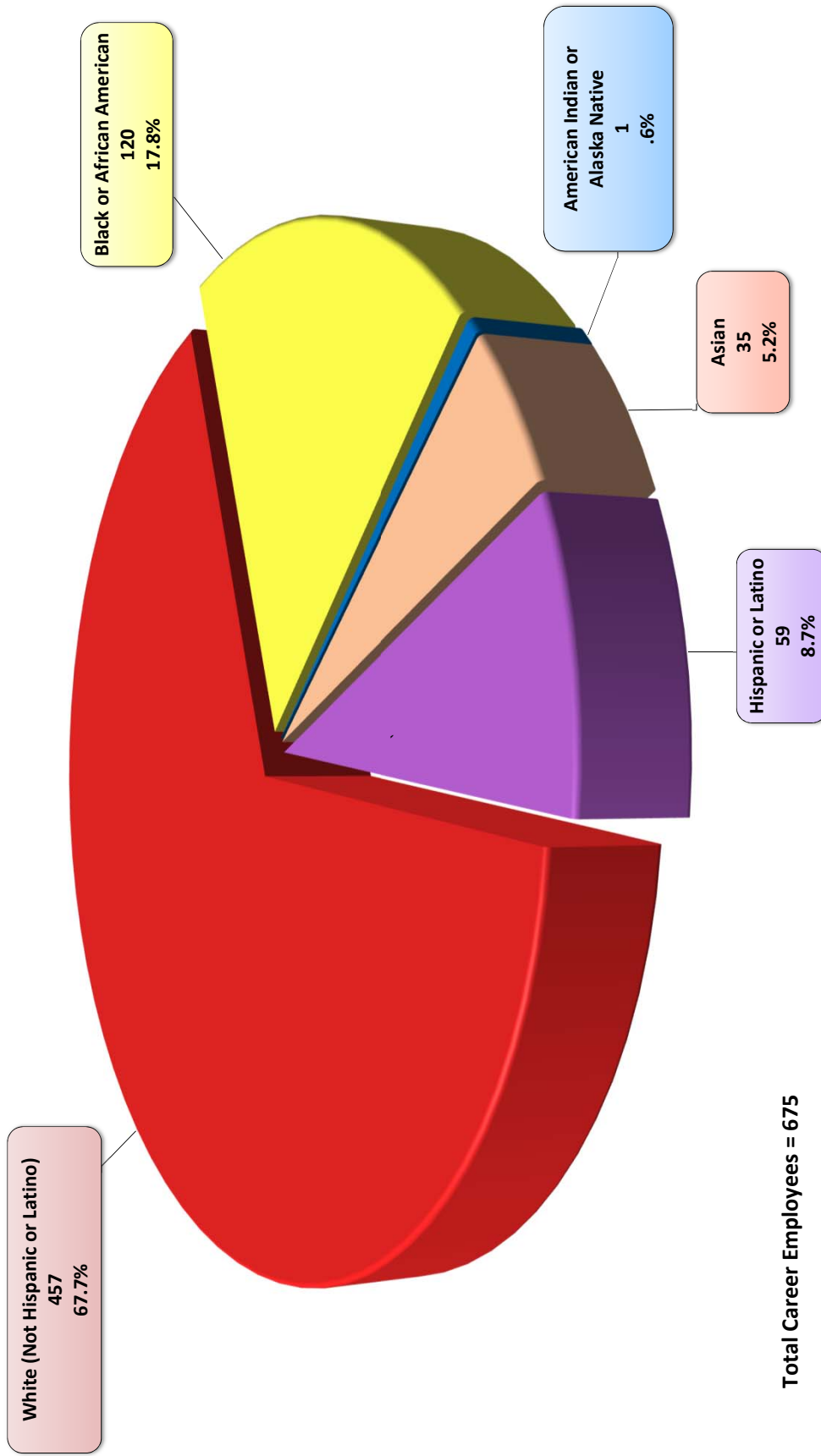
### Total Population

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	1	9	36	8	130	184
Male	3	26	84	51	327	491
<b>Total</b>	<b>4</b>	<b>35</b>	<b>120</b>	<b>59</b>	<b>457</b>	<b>675</b>
<b>% Total Pop</b>	<b>0.6%</b>	<b>5.2%</b>	<b>17.8%</b>	<b>8.7%</b>	<b>67.7%</b>	<b>100.0%</b>

Percentages are based on total number of employees: 675

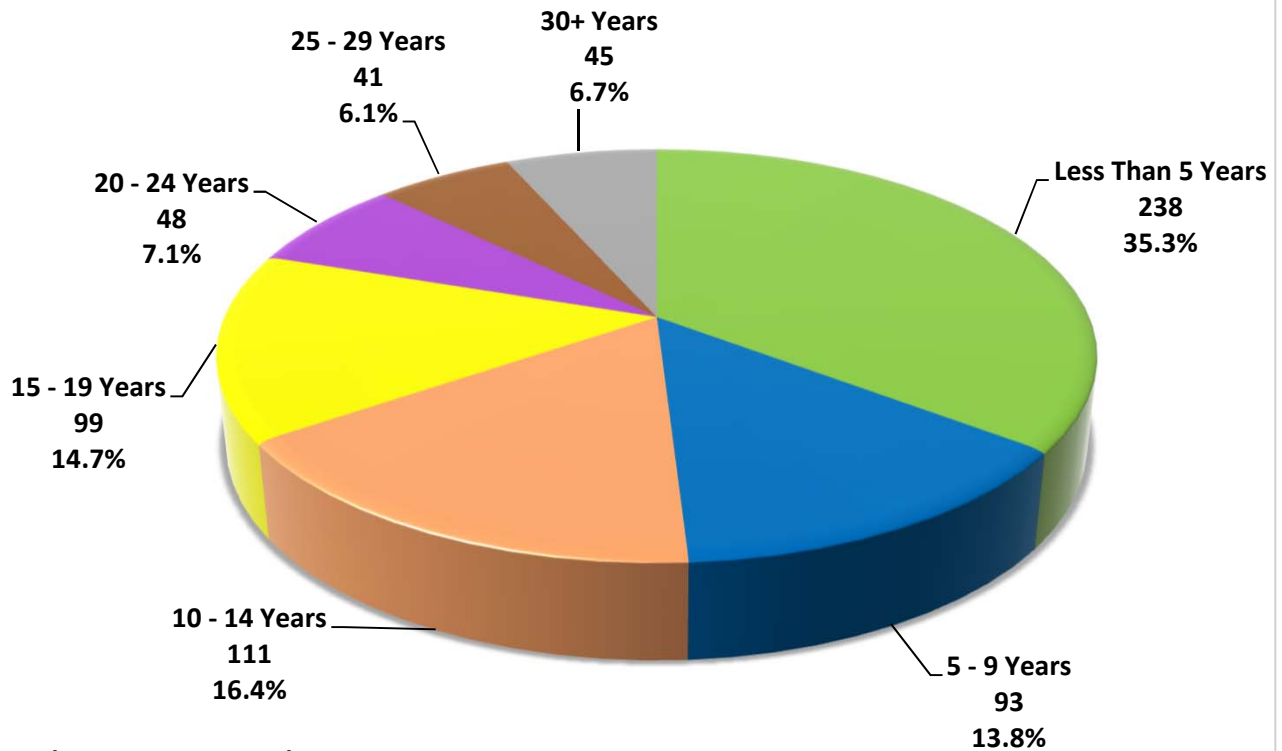
Note: No employees in MCPK identified as EEO-4 Job Category "Native Hawaiian/Other Pacific Islander" in FY17

**EE0-4 Race/Ethnic Identification, Career Employees**  
**Montgomery County Parks**



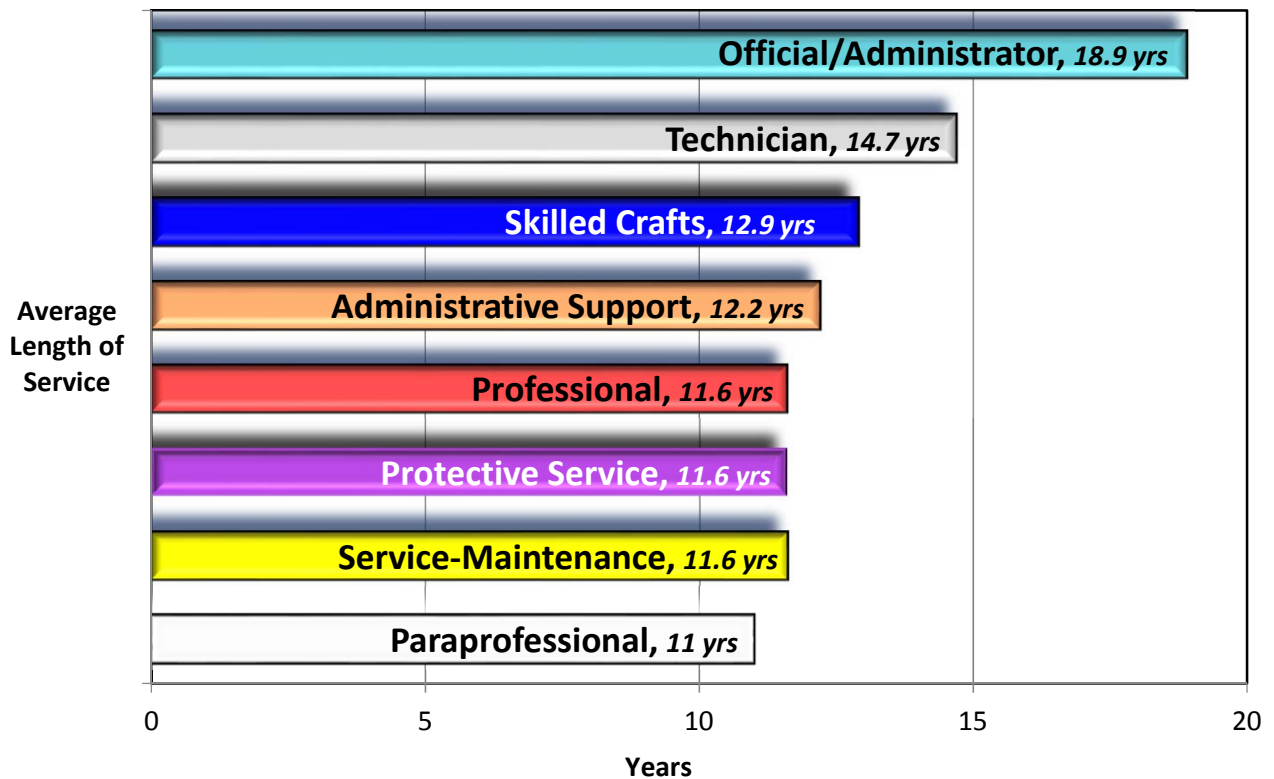
**Total Career Employees = 675**

## Length of Service for Career Employees: Montgomery County Parks



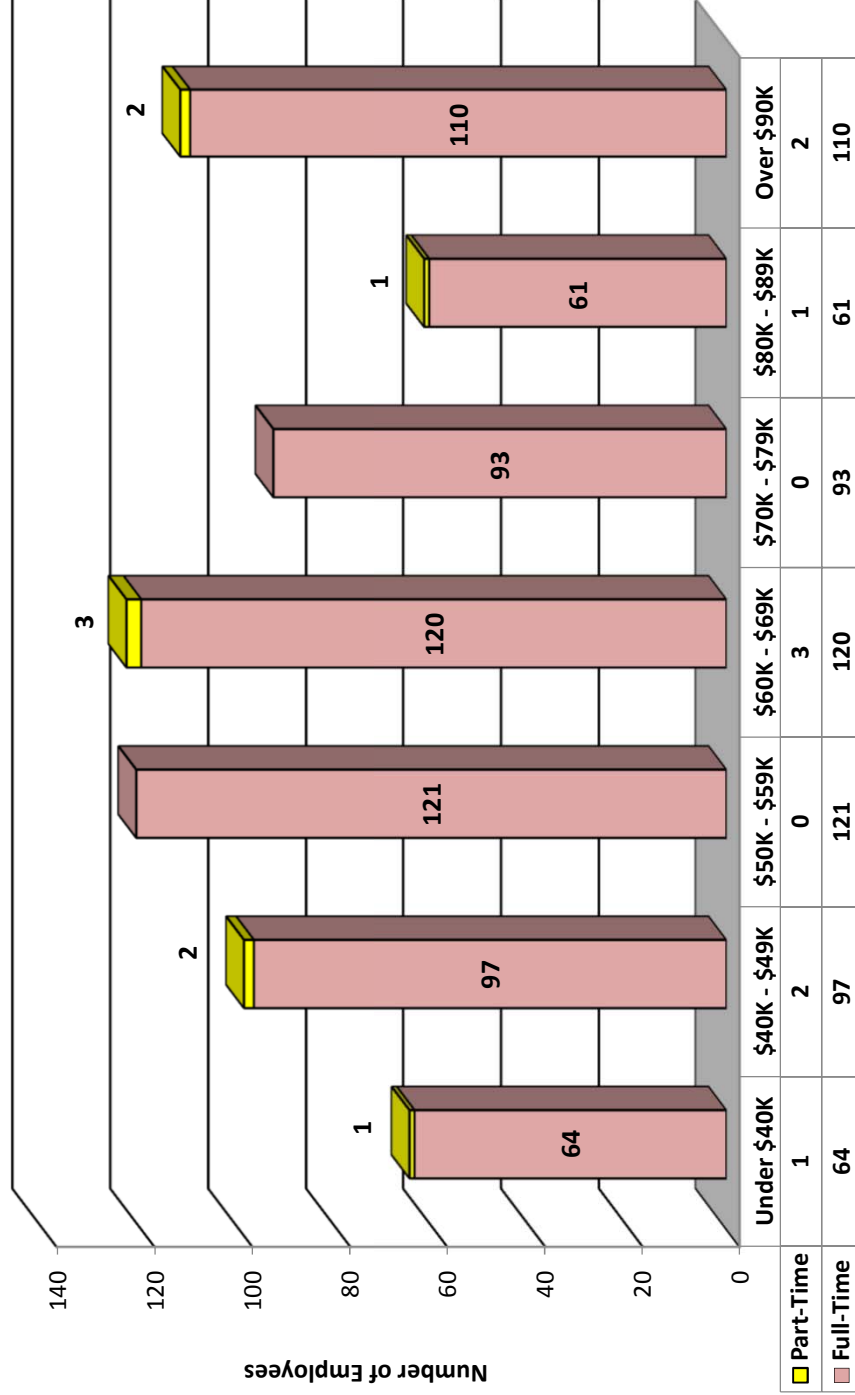
Total MCPK Career Employees: 675

## Average Length of Service by EEO-4 Job Category: Montgomery County Parks



Average Length of Service for MCPK Employees: 11.9 yrs

**Annual Salary Ranges**  
**Full-Time and Part-time Career Employees:**  
**Montgomery County Parks**



Total Full-Time Employees: 666  
 Total Part-Time Employees: 9  
 Average Salary for all MCCO Employees (675): \$67,736 (includes part-time annualized salaries)

## Average Annual Salary for Career Employees by Grade: Montgomery County Parks

Park Police	
Grade	Avg. Salary
Candidates	\$49,429
P02	\$59,703
P03	\$67,098
P04	\$81,542
P05	\$95,989
P06	\$113,073
P07	\$134,862
P09	\$155,598
<b>Avg. FOP Salary (all)</b>	<b>\$82,902</b>
<b>Avg. Command Staff</b>	<b>\$122,064</b>
<b>Avg Candidate Salary</b>	<b>\$49,429</b>

General Service	
Grade	Avg. Salary
H12	\$49,920
H16	\$57,730
H18, E18	\$65,183
H22, E22	\$73,534
E26	\$90,205
E30	\$104,783
E34	\$129,567
E38	\$159,275
<b>Avg. Salary</b>	<b>\$77,325</b>

Information Technology	
Grade	Avg. Salary
EHT	\$66,913
EIT	\$91,507
EJT	\$103,785
<b>Avg. Salary</b>	<b>\$89,967</b>

Office/Clerical	
Grade	Avg. Salary
HC4	\$36,711
HC5	\$54,446
HC6	\$55,383
<b>Avg. Salary</b>	<b>\$53,476</b>

Service/Labor	
Grade	Avg. Salary
HL2	\$40,677
HL3	\$41,836
HL5	\$47,217
HL6	\$50,320
HL7	\$64,409
<b>Avg. Salary</b>	<b>\$50,427</b>

Trades	
Grade	Avg. Salary
HT3	\$51,911
HT4	\$60,914
<b>Avg. Salary</b>	<b>\$59,143</b>

**Average Departmental Salary:**  
**\$67,736**

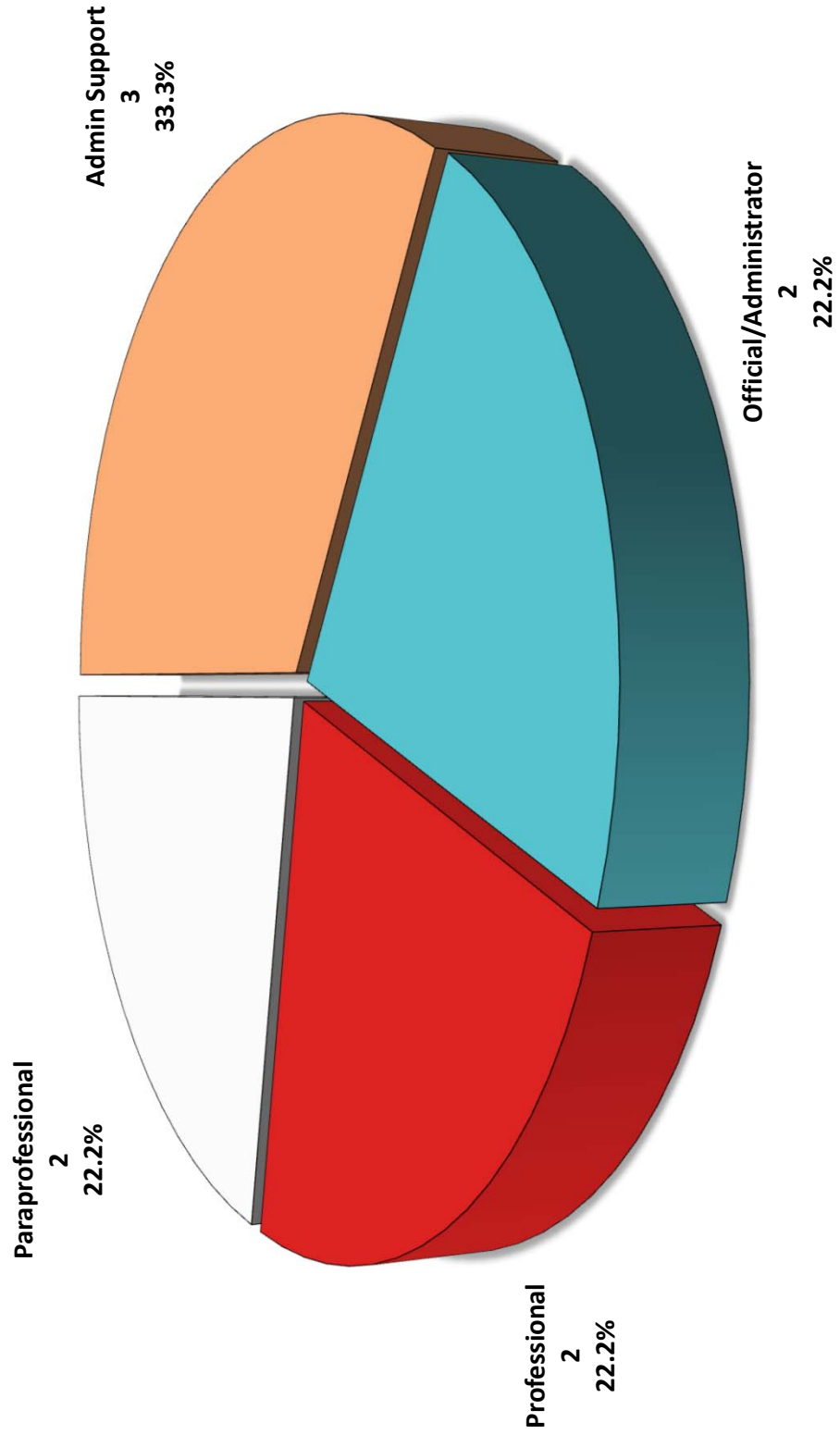
**Note: Part-time salaries were annualized**

*Prince George's County*  

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*Commissioners' Office*  
*Department of Planning*  
*Department of Parks and Recreation*

**Career Employees by EEO-4 Job Category**  
**Prince George's County Commissioners' Office**



Total Employees = 9



**Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender:**  
**Prince George's County Commissioners' Office**

**Official/Administrator**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	1	0	0	1	2
Male	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>22.2%</b>

**Professional**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	1	0	0	0	1
Male	0	0	1	0	0	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>22.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>22.2%</b>

**Paraprofessional**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	1	0	0	1	2
Male	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>22.2%</b>

**Admin Support**

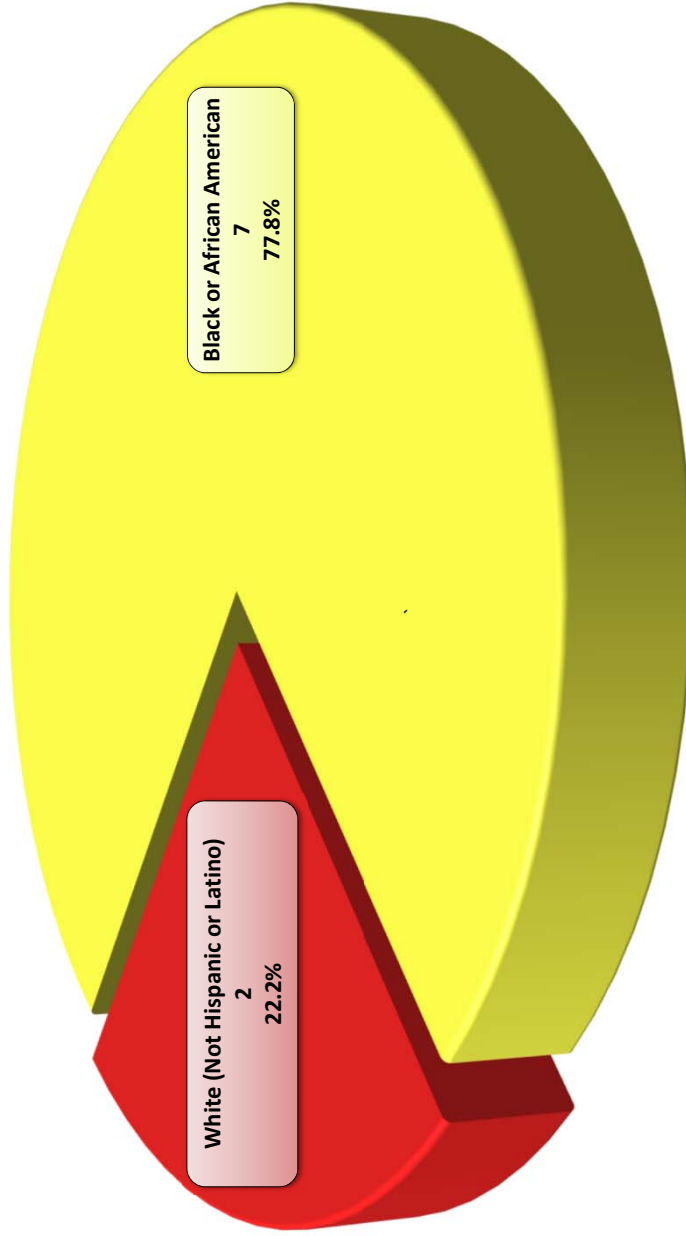
Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	3	0	0	0	3
Male	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>33.3%</b>

**Total Population**

Gender	Race/Ethnicity						Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	
Female	0	0	6	0	0	2	8
Male	0	0	1	0	0	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>9</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>77.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>22.2%</b>	<b>100.0%</b>

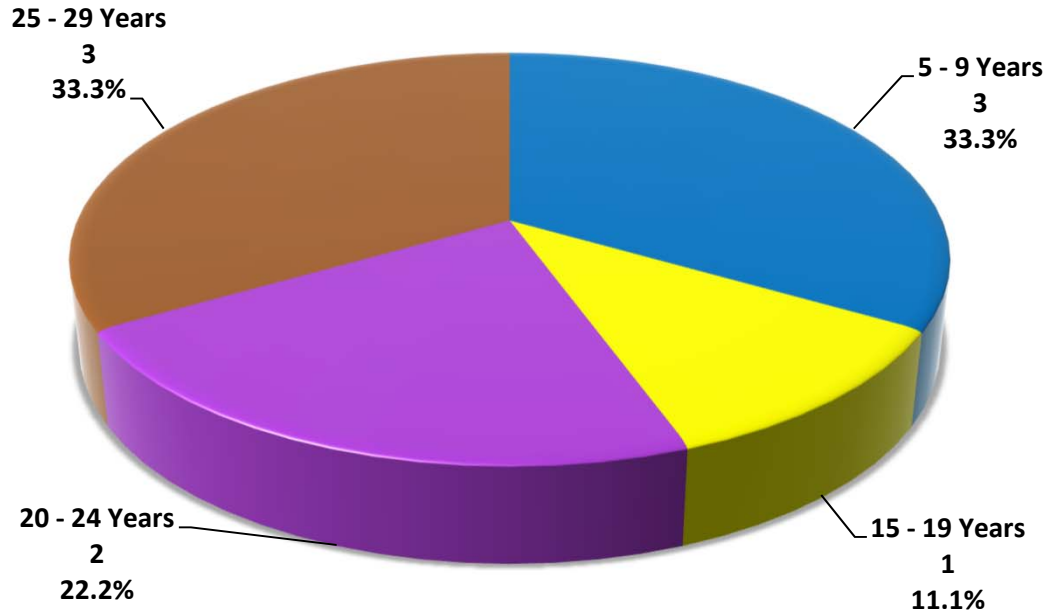
Percentages are based on total number of employees: 9

**EE0-4 Race/Ethnic Identification, Career Employees**  
**Prince George's County Commissioners' Office**



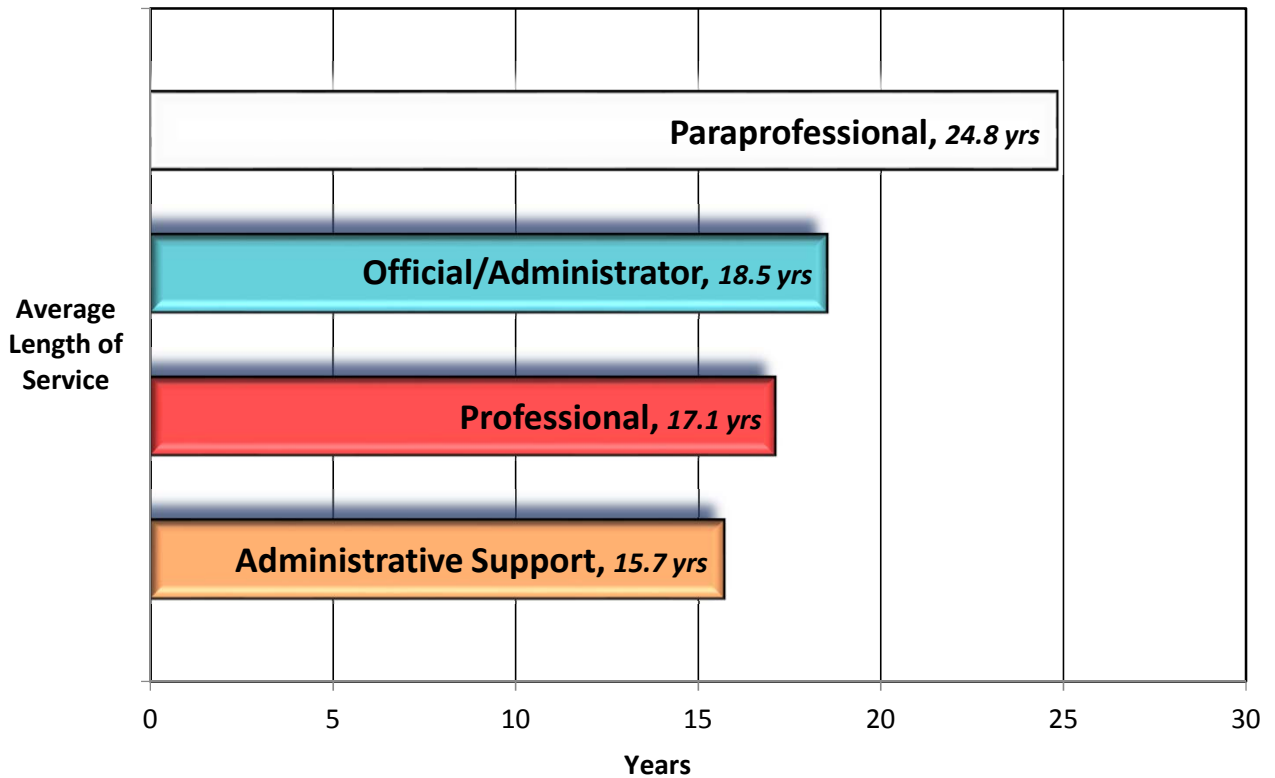
Total Career Employees: 9

**Length of Service for Career Employees: Prince George's County  
Commissioners' Office**



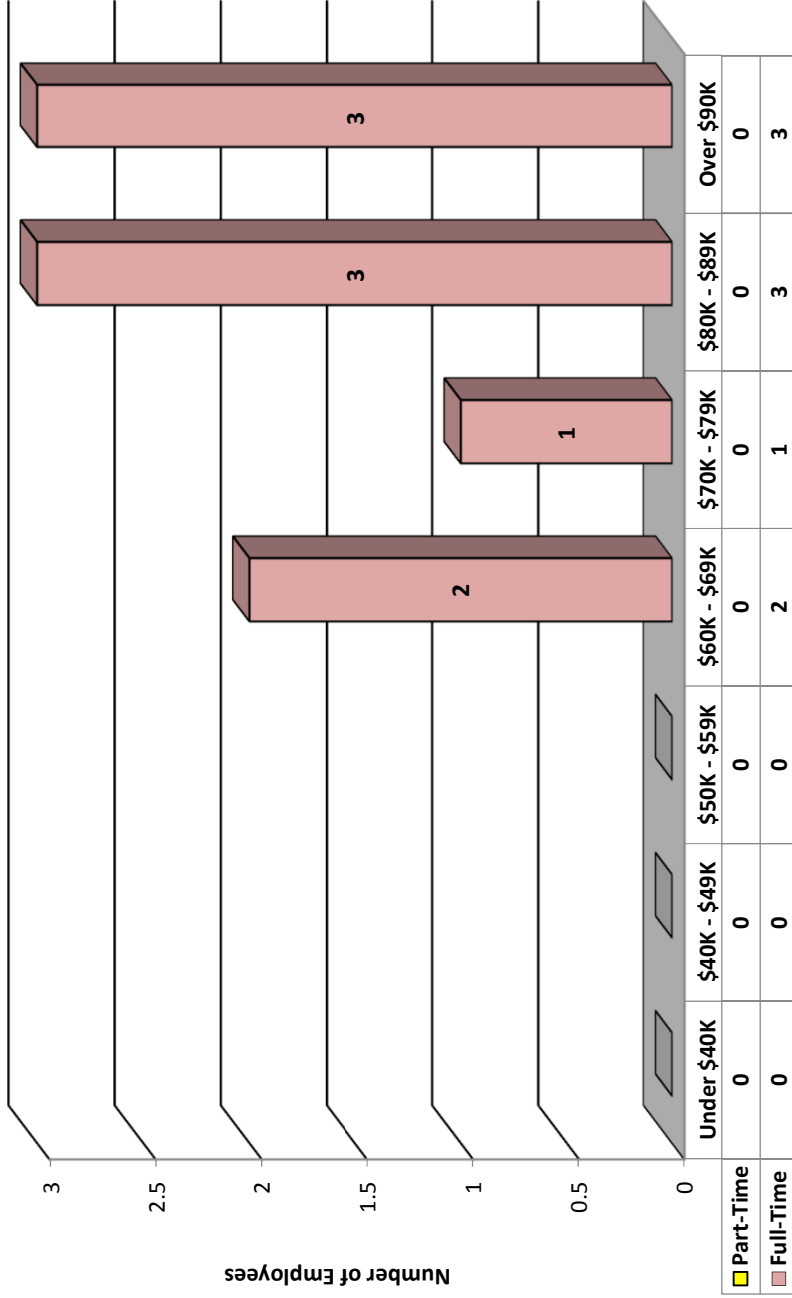
Total PGCCO Career Employees: 9

**Average Length of Service by EEO-4 Job Category:  
Prince George's County Commissioners' Office**



Average Length of Service for PGCCO Employees: 18.7 yrs

**Annual Salary Ranges**  
**Full-Time and Part-time Career Employees:**  
**Prince George's County Commissioners' Office**



Total Full-Time Employees: 9  
 Total Part-Time Employees: 0  
 Average Salary for all PGCCO Employees (9): \$90,324 (includes part-time annualized salaries)

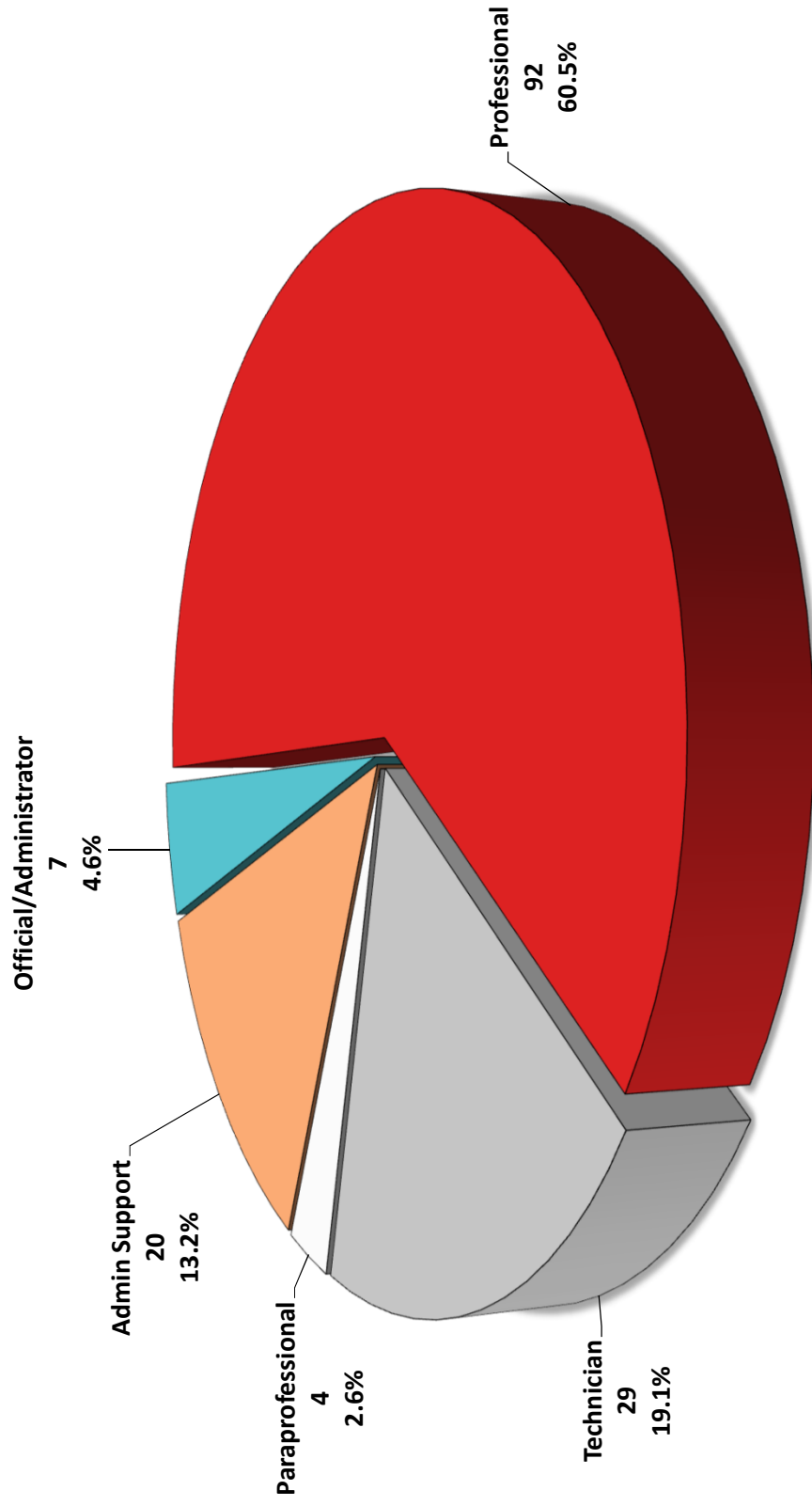
**Average Annual Salary for Career Employees by Grade:**  
**Prince George's County Commissioners' Office**

<b>General Service</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
H16	\$68,912
E18	\$69,988
H22	\$88,107
E26	\$90,587
E34	\$123,321
<b>Avg. Salary</b>	<b>\$90,324</b>

**Average Departmental Salary:**  
**\$90,324**

**Note: Part-time salaries were annualized**

**Career Employees by EEO-4 Job Category**  
**Prince George's County Planning**



Total Employees = 152

**Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender:  
Prince George's County Planning**

**Official/Administrator**

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	0	3	0	0	1	4
Male	0	0	0	0	0	3	3
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>7</b>
<i>% Total Pop</i>	0.0%	0.0%	2.0%	0.0%	0.0%	2.6%	4.6%

**Professional**

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	3	15	2	1	21	42
Male	0	4	13	1	0	32	50
<b>Total</b>	<b>0</b>	<b>7</b>	<b>28</b>	<b>3</b>	<b>1</b>	<b>53</b>	<b>92</b>
<i>% Total Pop</i>	0.0%	4.6%	18.4%	2.0%	0.7%	34.9%	60.5%

**Technician**

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	0	8	0	0	9	17
Male	1	0	6	0	0	5	12
<b>Total</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>29</b>
<i>% Total Pop</i>	0.7%	0.0%	9.2%	0.0%	0.0%	9.2%	19.1%

**Paraprofessional**

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	0	0	0	0	2	2
Male	0	0	0	0	0	2	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>
<i>% Total Pop</i>	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	2.6%

**Admin Support**

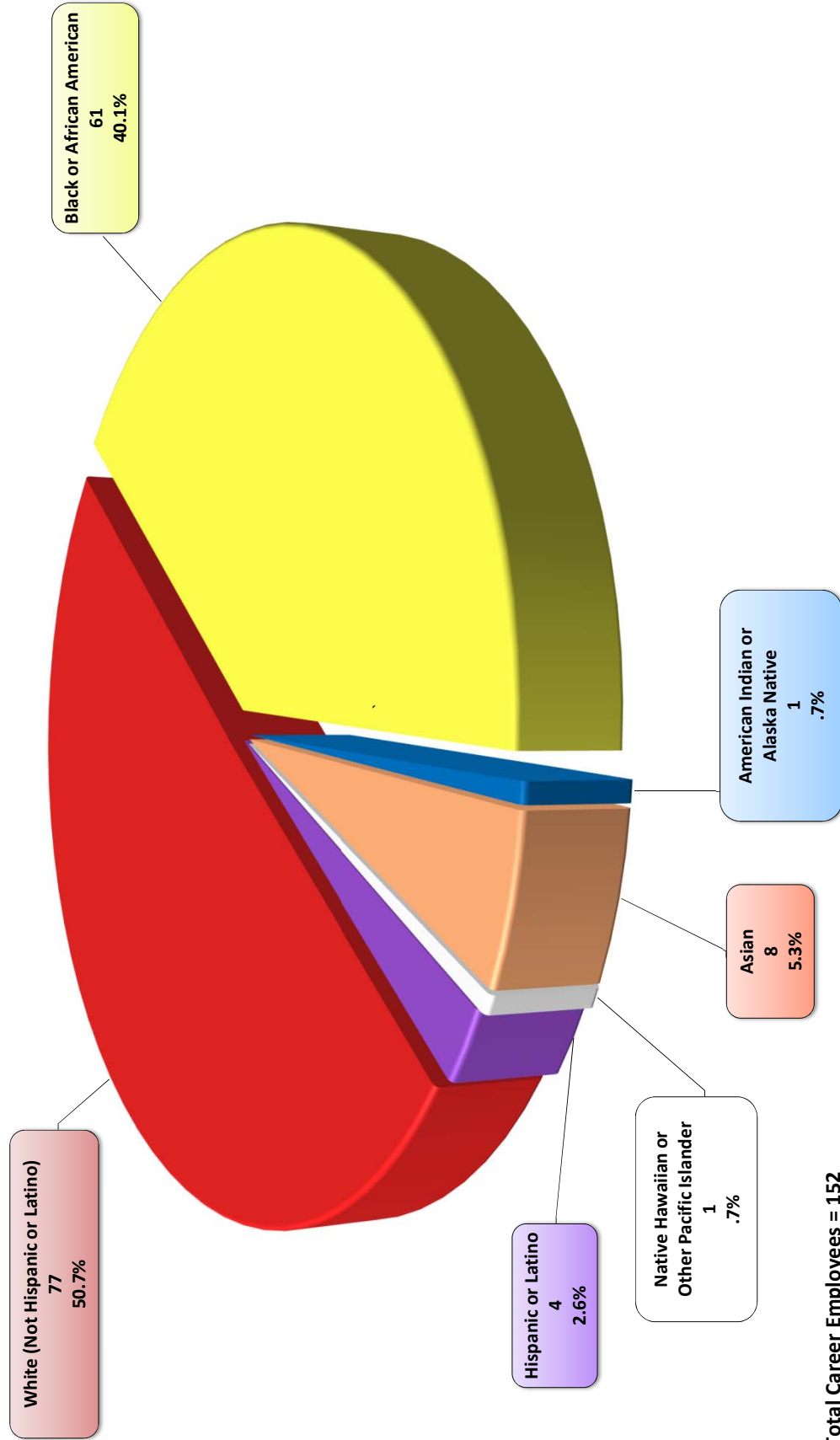
Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	1	12	1	0	2	16
Male	0	0	4	0	0	0	4
<b>Total</b>	<b>0</b>	<b>1</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>20</b>
<i>% Total Pop</i>	0.0%	0.7%	10.5%	0.7%	0.0%	1.3%	13.2%

**Total Population**

Race/Ethnicity							
Gender	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/Other Pacific Islander	White (Non Hispanic/Latino)	Total
Female	0	4	38	3	1	35	81
Male	1	4	23	1	0	42	71
<b>Total</b>	<b>1</b>	<b>8</b>	<b>61</b>	<b>4</b>	<b>1</b>	<b>77</b>	<b>152</b>
<i>% Total Pop</i>	0.7%	5.3%	40.1%	2.6%	0.7%	50.7%	100.0%

Percentages are based on total number of employees: 152

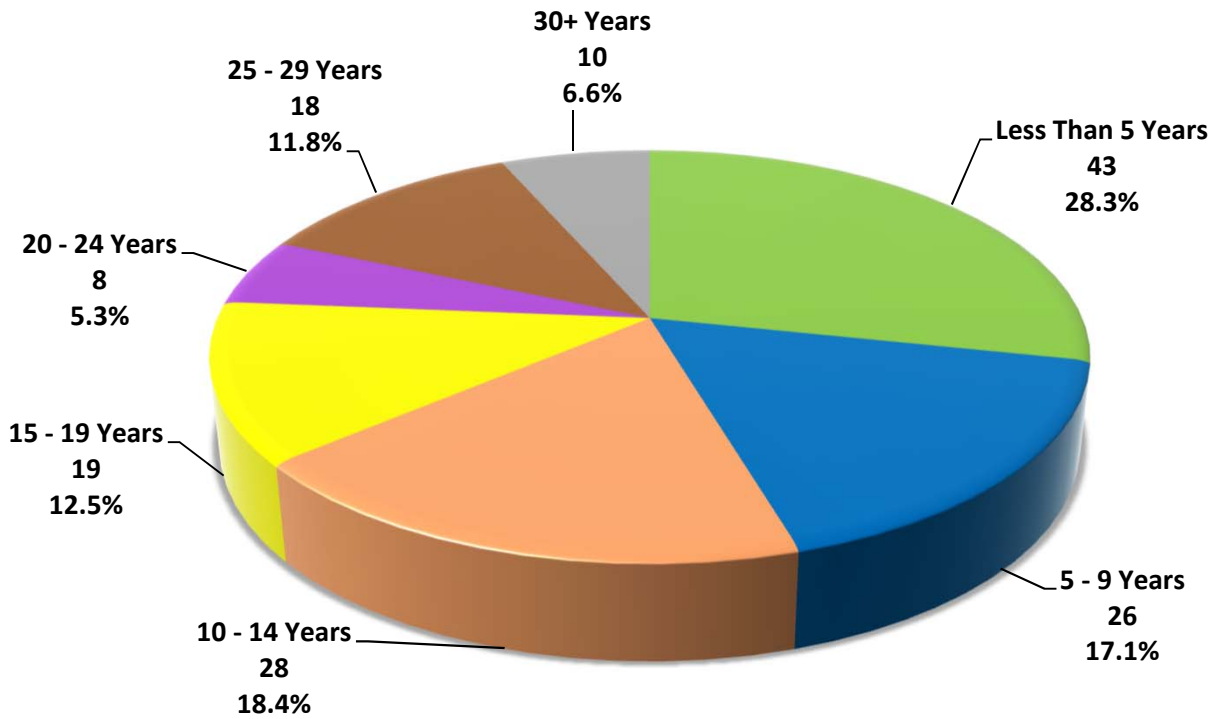
# EE0-4 Race/Ethnic Identification, Career Employees Prince George's County Planning



Total Career Employees = 152

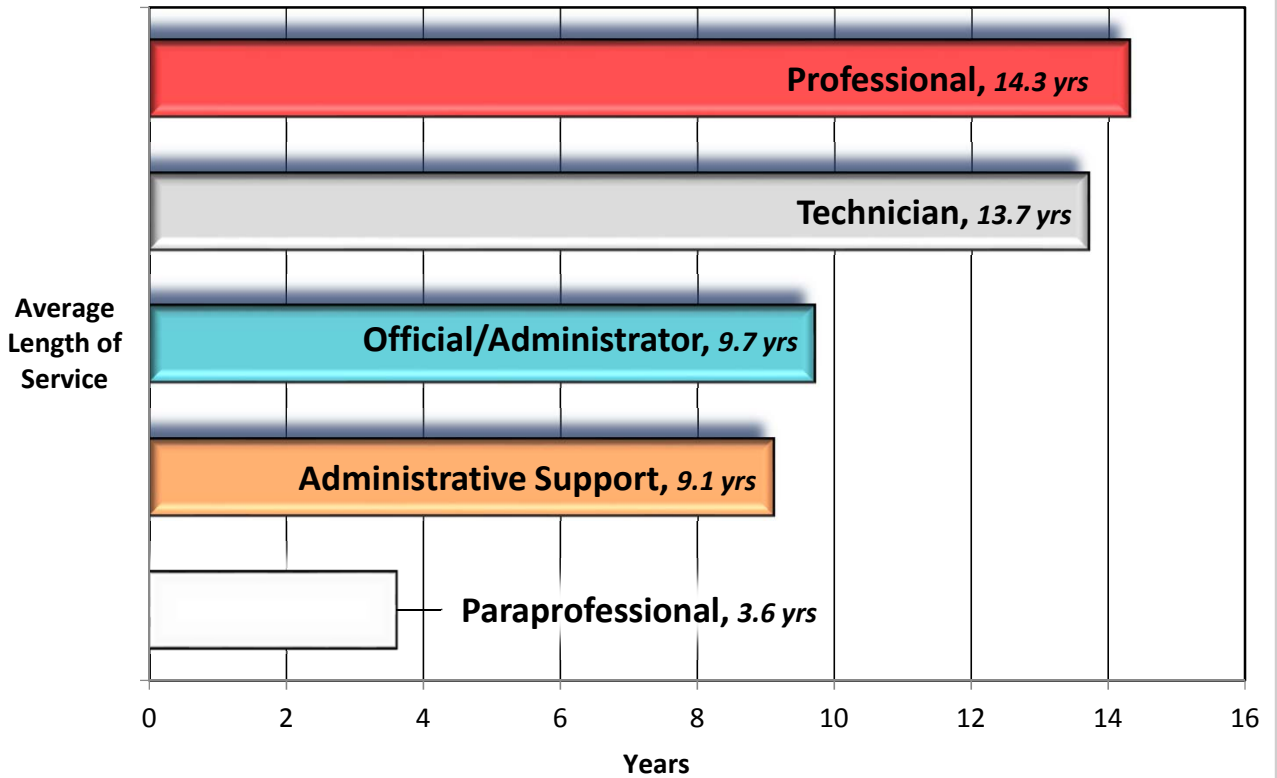


**Length of Service for Career Employees: Prince George's County Planning**



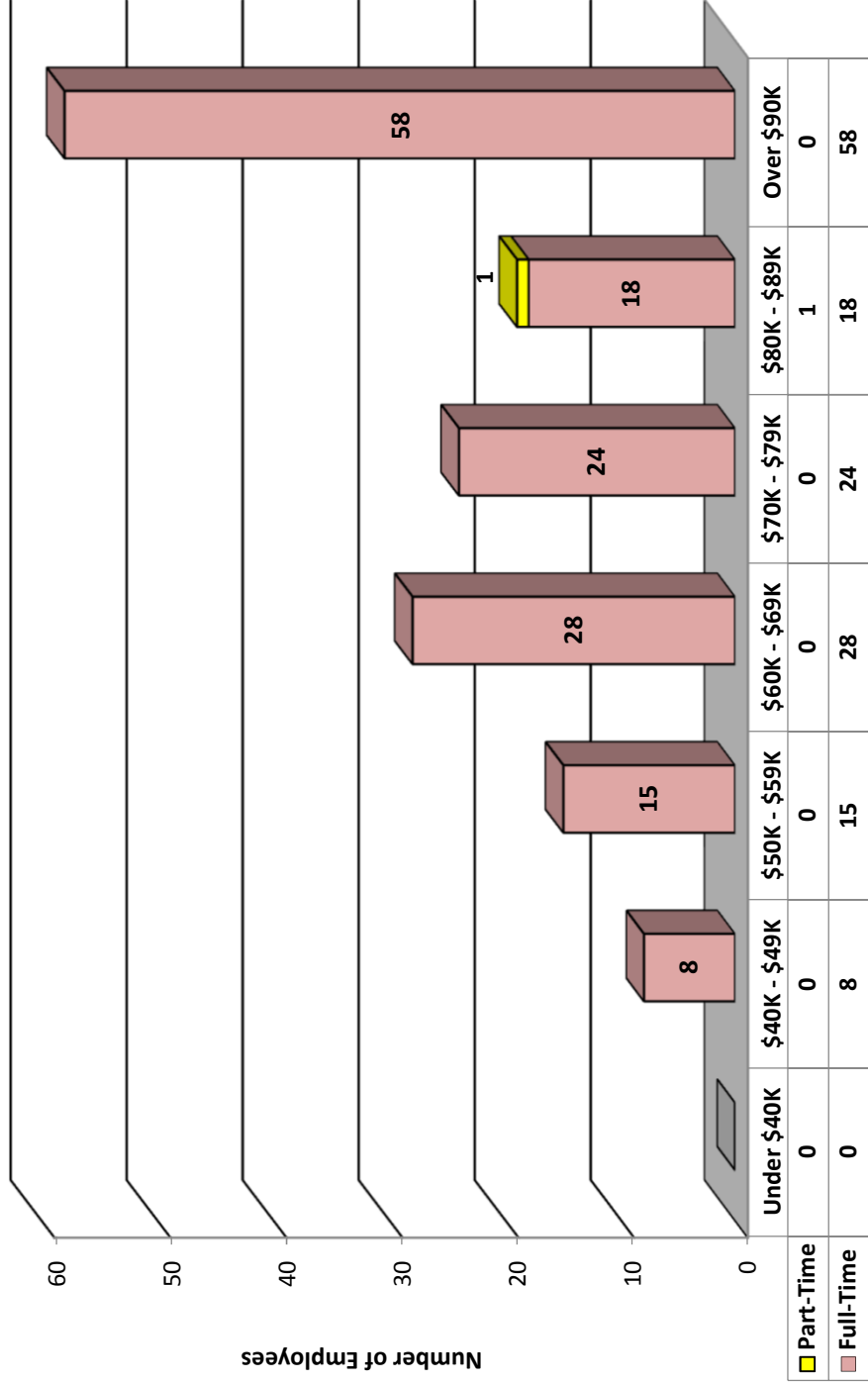
Total PGPL Career Employees: 152

**Average Length of Service by EEO-4 Job Category:  
Prince George's County Planning**



Average Length of Service for PGPL Employees: 13.0 yrs

**Annual Salary Ranges**  
**Full-Time and Part-time Career Employees:**  
**Prince George's County Planning**



Total Full-Time Employees: 151

Total Part-Time Employees: 1

Average Salary for all PGPL Employees (152): \$83,553 (includes part-time annualized salaries)

**Average Annual Salary for Career Employees by Grade:**  
**Prince George's County Planning**

<b>General Service</b>	
<b>Grade</b>	<b>Avg. Salary</b>
H14	\$49,825
H16	\$60,013
H18, E18	\$66,224
E22	\$77,655
E26	\$90,812
E30	\$109,235
E34	\$123,093
E38	\$151,292
<b>Avg. Salary</b>	<b>\$82,948</b>

<b>Information Technology</b>	
<b>Grade</b>	<b>Avg. Salary</b>
EGT	\$64,707
EHT	\$82,764
EIT	\$103,301
EJT	\$129,466
<b>Avg. Salary</b>	<b>\$95,080</b>

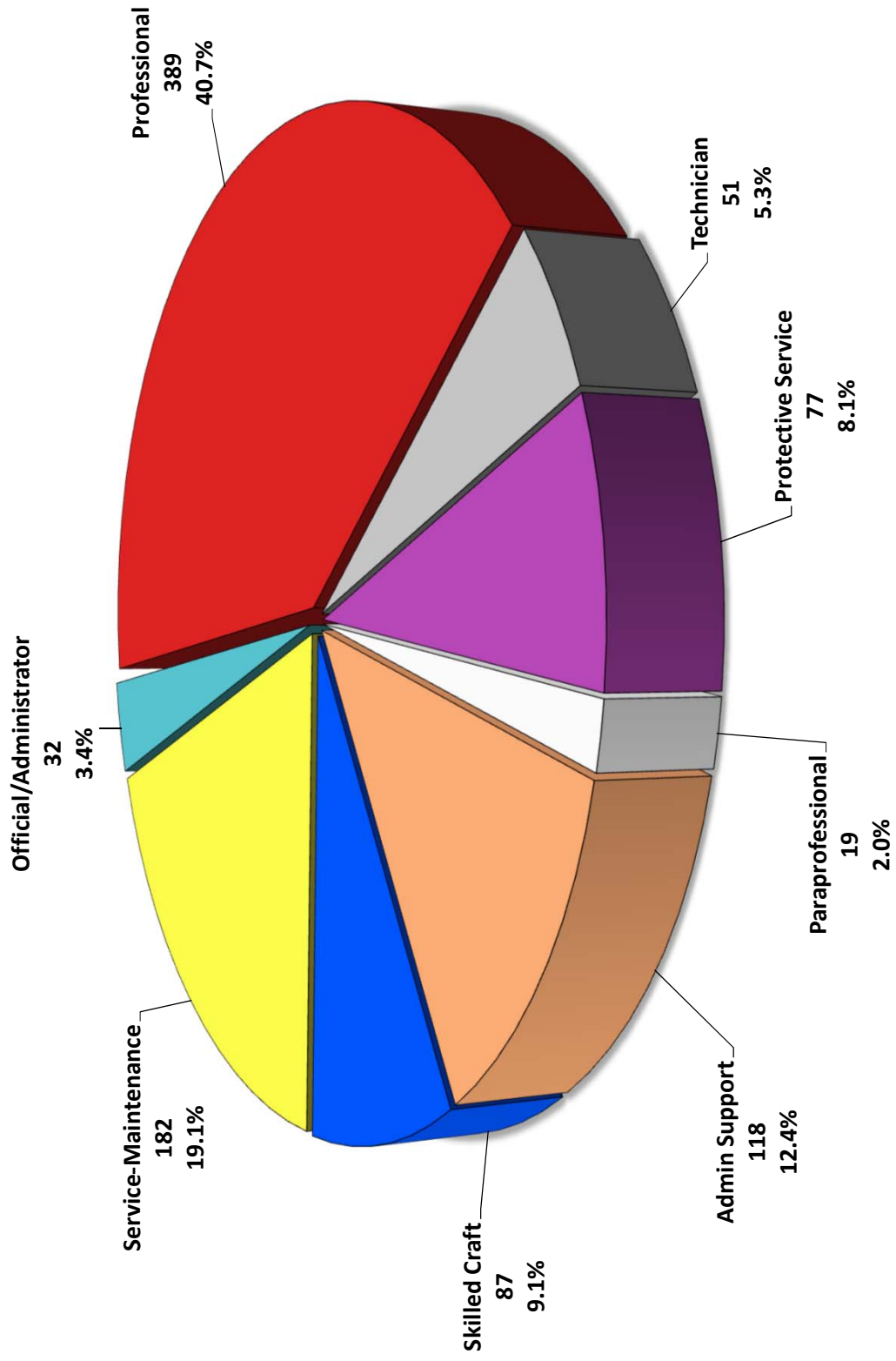
<b>Office/Clerical</b>	
<b>Grade</b>	<b>Avg. Salary</b>
HC3	\$53,486
HC5	\$54,000
HC6	\$64,257
<b>Avg. Salary</b>	<b>\$60,481</b>

<b>Appointed</b>	
<b>Grade</b>	<b>Avg. Salary</b>
EM	\$191,532
<b>Avg. Salary</b>	<b>\$191,532</b>

**Average Departmental Salary:**  
**\$83,553**

**Note: Part-time salaries were annualized**

**Career Employees by EEO-4 Job Category**  
**Prince George's County Parks and Recreation**



# Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender: Prince George's County Parks and Recreation

**Official/Administrator**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	7	1	4	12
Male	0	0	8	1	11	20
<b>Total</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>2</b>	<b>15</b>	<b>32</b>
<b>% Total Pop</b>	<b>0.00%</b>	<b>0.0%</b>	<b>1.6%</b>	<b>0.2%</b>	<b>1.6%</b>	<b>3.4%</b>

**Paraprofessional**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	0	0	3	3
Male	0	0	7	2	7	16
<b>Total</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>10</b>	<b>19</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.7%</b>	<b>0.2%</b>	<b>1.0%</b>	<b>2.0%</b>

**Professional**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	2	6	94	7	87	196
Male	1	7	103	10	72	193
<b>Total</b>	<b>3</b>	<b>13</b>	<b>197</b>	<b>17</b>	<b>159</b>	<b>389</b>
<b>% Total Pop</b>	<b>0.3%</b>	<b>1.4%</b>	<b>20.6%</b>	<b>1.8%</b>	<b>16.6%</b>	<b>40.7%</b>

**Admin Support**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	1	64	3	34	102
Male	0	0	8	2	6	16
<b>Total</b>	<b>0</b>	<b>1</b>	<b>72</b>	<b>5</b>	<b>40</b>	<b>118</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.1%</b>	<b>7.5%</b>	<b>0.5%</b>	<b>4.2%</b>	<b>12.4%</b>

**Technician**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	4	0	11	15
Male	0	2	13	3	18	36
<b>Total</b>	<b>0</b>	<b>2</b>	<b>17</b>	<b>3</b>	<b>29</b>	<b>51</b>
<b>% Total Pop</b>	<b>0.00%</b>	<b>0.2%</b>	<b>1.8%</b>	<b>0.3%</b>	<b>3.0%</b>	<b>5.3%</b>

**Skilled Craft**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	0	0	0	0
Male	0	2	31	2	52	87
<b>Total</b>	<b>0</b>	<b>2</b>	<b>31</b>	<b>2</b>	<b>52</b>	<b>87</b>
<b>% Total Pop</b>	<b>0.00%</b>	<b>0.2%</b>	<b>3.2%</b>	<b>0.2%</b>	<b>5.4%</b>	<b>9.1%</b>

**Protective Service**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	7	1	2	10
Male	1	1	28	7	30	67
<b>Total</b>	<b>1</b>	<b>1</b>	<b>35</b>	<b>8</b>	<b>32</b>	<b>77</b>
<b>% Total Pop</b>	<b>0.10%</b>	<b>0.1%</b>	<b>3.7%</b>	<b>0.8%</b>	<b>3.4%</b>	<b>8.1%</b>

**Service-Maintenance**

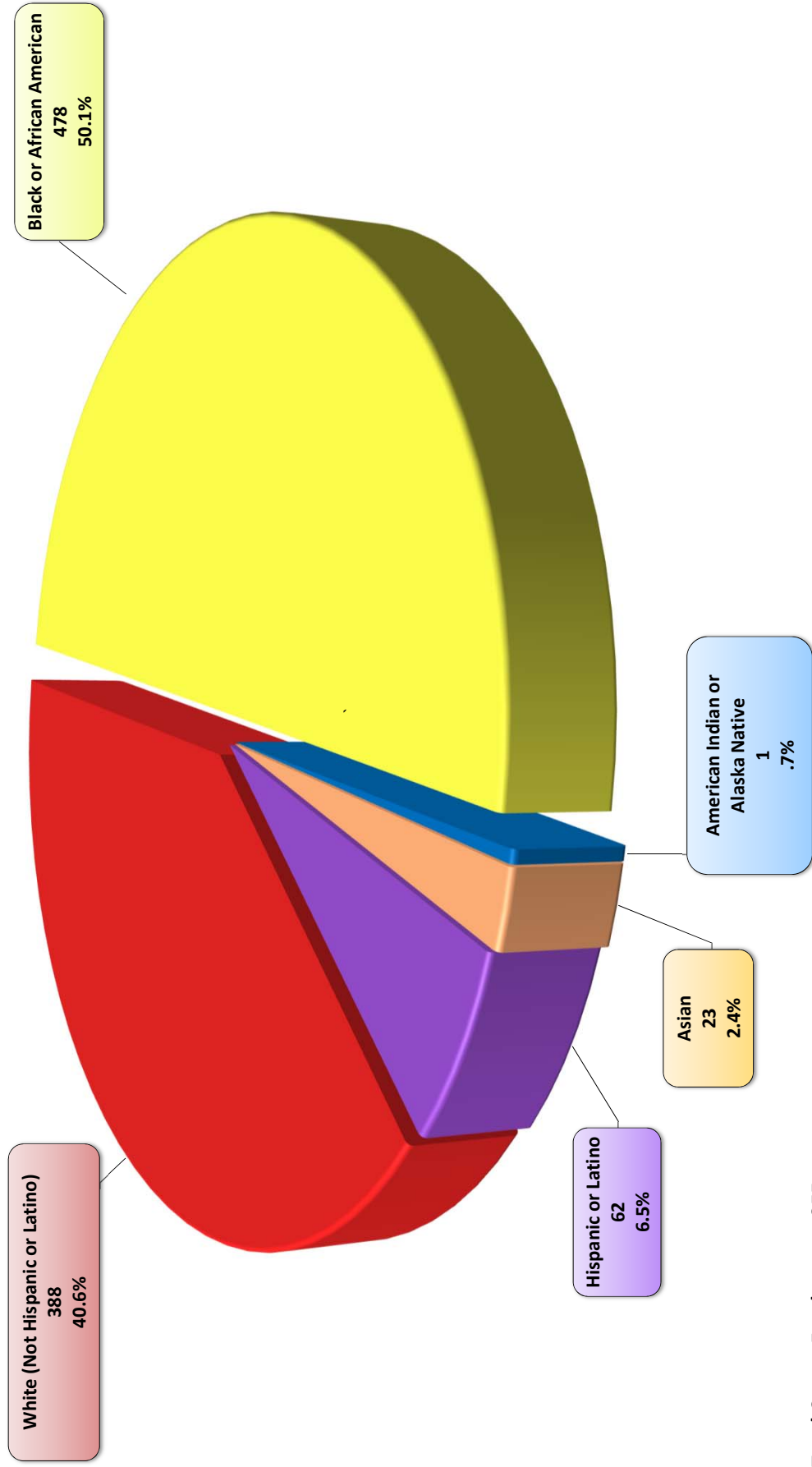
Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	0	0	11	5	10	26
Male	0	4	93	18	41	156
<b>Total</b>	<b>0</b>	<b>4</b>	<b>104</b>	<b>23</b>	<b>51</b>	<b>182</b>
<b>% Total Pop</b>	<b>0.00%</b>	<b>0.4%</b>	<b>10.9%</b>	<b>2.4%</b>	<b>5.3%</b>	<b>19.1%</b>

**Total Population**

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	White (Non Hispanic/Latino)	
Female	2	7	187	17	151	364
Male	2	16	291	45	237	591
<b>Total</b>	<b>4</b>	<b>23</b>	<b>478</b>	<b>62</b>	<b>388</b>	<b>955</b>
<b>% Total Pop</b>	<b>0.4%</b>	<b>2.4%</b>	<b>50.1%</b>	<b>6.5%</b>	<b>40.6%</b>	<b>100.0%</b>

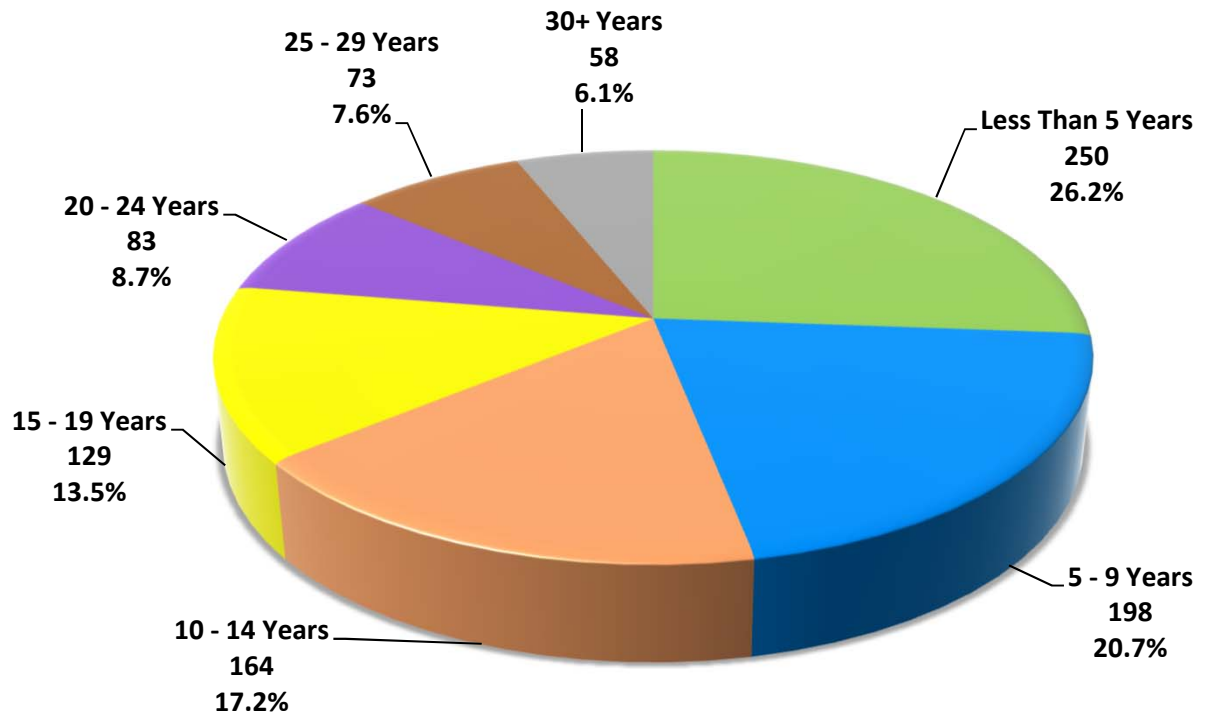
Percentages are based on total number of employees: 955  
 Note: No employees in PGPR identified as EEO-4 Job Category "Native Hawaiian/Other Pacific Islander" in FY17

**EE0-4 Race/Ethnic Identification, Career Employees**  
**Prince George's County Parks and Recreation**



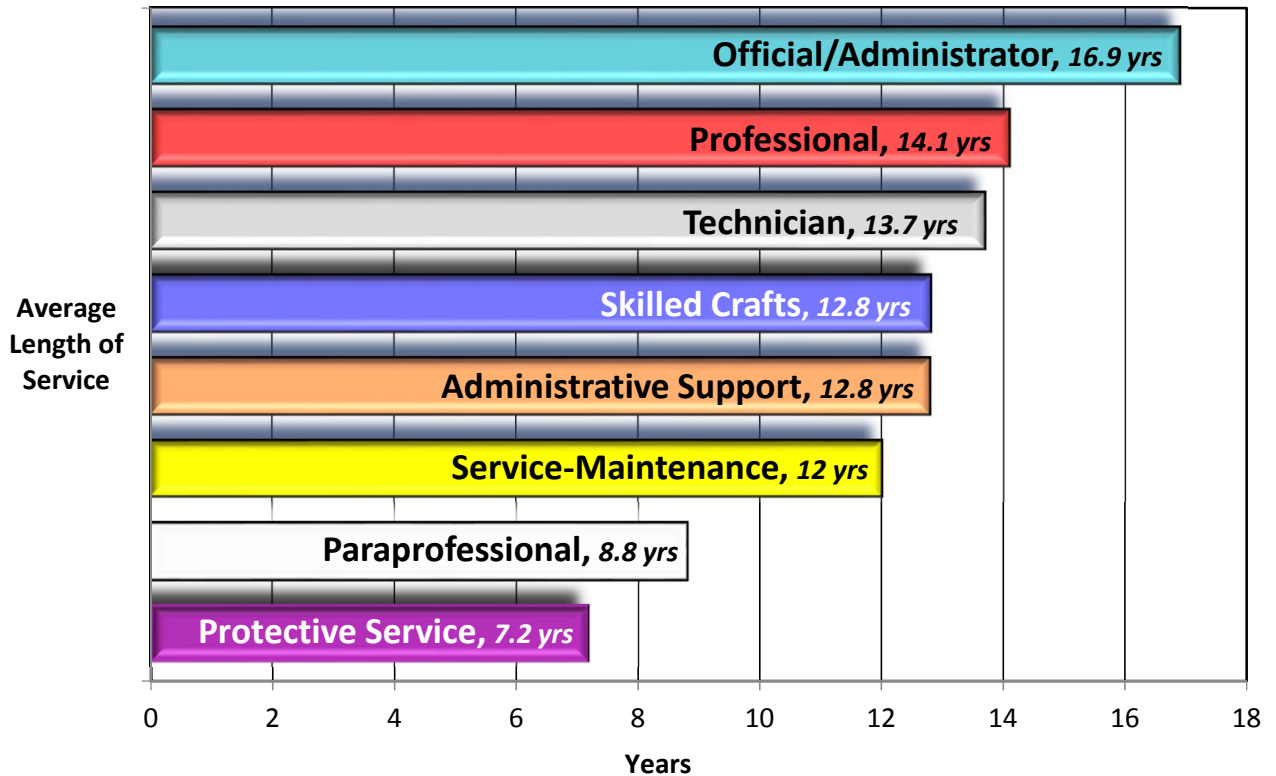
Total Career Employees = 955

**Career Employee Tenure: Prince George's County Parks and Recreation**



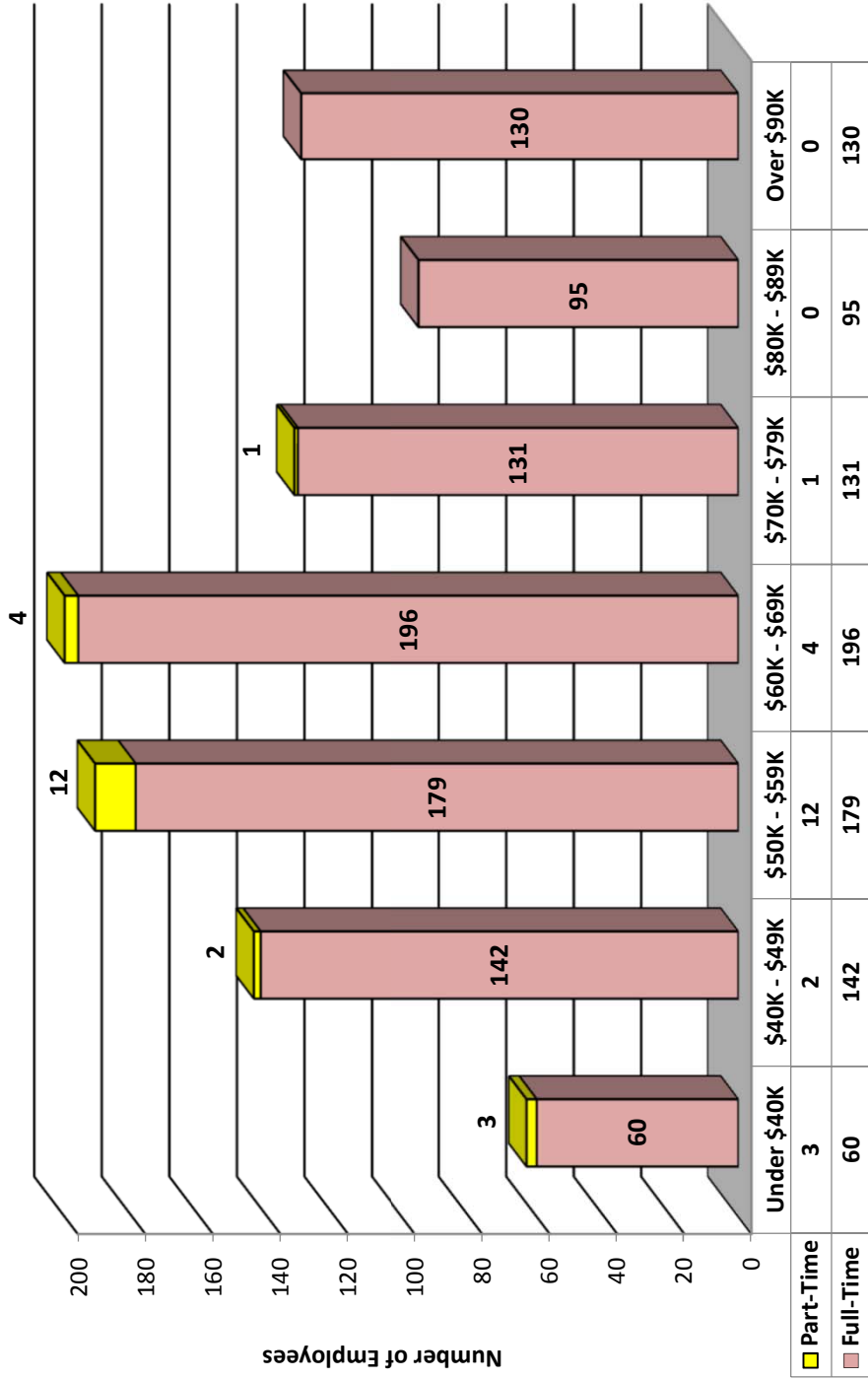
Total PGPR Career Employees: 955

**Average Length of Service by EEO-4 Job Category: Prince George's County Parks and Recreation**



Average Length of Service for PGPR Employees: 12.9 yrs

**Annual Salary Ranges**  
**Full-Time and Part-time Career Employees:**  
**Prince George's County Parks and Recreation**



Total Full-Time Employees: 933  
 Total Part-Time Employees: 22  
 Average Salary for all PGPR Employees (955): \$67,213 (includes part-time annualized salaries)



## Average Annual Salary for Career Employees by Grade: Prince George's County Parks and Recreation

Park Police	
<u>Grade</u>	<u>Avg. Salary</u>
Candidates	\$49,430
P02	\$59,467
P03	\$64,560
P04	\$78,453
P05	\$88,754
P06	\$110,311
P07	\$130,752
P09	\$155,598
Avg. FOP Salary (all)	<b>\$79,901</b>
Avg. Command Staff	<b>\$117,418</b>
Avg Candidate Salary	<b>\$49,430</b>

General Service	
<u>Grade</u>	<u>Avg. Salary</u>
H14	\$47,984
H16	\$56,154
H18, E18	\$61,553
H22, E22	\$72,702
E26	\$86,636
E30	\$105,548
E34	\$125,296
E36	\$130,000
Avg. Salary	<b>\$73,896</b>

Information Technology	
<u>Grade</u>	<u>Avg. Salary</u>
EGT	\$64,177
EHT	\$64,733
EIT	\$92,084
EJT	\$107,651
Avg. Salary	<b>\$91,478</b>

Office/Clerical	
<u>Grade</u>	<u>Avg. Salary</u>
HC2	\$39,777
HC3	\$39,777
HC4	\$48,344
HC5	\$50,585
HC6	\$56,962
Avg. Salary	<b>\$52,805</b>

Service/Labor	
<u>Grade</u>	<u>Avg. Salary</u>
HL2	\$49,194
HL3	\$40,615
HL5	\$48,095
HL6	\$46,571
HL7	\$57,475
Avg. Salary	<b>\$44,362</b>

Trades	
<u>Grade</u>	<u>Avg. Salary</u>
HT3	\$50,870
HT4	\$60,484
Avg. Salary	<b>\$57,776</b>

**Average Departmental Salary:  
\$67,213**

**Note: Part-time salaries were annualized**

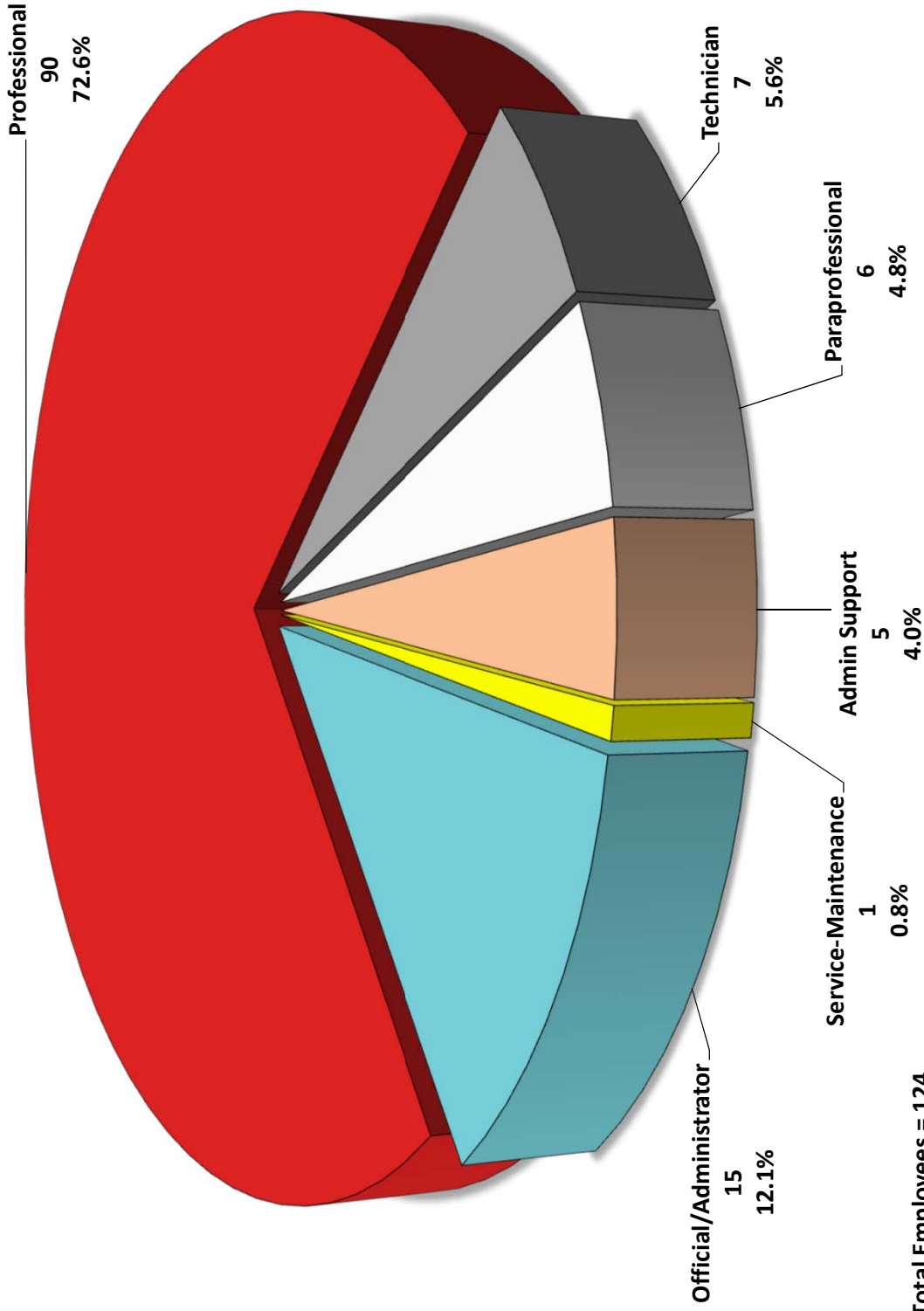
# *Central Administrative Services*

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*Department of Human Resources  
and Management*

*Department of Finance  
Legal Department*

**Career Employees by EEO-4 Job Category**  
**Central Administrative Services**



## Career Employees by EEO-4 Job Category, Race/Ethnicity, and Gender: Central Administrative Services (CAS)

Official/Administrator

Paraprofessional

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/La tino	White (Non Hispanic/Latino)	
Female	0	1	1	0	5	7
Male	0	0	2	0	6	8
<b>Total</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>11</b>	<b>15</b>
<b>% Total Pop</b>	<b>0.00%</b>	<b>0.8%</b>	<b>2.4%</b>	<b>0.0%</b>	<b>8.9%</b>	<b>12.1%</b>

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/La tino	White (Non Hispanic/Latino)	
Female	0	0	5	0	0	5
Male	0	0	1	0	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>6</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.8%</b>

Professional

Admin Support

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/La tino	White (Non Hispanic/Latino)	
Female	0	6	36	1	17	60
Male	0	2	10	3	15	30
<b>Total</b>	<b>0</b>	<b>8</b>	<b>46</b>	<b>4</b>	<b>32</b>	<b>90</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>6.5%</b>	<b>37.1%</b>	<b>3.2%</b>	<b>25.8%</b>	<b>72.6%</b>

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/La tino	White (Non Hispanic/Latino)	
Female	0	0	3	0	0	3
Male	0	0	0	0	2	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>5</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.4%</b>	<b>0.0%</b>	<b>1.6%</b>	<b>4.0%</b>

Technician

Service-Maintenance

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/La tino	White (Non Hispanic/Latino)	
Female	0	1	2	1	3	7
Male	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>7</b>
<b>% Total Pop</b>	<b>0.00%</b>	<b>0.8%</b>	<b>1.6%</b>	<b>0.8%</b>	<b>2.4%</b>	<b>5.6%</b>

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/La tino	White (Non Hispanic/Latino)	
Female	0	0	0	0	0	0
Male	0	0	1	0	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>% Total Pop</b>	<b>0.00%</b>	<b>0.0%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.8%</b>

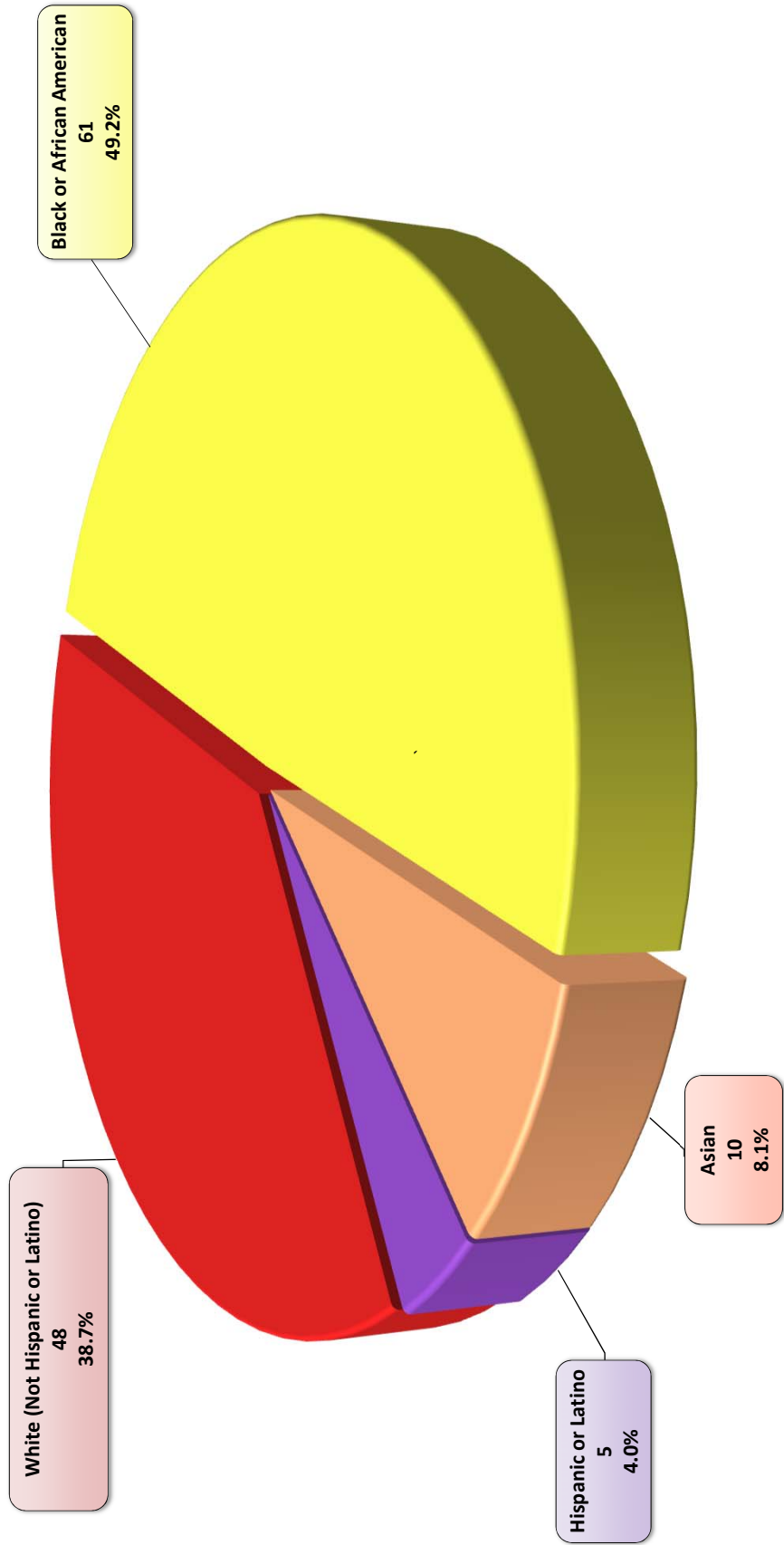
Total Population

Gender	Race/Ethnicity					Total
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/La tino	White (Non Hispanic/Latino)	
Female	0	8	47	2	25	82
Male	0	2	14	3	23	42
<b>Total</b>	<b>0</b>	<b>10</b>	<b>61</b>	<b>5</b>	<b>48</b>	<b>124</b>
<b>% Total Pop</b>	<b>0.0%</b>	<b>8.1%</b>	<b>49.2%</b>	<b>4.0%</b>	<b>38.7%</b>	<b>100.0%</b>

Percentages are based on total number of employees: 124

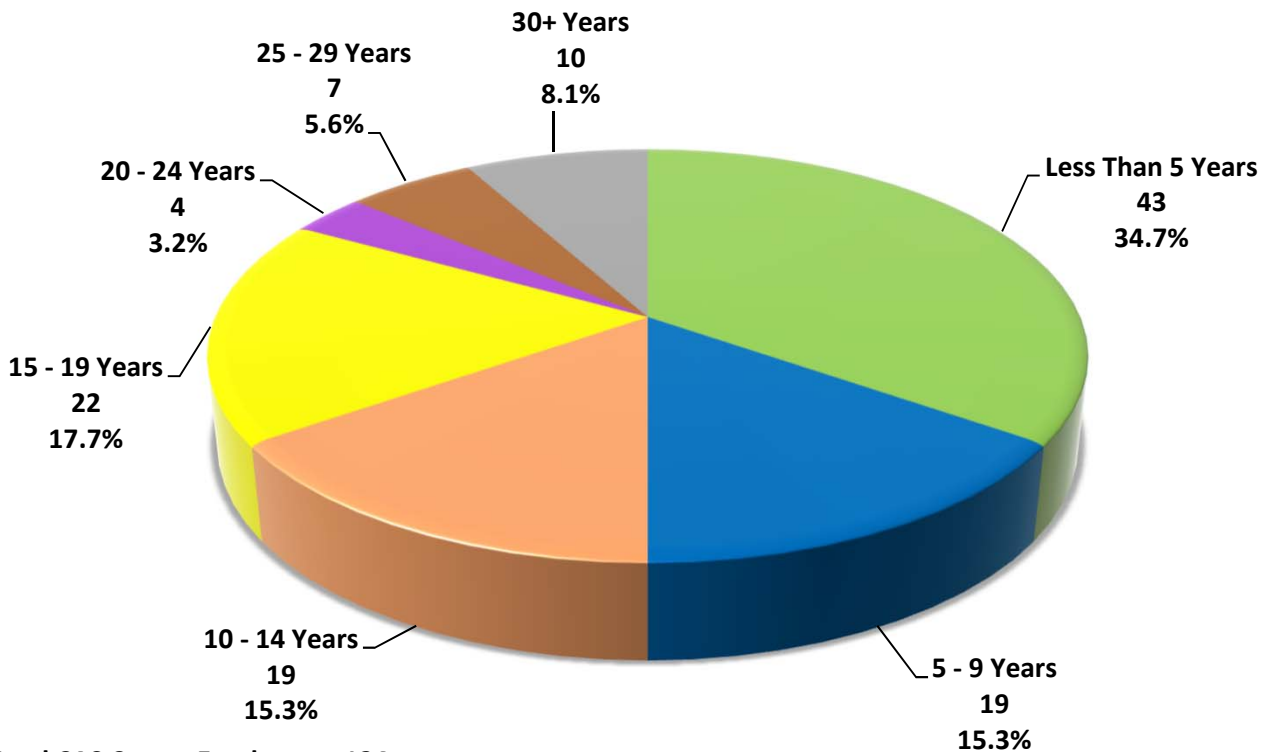
Note: No employees in MCPK identified as EEO-4 Job Category "Native Hawaiian/Other Pacific Islander" in FY17

**EE0-4 Race/Ethnic Identification, Career Employees**  
**Central Administrative Services**

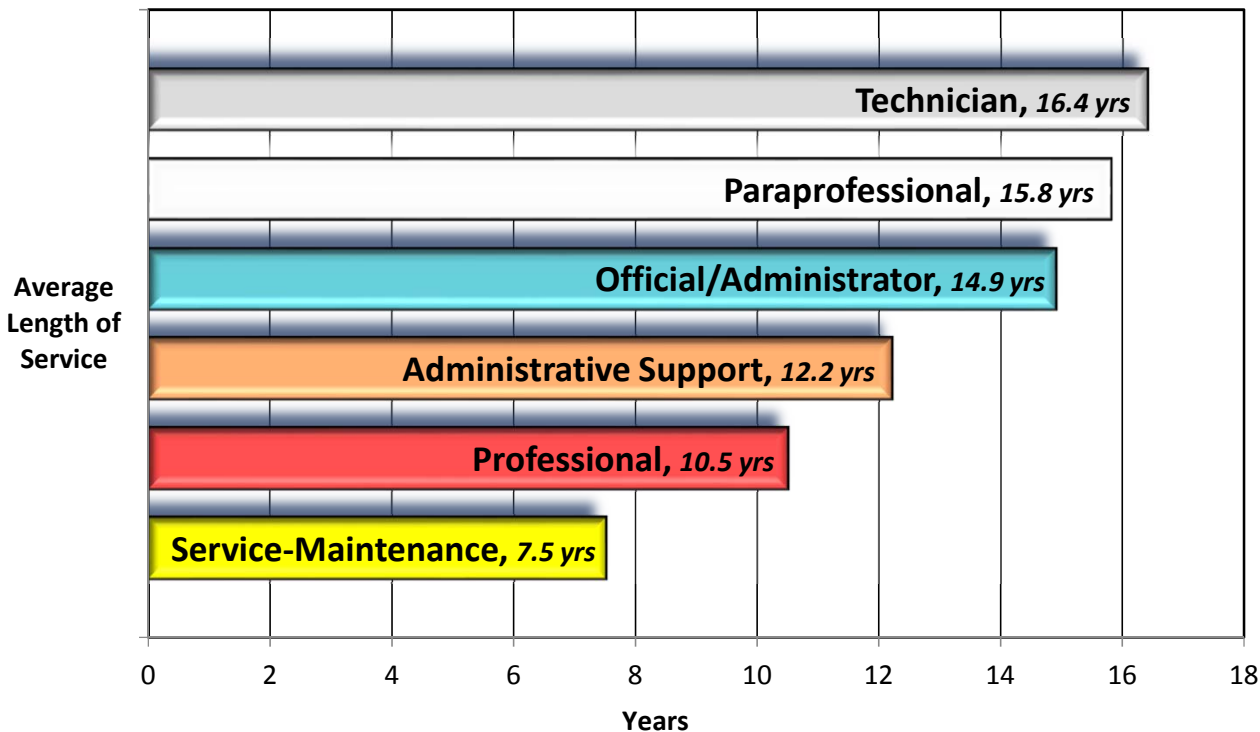


**Total Career Employees: 124**

**Length of Service for Career Employees: Central Administrative Services**

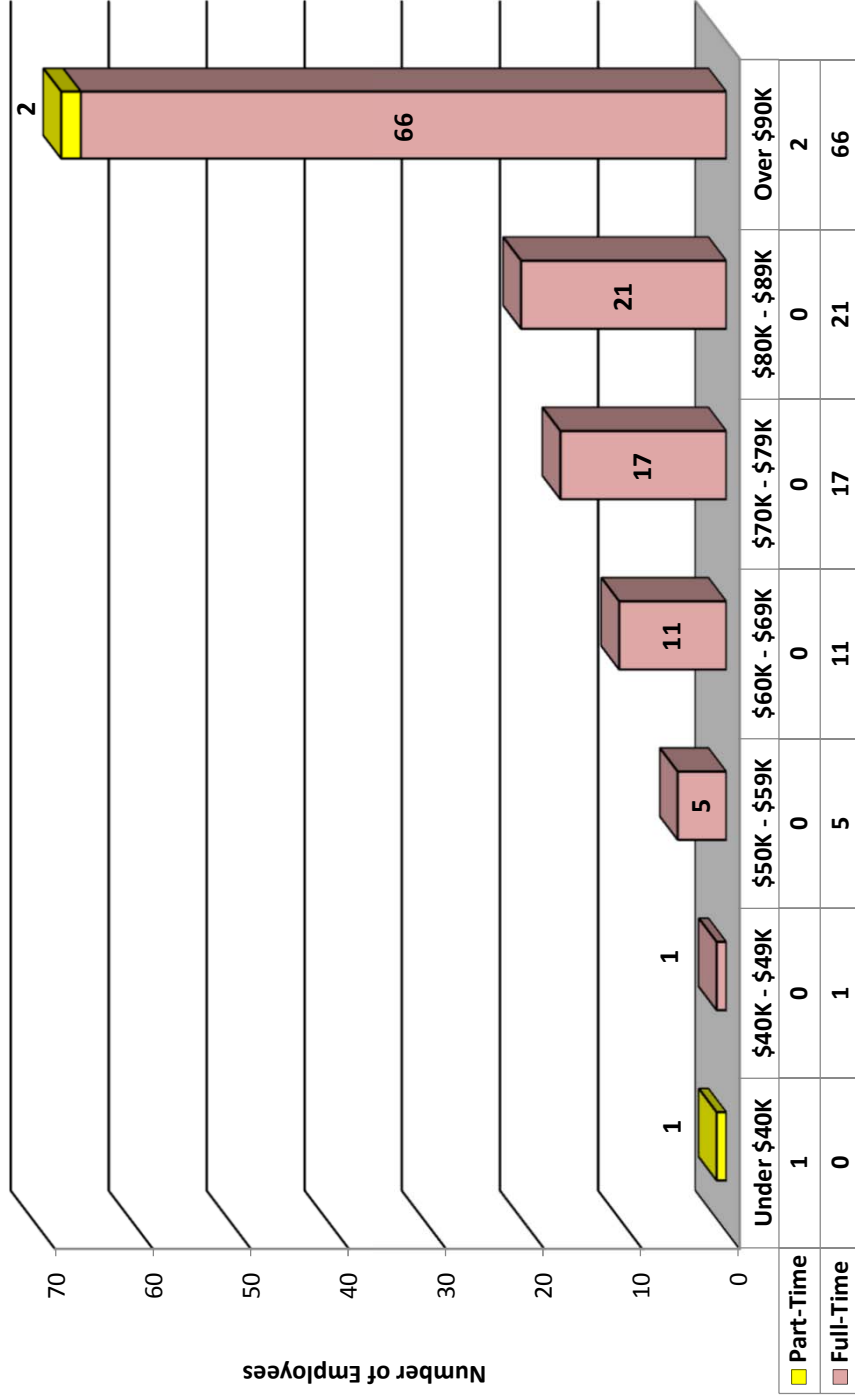


**Average Length of Service by EEO-4 Job Category: Central Administrative Services**



Average Length of Service for CAS Employees: 11.64 yrs

**Annual Salary Ranges**  
**Full-Time and Part-time Career Employees:**  
**Central Administrative Services**



Total Full-Time Employees: 121  
 Total Part-Time Employees: 3  
 Average Salary for all CAS Employees (124): \$97,729 (includes part-time annualized salaries)

**Average Annual Salary for Career Employees by Grade:**  
**Central Administrative Services**

<b>General Service</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
H14	\$61,413
H16	\$62,259
H18, E18	\$68,625
H22, E22	\$81,096
E26	\$94,025
E30	\$111,000
E34	\$130,275
E38	\$152,826
E40	\$165,598
<b>Avg. Salary</b>	<b>\$99,616</b>

<b>Information Technology</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
EHT	\$92,668
EIT	\$92,578
EJT	\$118,017
<b>Avg. Salary</b>	<b>\$106,157</b>

<b>Office/Clerical</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
HC4	\$37,685
HC5	\$52,033
HC6	\$64,948
<b>Avg. Salary</b>	<b>\$59,209</b>

<b>Service/Labor</b>	
<b><u>Grade</u></b>	<b><u>Avg. Salary</u></b>
HL3	\$50,427
<b>Avg. Salary</b>	<b>\$50,427</b>

**Average Departmental Salary:**  
**\$97,729**

**Note: Part-time salaries were annualized**

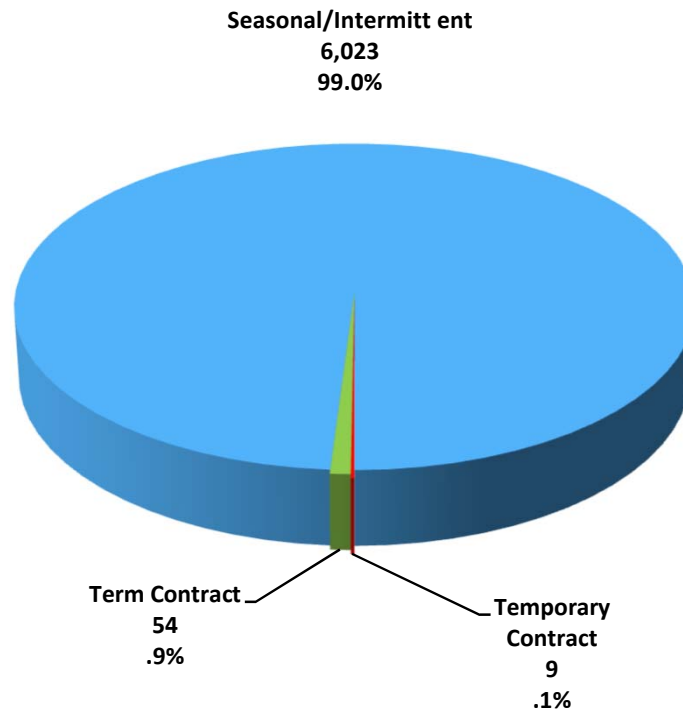


*Non-Career Employees*

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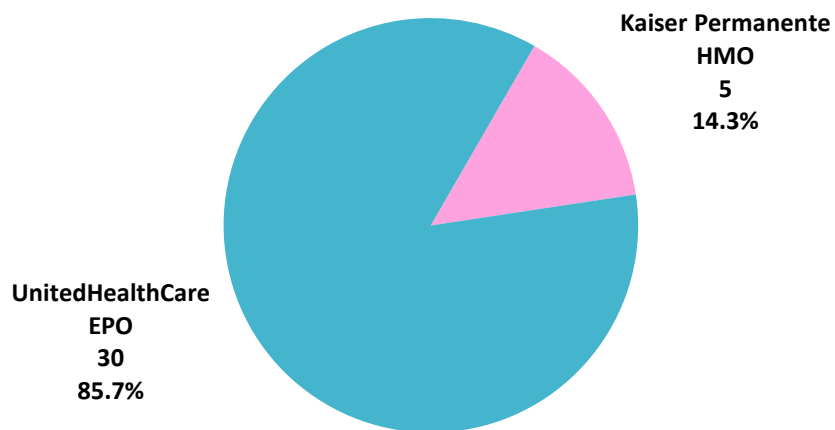
*Commission-wide  
Composition/Salary/Benefits*

## Non-Career Employees by Employment Type



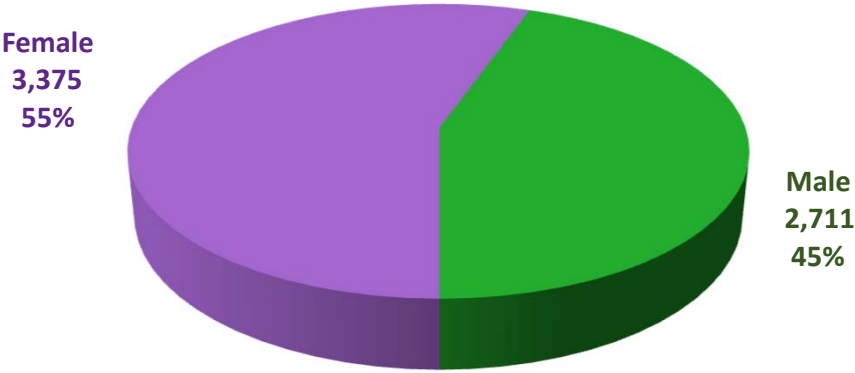
Total Non-Career Employees: 6,086

## Non-Career Employee Medical Health Plan Participation



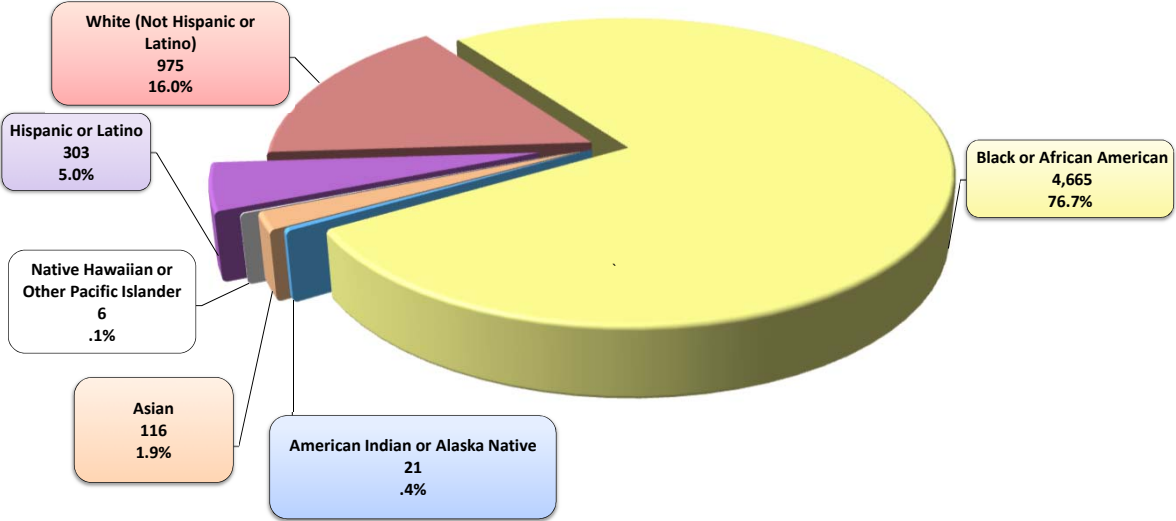
Total Number of Non-Career Medical Health Plan Participants: 35 (.58% of all Non-Career EEs)  
25 Term Contract Medical Health Plan Participants  
10 Seasonal/Intermittent Medical Health Plan Participants

**Non-Career Employees by Gender**

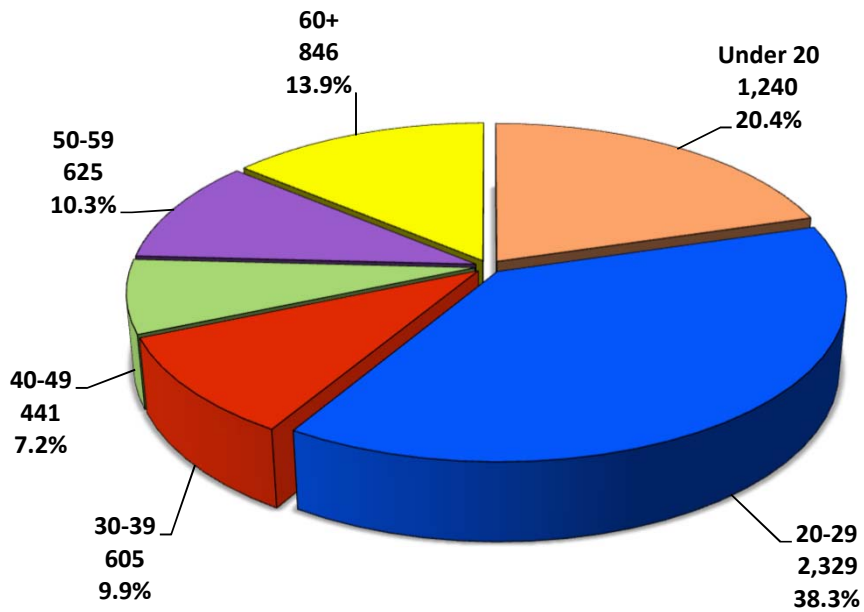


Total Non-Career Employees: 6,086

**EEO-4 Race/Ethnic Identification, Non-Career Employees**



## Distribution of Non-Career Employees by Age



Average Age : 34 years old  
 Total Non-Career Employees: 6,086

## Distribution of Non-Career Employees by Department

Central Administrative Services	13	0.2%
Montgomery County Commissioners' Office	0	0.0%
Montgomery County Planning	9	0.1%
Montgomery County Parks	529	8.7%
Prince George's County Commissioners' Office	3	0.0%
Prince George's County Planning	12	0.2%
Prince George's County Parks and Recreation	5,520	90.7%
M-NCPPC Career Employees Total	6,086	100.0%

## Distribution of Non-Career Employees by Grade

Seasonal/Intermittent	
Grade	# of EEs in Grade
S1	1,062
S2	394
S3	612
S4	556
S5	868
S7	820
S8	194
S11	349
S12	3
S13	290
S15	118
SS1	9
SS2	52
SS3	95
SS4	21
SS5	1
<b>Total:</b>	<b>5444</b>

Aquatics	
Grade	# of EEs in Grade
HA2	5
HA3	401
HA4	46
HA5	3
HA6	67
<b>Total:</b>	<b>522</b>

General Service	
Grade	# of EEs in Grade
H10	4
H12	10
H14	1
H16	4
E18, H18	23
H20	1
E22	10
E26	4
E30	3
E34	2
<b>Total:</b>	<b>62</b>

Revenue Sharing	
Grade	# of EEs in Grade
RS1	38
<b>Total:</b>	<b>38</b>

Tennis Instructors	
Grade	# of EEs in Grade
TI1	3
TI2	1
TI3	10
TI4	6
<b>Total:</b>	<b>20</b>

**Total Non-Career Employees (EEs): 6,086**

# *Appendix*

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*EEOC Definitions / Pay Scales*

*Health Plan Premium Rates*

## Excerpt from U.S. Equal Employment Opportunity Commission's EEOC Form 164, State and Local Government Information (EEO-4), Instruction Booklet.

### RACE/ETHNIC IDENTIFICATION

An employer may acquire the race/ethnic information necessary for this section either by visual surveys of the work force, or from post-employment records as to the identity of employees. Since visual surveys are permitted, and the fact that race/ethnic identifications are not present on agency records is not an excuse for failure to provide the data called for. However, although the Commission does not encourage direct inquiry as a method of determining racial or ethnic identity, this method is not prohibited in cases where it has been used in the past, or where other methods are not practical, provided it is not used for purposes of discrimination.

Moreover, the fact that employees may be located at different addresses does not provide an acceptable reason for failure to comply with the reporting requirements. In such cases, it is recommended that visual surveys be conducted for the employer by persons such as supervisors who are responsible for the work of the employees or to whom the employees report for instruction or otherwise.

Please note that the General Counsel of the Commission has ruled, on the basis of court decisions, that the Commission has the authority to require the racial and ethnic identification of employees, regardless of any possible conflicting state or local laws.

The concept of race as used by the Equal Employment Opportunity Commission does not denote clear cut scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person may be counted in more than one race/ethnic category.

NOTE: The category "HISPANIC", while not a race identification, is included as a separate race/ethnic category because of the employment discrimination often encountered by this group; for this reason do not include HISPANIC under either "white" or "black".

For the purposes of the report, the following race/ethnic categories will be used:

- a **White (not of Hispanic origin):** All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- b **Black (not or Hispanic origin):** All persons having origins in any of the Black racial groups of Africa.
- c **Hispanic:** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- d **Asian or Pacific Islander:** All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- e **American Indian or Alaskan Native:** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

*Note to the reader: Category "Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands," has been added to EEO-1 Reporting requirements and has been elected for utilization within M-NCPPC EEO-4 reporting as of FY17.*

## DESCRIPTION OF JOB CATEGORIES

- a **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 chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs 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.
- b **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, dietitians, lawyers, systems 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.
- c **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.
- d **Protective Service Workers:** Occupations in which workers are entrusted with public safety , security and protection from destructive forces. Includes: police patrol officers firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.
- e **Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.
- f **Administrative Support(Including Clerical and Sales):** 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-typist, 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.
- g **Skilled Craft Workers:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process 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, and kindred workers.
- h. **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 groundkeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.



**The Maryland-National Capital Park and Planning Commission  
General Service Pay Schedule  
Effective August 13, 2017  
1.5% COLA**

<u>New Grade</u>	<u>Lawson Grade</u>	<u>ePersonality Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
10	HC	C	\$29,306 \$14.0894	\$40,994 \$19.7087	\$52,680 \$25.3269
12	HD	D	\$32,925 \$15.8293	\$44,632 \$21.4577	\$56,339 \$27.0861
14	HE	E	\$36,428 \$17.5135	\$49,381 \$23.7409	\$62,334 \$29.9683
16	HF	F	\$40,877 \$19.6524	\$55,412 \$26.6404	\$69,946 \$33.6279
18	HG/EG	G	\$46,293 \$22.2563	\$62,753 \$30.1697	\$79,213 \$38.0832
20			\$48,607 \$23.3688	\$65,892 \$31.6788	\$83,175 \$39.9880
22	HH/EH	H	\$52,480 \$25.2308	\$71,139 \$34.2014	\$89,803 \$43.1745
24			\$55,103 \$26.4918	\$74,696 \$35.9115	\$94,288 \$45.3308
26	EI	I	\$59,434 \$28.5740	\$80,667 \$38.7822	\$101,900 \$48.9904
28			\$63,412 \$30.4865	\$86,959 \$41.8072	\$110,506 \$53.1279
30	EJ	J	\$69,175 \$33.2572	\$94,868 \$45.6096	\$120,559 \$57.9611
32			\$76,838 \$36.9413	\$104,123 \$50.0591	\$131,408 \$63.1769
34	EK	K	\$82,841 \$39.8274	\$112,297 \$53.9889	\$141,754 \$68.1510
36			\$91,661 \$44.0678	\$124,254 \$59.7375	\$156,848 \$75.4077
38	EL	L	\$100,481 \$48.3082	\$136,211 \$65.4861	\$171,942 \$82.6644
40			\$110,528 \$53.1385	\$145,534 \$69.9683	\$180,538 \$86.7971

Approved by the Commission  
May 17, 2017

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Special Salary Range Pay Schedule for Select Career IT Positions ONLY**  
**Effective August 13, 2017**  
**1.5% COLA**

<u>Lawson Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<b>EGT</b>	\$48,607 \$23.3688	\$64,486 \$31.0029	\$83,175 \$39.9880
<b>EHT</b>	\$55,103 \$26.4918	\$73,101 \$35.1447	\$94,288 \$45.3308
<b>EIT</b>	\$62,404 \$30.0019	\$82,891 \$39.8514	\$106,994 \$51.4394
<b>EJT</b>	\$75,402 \$36.2510	\$101,184 \$48.6462	\$131,408 \$63.1769

<u>TITLE</u>	<u>GRADE</u>
Programmer/Analyst I	EGT
GIS Specialist I	EGT
IT Telecommunications Spec I	EGT
Programmer/Analyst II	EHT
GIS Specialist II	EHT
Senior IT Support Specialist	EIT
Programmer/Analyst III	EIT
GIS Specialist III	EIT
IT Systems Manager/Leader	EJT

**Approved by the Commission**  
**May 17, 2017**

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Office/Clerical Bargaining Unit Pay Schedule**  
**Effective August 13, 2017**  
**1.5% COLA**

<u>Legacy Grade</u>	<u>Lawson Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
C01	HC1	\$26,254 \$12.6221	\$35,590 \$17.1106	\$44,926 \$21.5990	\$46,275 \$22.2476
C02	HC2	\$28,044 \$13.4827	\$38,017 \$18.2774	\$47,988 \$23.0712	\$49,428 \$23.7635
C03	HC3	\$29,320 \$14.0962	\$41,013 \$19.7178	\$52,706 \$25.3394	\$54,288 \$26.1000
C04	HC4	\$32,941 \$15.8370	\$44,654 \$21.4683	\$56,366 \$27.0990	\$58,057 \$27.9120
C05	HC5	\$36,447 \$17.5226	\$49,406 \$23.7529	\$62,367 \$29.9841	\$64,236 \$30.8827
C06	HC6	\$40,897 \$19.6620	\$55,439 \$26.6534	\$69,983 \$33.6457	\$72,081 \$34.6543

**Approved by the Commission**  
**April 19, 2017**

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Trades Bargaining Unit Pay Schedule**  
**Effective August 13, 2017**  
**1.5% COLA**

<b><u>Legacy Grade</u></b>	<b><u>Lawson Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>	<b><u>Longevity</u></b>
T01	HT1	\$28,044 \$13.4827	\$38,017 \$18.2774	\$47,988 \$23.0712	\$49,428 \$23.7635
T02	HT2	\$32,941 \$15.8370	\$44,654 \$21.4683	\$56,366 \$27.0990	\$58,057 \$27.9120
T03	HT3	\$36,447 \$17.5226	\$49,406 \$23.7529	\$62,366 \$29.9837	\$64,236 \$30.8827
T04	HT4	\$40,897 \$19.6620	\$55,439 \$26.6534	\$69,983 \$33.6457	\$72,082 \$34.6548

**Approved by the Commission**  
**April 19, 2017**

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Service/Labor Bargaining Unit Pay Schedule**  
**Effective August 13, 2017**  
**1.5% COLA**

<u>Legacy Grade</u>	<u>Lawson Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
L01	HL1	\$26,176 \$12.5846	\$35,485 \$17.0601	\$44,795 \$21.5361	\$46,138 \$22.1817
L02	HL2	\$29,234 \$14.0548	\$40,892 \$19.6596	\$52,551 \$25.2649	\$54,127 \$26.0226
L03,L04	HL3/HL4	\$32,845 \$15.7909	\$44,524 \$21.4058	\$56,203 \$27.0207	\$57,890 \$27.8317
L05,L06	HL5/HL6	\$36,340 \$17.4712	\$49,262 \$23.6837	\$62,184 \$29.8962	\$64,049 \$30.7928
L07	HL7	\$40,777 \$19.6043	\$55,278 \$26.5760	\$69,777 \$33.5466	\$71,871 \$34.5534

**Approved by the Commission**  
**April 19, 2017**

The Maryland-National Capital Park and Planning Commission  
 FOP Park Police  
 Effective July 2, 2017 (1.5% COLA)

Rank	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
P02 (annual) (hourly)	\$51,800 \$24,9038	\$53,618 \$25,7779	\$55,495 \$26,6803	\$57,436 \$27,6135	\$59,443 \$28,5784	\$61,527 \$29,5803	\$63,679 \$30,6149	\$65,907 \$31,6861	\$68,213 \$32,7947	\$70,605 \$33,9447	\$73,077 \$35,1332	\$75,630 \$36,3606	\$78,277 \$37,6332	\$81,018 \$38,9510		
P03 (annual) (hourly)	\$54,392 \$24,8933	\$56,299 \$27,0668	\$58,276 \$28,0173	\$60,307 \$28,9938	\$62,412 \$30,0058	\$64,602 \$31,0587	\$66,862 \$32,1452	\$69,208 \$33,2731	\$71,627 \$34,4361	\$74,134 \$35,6413	\$76,732 \$36,8904	\$79,419 \$38,1822	\$82,192 \$39,5154	\$85,069 \$40,8986		
P04 (annual) (hourly)	\$54,367 \$26,1380	\$57,109 \$27,4563	\$59,114 \$28,4202	\$61,182 \$29,4144	\$63,320 \$30,4423	\$65,539 \$31,5091	\$67,831 \$32,6111	\$70,203 \$33,7514	\$72,664 \$34,9346	\$75,203 \$36,1553	\$77,839 \$37,4226	\$80,565 \$38,7332	\$83,382 \$40,0875	\$86,302 \$41,4913	\$89,325 \$42,9447	
P05 (annual) (hourly)	\$59,939 \$28,8168	\$62,970 \$30,2740	\$65,171 \$31,3322	\$67,452 \$32,4288	\$69,810 \$33,5625	\$72,255 \$34,7380	\$74,784 \$35,9538	\$77,405 \$37,2139	\$80,115 \$38,5168	\$82,915 \$39,8630	\$85,821 \$41,2601	\$88,828 \$42,7058	\$91,930 \$44,1971	\$95,148 \$45,7442	\$98,475 \$47,3438	\$100,939 \$48,5284
<b>Rank</b>	<b>ASI 1*</b>	<b>ASI 2**</b>														
P02 (annual) (hourly)	\$83,449 \$40,1197	\$86,161 \$41,4236														
P03 (annual) (hourly)	\$87,621 \$42,1255	\$90,469 \$43,4947														
P04 (annual) (hourly)	\$92,005 \$44,2332	\$94,995 \$45,6707														
P05 (annual) (hourly)	\$103,967 \$49,9841	\$107,346 \$51,6087														

\*ASI 1 Applies to all officers on the first anniversary date on which the officer has completed 16 years.  
 \*\*ASI 2 Applies to all officers on the first anniversary date on which the officer has completed 19 years.

**Park Police Command Officers  
Effective July 2, 2017  
1.5% COLA**

<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Lieutenant [P06]	\$69,872 \$ 33.5923	\$94,411 \$ 45.3899	\$118,953 \$ 57.1889
Captain [P07]	\$80,838 \$ 38.8644	\$109,225 \$ 52.5120	\$137,613 \$ 66.1601
Commander [P09]	\$98,753 \$ 47.4774	\$128,345 \$ 61.7043	\$157,932 \$ 75.9288

**Officer Candidate Pay Scale  
Effective July 2, 2017  
1.5% COLA**

<b><u>Position</u></b>	<b><u>Scale</u></b>
Candidate [PC]	\$50,171 \$ 24.1207

**Approved by the Commission June 21, 2017**

**The Maryland-National Capital Park and Planning Commission  
Aquatics Seasonal/Intermittent Pay Schedule  
Effective First Full Pay Period in October 2017  
Minimum Wage and Schedule Adjustments**

<u>Grade</u>	<u>First Year</u>	<u>Second Year</u>	<u>Third Year</u>
A02	\$11.50	\$12.05	\$12.60
A03	\$11.55	\$12.40	\$13.25
A04	\$12.00	\$13.18	\$14.35
A05	\$13.55	\$14.70	\$15.85
A06	\$15.60	\$16.93	\$18.25
A07	\$17.90	\$19.40	\$20.90

**Approved by Commission on October 18, 2017**



**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Seasonal/Intermittent Pay Schedule**  
**Effective First Full Pay Period in October 2017**  
**Minimum Wage Update and Schedule Adjustments**

	<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	<u>INSTRUCTORS</u>	
PFA I - 920	N01	\$11.5000	\$12.3500	\$13.2000	950	I
PFA II - 921	N02	\$11.5500	\$12.6750	\$13.8000		
PFA III - 922	N03	\$11.6000	\$13.0500	\$14.5000		
PFMA I - 930	N04	\$11.6500	\$13.4500	\$15.2500	951	II
PFMA II - 931	N05	\$11.7000	\$13.8500	\$16.0000		
PFMA III - 932	N07	\$11.7500	\$14.2750	\$16.8000		
Call Center/Help Desk Rep 1 - 936	N08	\$11.8000	\$14.7250	\$17.6500	952	III
Not in Use	N10	\$11.8500	\$15.2000	\$18.5500		
Intern I/Playground Manager	N11	\$12.2800	\$15.6567	\$20.0500	953	IV
Call Center/Help Desk Rep 2 - 937	N12	\$13.2626	\$16.9100	\$21.6500		
Intern II/Call Center-Help Desk Rep 3 (938)	N13	\$15.2514	\$19.4455	\$23.6396	954	V
Not in Use	N14	\$17.5395	\$22.3632	\$27.1869		
Camp Health Supv - 941	N15	\$20.1711	\$25.7179	\$31.2647	955	VI

Approved by the Commission on October 18, 2017

Updated to include Call Center/Help Desk specs approved 11/9/2017

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Tennis Instructor Pay Schedule**  
**Effective First Full Pay Period in October 2017**  
**Minimum Wage Update and Schedule Adjustments**

	<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Tennis Instructor 1	TI1	\$11.5000	\$14.2750	\$17.0500
Tennis Instructor 2	TI2	\$15.0000	\$19.0000	\$23.0000
Tennis Instructor 3	TI3	\$20.0000	\$27.0000	\$34.0000
Tennis Instructor 4	TI4	\$32.0000	\$36.0000	\$40.0000

Approved by the Commission October 18, 2017

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Specialty Services Pay Schedule**  
**Effective First Full Pay Period in October 2017**  
**Minimum Wage Update and Schedule Adjustments**

	<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Spec Svcs Instructor 1	SS1	\$11.5000	\$16.7500	\$22.0000
Spec Svcs Instructor 2	SS2	\$12.5000	\$19.7500	\$27.0000
Spec Svcs Instructor 3	SS3	\$15.5000	\$24.7500	\$34.0000
Spec Svcs Instructor 4	SS4	\$21.0000	\$33.5000	\$46.0000
Spec Svcs Instructor 5*	SS5	\$34.0000	\$54.5000	\$75.0000

\* Use of Specialty Services Instructor 5 requires Human Resources Director approval

Approved by the Commission October 18, 2017

**MCGEO, Non-Union Represented and Contract Employees  
Premium Rates Effective January 1, 2017**

SINGLE COVERAGE							
Plan	Cost Share %	Full Monthly Rate	Full Bi-Weekly Rates	Bi-Weekly Commission Contribution	Bi-Weekly Employee Contribution	\$\$ Change in Employee Contribution From 2016	Monthly COBRA Rates
Caremark Prescription	85%/15%	\$202.00	\$93.24	\$79.26	<b>\$13.98</b>	\$0.00	\$206.04
<b>Caremark Prescription - Contract</b>	<b>65%/35%</b>	<b>\$202.00</b>	<b>\$93.24</b>	<b>\$60.61</b>	<b>\$32.63</b>	\$0.00	\$206.04
Kaiser Permanente HMO	85%/15%	\$503.93	\$232.59	\$197.71	<b>\$34.88</b>	N/A	\$514.01
Kaiser Permanente - Contract	65%/35%	\$503.93	\$232.59	\$151.19	<b>\$81.40</b>	N/A	\$514.01
UnitedHealthcare Choice Plus POS	80%/20%	\$566.00	\$261.24	\$209.00	<b>\$52.24</b>	-\$1.10	\$577.32
UHC Medicare Complement Plan (LTD only)*	80%/20%	\$278.00	\$128.31	\$102.65	<b>\$25.66</b>	\$1.57	\$283.56
Kaiser Permanente Medicare Complement (LTD only)*	80%/20%	\$300.30	\$138.60	\$117.81	<b>\$20.79</b>	N/A	\$306.31
UnitedHealthcare Select EPO	85%/15%	\$442.00	\$204.00	\$173.40	<b>\$30.60</b>	\$0.56	\$450.84
<b>UHC Select EPO - Contract</b>	<b>65%/35%</b>	<b>\$442.00</b>	<b>\$204.00</b>	<b>\$132.60</b>	<b>\$71.40</b>	\$1.30	\$450.84
United Concordia Dental	80%/20%	\$37.67	\$17.39	\$13.92	<b>\$3.47</b>	\$0.06	\$38.42
Vision Service Plan - Low	80%/20%	\$3.90	\$1.80	\$1.44	<b>\$0.36</b>	\$0.00	\$3.98
Vision Service Plan - Moderate	See notes	\$6.94	\$3.21	\$1.44	<b>\$1.77</b>	\$0.00	\$7.08
Vision Service Plan - High	See notes	\$10.13	\$4.68	\$1.44	<b>\$3.24</b>	\$0.00	\$10.33
TWO-MEMBER COVERAGE							
Caremark Prescription	85%/15%	\$404.00	\$186.47	\$158.50	<b>\$27.97</b>	\$0.00	\$412.08
<b>Caremark Prescription - Contract</b>	<b>65%/35%</b>	<b>\$404.00</b>	<b>\$186.47</b>	<b>\$121.21</b>	<b>\$65.26</b>	\$0.00	\$412.08
Kaiser Permanente HMO	85%/15%	\$1,007.85	\$465.17	\$395.40	<b>\$69.77</b>	N/A	\$1,028.01
Kaiser Permanente - Contract	65%/35%	\$1,007.85	\$465.17	\$302.37	<b>\$162.80</b>	N/A	\$1,028.01
UnitedHealthcare Choice Plus POS	80%/20%	\$1,132.00	\$522.47	\$417.98	<b>\$104.49</b>	-\$2.21	\$1,154.64
<b>UHC Medicare Complement Plan (LTD only)*</b>	<b>80%/20%</b>	<b>\$556.00</b>	<b>\$256.62</b>	<b>\$205.30</b>	<b>\$51.32</b>	\$3.14	\$567.12
Kaiser Permanente Medicare Complement (LTD only)*	80%/20%	\$600.60	\$277.20	\$221.76	<b>\$55.44</b>	N/A	\$612.61
UnitedHealthcare Select EPO	85%/15%	\$884.00	\$408.00	\$346.80	<b>\$61.20</b>	\$1.11	\$901.68
<b>UHC Select EPO - Contract</b>	<b>65%/35%</b>	<b>\$884.00</b>	<b>\$408.00</b>	<b>\$265.20</b>	<b>\$142.80</b>	\$2.59	\$901.68
United Concordia Dental	80%/20%	\$75.33	\$34.77	\$27.82	<b>\$6.95</b>	\$0.14	\$76.84
Vision Service Plan - Low	80%/20%	\$7.83	\$3.62	\$2.90	<b>\$0.72</b>	\$0.00	\$7.99
Vision Service Plan - Moderate	See notes	\$13.89	\$6.42	\$2.90	<b>\$3.52</b>	\$0.00	\$14.17
Vision Service Plan - High	See notes	\$20.27	\$9.36	\$2.90	<b>\$6.46</b>	\$0.00	\$20.68
FAMILY COVERAGE							
Caremark Prescription	85%/15%	\$606.00	\$279.70	\$237.75	<b>\$41.95</b>	\$0.00	\$618.12
<b>Caremark Prescription - Contract</b>	<b>65%/35%</b>	<b>\$606.00</b>	<b>\$279.70</b>	<b>\$181.81</b>	<b>\$97.89</b>	\$0.00	\$618.12
Kaiser Permanente HMO	85%/15%	\$1,511.78	\$697.75	\$593.09	<b>\$104.66</b>	N/A	\$1,542.02
Kaiser Permanente - Contract	65%/35%	\$1,511.78	\$697.75	\$453.54	<b>\$244.21</b>	N/A	\$1,542.02
UnitedHealthcare Choice Plus POS	80%/20%	\$1,698.00	\$783.70	\$626.96	<b>\$156.74</b>	-\$3.32	\$1,731.96
<b>UHC Medicare Complement Plan (LTD only)</b>	<b>80%/20%</b>	<b>\$834.00</b>	<b>\$384.93</b>	<b>\$307.95</b>	<b>\$76.98</b>	\$4.71	\$850.68
Kaiser Permanente Medicare Complement (LTD only)*	80%/20%	\$900.90	\$415.80	\$332.64	<b>\$83.16</b>	N/A	\$918.92
UnitedHealthcare Select EPO	85%/15%	\$1,326.00	\$612.00	\$520.20	<b>\$91.80</b>	\$1.67	\$1,352.52
<b>UHC Select EPO - Contract</b>	<b>65%/35%</b>	<b>\$1,326.00</b>	<b>\$612.00</b>	<b>\$397.80</b>	<b>\$214.20</b>	\$3.88	\$1,352.52
United Concordia Dental	80%/20%	\$113.00	\$52.16	\$41.73	<b>\$10.43</b>	\$0.21	\$115.26
Vision Service Plan - Low	80%/20%	\$11.73	\$5.42	\$4.34	<b>\$1.08</b>	\$0.00	\$11.96
Vision Service Plan - Moderate	See notes	\$20.84	\$9.62	\$4.34	<b>\$5.28</b>	\$0.00	\$21.26
Vision Service Plan - High	See notes	\$30.41	\$14.04	\$4.34	<b>\$9.70</b>	\$0.00	\$31.02
OTHER BENEFIT PLAN RATES							
CIGNA - Long Term Disability	80%/20%	\$1.44				\$0.00	
Legal Resources	0%/100%	\$17.00		\$0.00	\$8.50	\$0.00	
U. S. Legal Service - Legal Services	0%/100%	\$15.50		\$0.00	\$7.75	\$0.00	
Life Insurance	80%/20%	\$0.204				\$0.00	
AD&D	80%/20%	\$0.025				\$0.00	

**Notes:**

Employees on long term disability pay premiums on a monthly basis. Contact the Health & Benefits office for the monthly contribution.

If you enroll in UnitedHealthcare you must enroll in Caremark for prescription drug coverage.

If you enroll in Kaiser Permanente, prescription drug coverage is included. You can not enroll in Caremark.

Vision: (Commission pays/ Employee pays) Low Option: 80%/20%. Moderate and High Options: 80% of low plan/Employee pays balance.

Basic Life Insurance: Commission pays 80%, Employee pays 20%; dependent is paid 100% by employee. Rates are \$1000 of eligible salary.

Cigna Long Term Disability: Rates are per \$100 of monthly benefit.

Legal Resources: Employee pays 100%. \$8.50 bi-weekly deducted on the 1st and 2nd pay periods of the month.

U.S. Legal Services: Employee pays 100%. \$7.75 bi-weekly deducted on the 1st and 2nd pay periods of the month.

**Fraternal Order of Police (FOP) Lodge No. 30  
Premium Rates Effective January 1, 2017**

<b>SINGLE COVERAGE</b>							
<b>Plan</b>	<b>Cost Share %</b>	<b>Full Monthly Rate</b>	<b>Full Bi-Weekly Rates</b>	<b>Bi-Weekly Commission Contribution</b>	<b>Bi-Weekly Employee Contribution</b>	<b>\$\$ Change in Employee Contribution From 2016</b>	<b>Monthly COBRA Rates</b>
Caremark Prescription	80%/20%	\$202.00	\$93.24	\$74.60	<b>\$18.64</b>	\$0.00	\$206.04
Kaiser Permanente HMO	80%/20%	\$503.93	\$232.59	\$186.08	<b>\$46.51</b>	N/A	\$514.01
UnitedHealthcare Choice Plus POS	80%/20%	\$566.00	\$261.24	\$209.00	<b>\$52.24</b>	-\$1.10	\$577.32
UHC Medicare Complement (LTD only)	80%/20%	\$278.00	\$128.31	\$102.65	<b>\$25.66</b>	\$1.57	\$283.56
Kaiser HMO Medicare Complement (LTD only)	80%/20%	\$300.30	\$138.60	\$110.88	<b>\$27.72</b>	N/A	306.31
UnitedHealthcare Select EPO	80%/20%	\$442.00	\$204.00	\$163.20	<b>\$40.80</b>	\$0.74	\$450.84
United Concordia Dental	80%/20%	\$37.67	\$17.39	\$13.92	<b>\$3.47</b>	\$0.06	\$38.42
Vision Service Plan - Low	80%/20%	\$3.90	\$1.80	\$1.44	<b>\$0.36</b>	\$0.00	3.98
Vision Service Plan - Moderate	See notes	\$6.94	\$3.21	\$1.44	<b>\$1.77</b>	\$0.00	7.08
Vision Service Plan - High	See notes	\$10.13	\$4.68	\$1.44	<b>\$3.24</b>	\$0.00	10.33
<b>TWO-MEMBER COVERAGE</b>							
Caremark Prescription	80%/20%	\$404.00	\$186.47	\$149.18	<b>\$37.29</b>	\$0.00	412.08
Kaiser Permanente	80%/20%	\$1,007.85	\$465.17	\$372.14	<b>\$93.03</b>	N/A	\$1,028.01
UnitedHealthcare Choice Plus POS	80%/20%	\$1,132.00	\$522.47	\$417.98	<b>\$104.49</b>	-\$2.21	\$1,154.64
UHC Medicare Complement (LTD only)	80%/20%	\$556.00	\$256.62	\$205.30	<b>\$51.32</b>	\$3.14	\$567.12
Kaiser HMO Medicare Complement (LTD only)	80%/20%	\$600.60	\$277.20	\$221.76	<b>\$55.44</b>	N/A	\$612.61
UnitedHealthcare Select EPO	80%/20%	\$884.00	\$408.00	\$326.40	<b>\$81.60</b>	\$1.48	\$901.68
United Concordia Dental	80%/20%	\$75.33	\$34.77	\$27.82	<b>\$6.95</b>	\$0.14	\$76.84
Vision Service Plan - Low	80%/20%	\$7.83	\$3.62	\$2.90	<b>\$0.72</b>	\$0.00	\$7.99
Vision Service Plan - Moderate	See notes	\$13.89	\$6.42	\$2.90	<b>\$3.52</b>	\$0.00	\$14.17
Vision Service Plan - High	See notes	\$20.27	\$9.36	\$2.90	<b>\$6.46</b>	\$0.00	\$20.68
<b>FAMILY COVERAGE</b>							
Caremark Prescription	80%/20%	\$606.00	\$279.70	\$223.76	<b>\$55.94</b>	\$0.00	\$618.12
Kaiser Permanente	80%/20%	\$1,511.78	\$697.75	\$558.20	<b>\$139.55</b>	N/A	\$1,542.02
UnitedHealthcare Choice Plus POS	80%/20%	\$1,698.00	\$783.70	\$626.96	<b>\$156.74</b>	-\$3.32	\$1,731.96
UHC Medicare Complement (LTD only)	80%/20%	\$834.00	\$384.93	\$307.95	<b>\$76.98</b>	\$4.71	\$850.68
Kaiser HMO Medicare Complement (LTD only)	80%/20%	\$900.90	\$415.80	\$332.64	<b>\$83.16</b>	N/A	\$918.92
UnitedHealthcare Select EPO	80%/20%	\$1,326.00	\$612.00	\$489.60	<b>\$122.40</b>	\$2.22	\$1,352.52
United Concordia Dental	80%/20%	\$113.00	\$52.16	\$41.73	<b>\$10.43</b>	\$0.21	\$115.26
Vision Service Plan - Low	80%/20%	\$11.73	\$5.42	\$4.34	<b>\$1.08</b>	\$0.00	\$11.96
Vision Service Plan - Moderate	See notes	\$20.84	\$9.62	\$4.34	<b>\$5.28</b>	\$0.00	\$21.26
Vision Service Plan - High	See notes	\$30.41	\$14.04	\$4.34	<b>\$9.70</b>	\$0.00	\$31.02
<b>OTHER BENEFIT PLAN RATES</b>							
CIGNA - Long Term Disability - FOP	0%/100%	\$2.13				\$0.00	
Legal Resources	0%/100%	\$17.00		\$0.00	\$8.50	\$0.00	
U. S. Legal Service - Legal Services	0%/100%	\$15.50		\$0.00	\$7.75	\$0.00	
Basic Life Insurance	80%/20%	\$0.204				\$0.00	
AD&D	80%/20%	\$0.025				\$0.00	

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