



The Maryland-National Capital Park and Planning Commission



Personnel Management Review

Employee Demographic Report

Fiscal Year 2016



Prepared by the Department of Human Resources and Management

April 2017

The Maryland-National Capital Park and Planning Commission

Personnel Management Review Fiscal Year 2016

Employee Demographic Profile

The Commission

Elizabeth M. Hewlett, Chair

Casey Anderson, Vice-Chair

MONTGOMERY COUNTY PLANNING BOARD

Casey Anderson, Chair
Gerald Cichy
Norman Dreyfuss
Natali Fani-Gonzalez
Marye Wells-Harley

PRINCE GEORGE'S COUNTY PLANNING BOARD

Elizabeth M. Hewlett, Chair
Dorothy F. Bailey
William Doerner
Manuel R. Geraldo
A. Shuanise Washington

Officers

Patricia Colihan Barney, Executive Director
Joseph Zimmerman, Secretary-Treasurer
Adrian R. Gardner, General Counsel

Directors

Ronnie Gathers, Prince George's County Parks and Recreation
Andree Checkley, Prince George's County Planning
Mike Riley, Montgomery County Parks
Gwen Wright, Montgomery County Planning

www.mncppc.org

The Maryland-National Capital Park and Planning Commission

Personnel Management Review

Fiscal Year 2016

Credits

Patricia Colihan Barney
Executive Director

William Spencer
Human Resources Director

Boni King
PMR Project Manager

Terri Berry
Anika Harris
John Kroll
Ann McCosby
Jennifer McDonald
Wanda Wesley
Data Contributors

James Adams
Technical Staff

Nakiia Buyck
Bill Sumler
Production Staff

M-NCPPC Personnel Management Review FY2016 TABLE OF CONTENTS

	Page
Transmittal	1
Trends	2
Selected Highlights	8
 Merit System Employee Profile	
Composition	
FY16 Hires by Race/Ethnicity	18
FY16 Hires by Employment Category and Gender	19
Full/Part-time Employees	20
Employees by Gender	21
Distribution by Age and Department	22
Distribution by Employment Category	23
Distribution by Employment Category, Race/Ethnicity and Gender	24
Distribution by Race/Ethnicity	25
Length of Service	26
Average Length of Service by Employment Category	27
Represented and Non-Represented Employees	28
 Salary	
Distribution by Salary Range	29
Average Salary by Gender	30
Average Salary by Employment Category, Race/Ethnicity and Gender	31
Average Salaries and Distribution by Grade	32
Promotions by Employment Category per Department	33
Promotions by Race/Ethnicity per Department	34
Promotions by Gender and Race/Ethnicity	35
Comparison of Cost of Living Adjustments, FY08 – FY17	36
Employees at Top of Grade by Department	37
 Benefits	
Medical Health Plan Participation by Coverage and Provider	38
Active Career Health Plan Participation by Provider	39
Tuition Assistance Program Participation	40
Retirement Plan Participation	41
Normal Retirement Plan Eligibility FY17 through FY21	42
 Turnover	
Separations by Employment Category and Gender per Department	43
Separations by Department	44
Separations by Reason and Fiscal Year	45

Montgomery County Commissioners' Office	
Distribution by Employment Category	46
Distribution by Employment Category, Race/Ethnicity and Gender	47
Distribution by Race/Ethnicity	48
Length of Service	49
Average Length of Service by Employee Job Category	50
Distribution by Salary Range	51
Average Salaries by Grade	52
Montgomery County Department of Planning	
Distribution by Employment Category	53
Distribution by Employment Category, Race/Ethnicity and Gender	54
Distribution by Race/Ethnicity	55
Length of Service	56
Average Length of Service by Employee Job Category	57
Distribution by Salary Range	58
Average Salaries by Grade	59
Montgomery County Department of Parks	
Distribution by Employment Category	60
Distribution by Employment Category, Race/Ethnicity and Gender	61
Distribution by Race/Ethnicity	62
Length of Service	63
Average Length of Service by Employee Job Category	64
Distribution by Salary Range	65
Average Salaries by Grade	66
Prince George's Commissioners' Office	
Distribution by Employment Category	67
Distribution by Employment Category, Race/Ethnicity and Gender	68
Distribution by Race/Ethnicity	69
Length of Service	70
Average Length of Service by Employee Job Category	71
Distribution by Salary Range	72
Average Salaries by Grade	73
Prince George's Department of Planning	
Distribution by Employment Category	74
Distribution by Employment Category, Race/Ethnicity and Gender	75
Distribution by Race/Ethnicity	76
Length of Service	77
Average Length of Service by Employee Job Category	78
Distribution by Salary Range	79
Average Salaries by Grade	80
Prince George's Department of Parks and Recreation	
Distribution by Employment Category	81
Distribution by Employment Category, Race/Ethnicity and Gender	82
Distribution by Race/Ethnicity	83
Length of Service	84
Average Length of Service by Employee Job Category	85
Distribution by Salary Range	86
Average Salaries by Grade	87

Central Administrative Services	
Distribution by Employment Category	88
Distribution by Employment Category, Race/Ethnicity and Gender	89
Distribution by Race/Ethnicity	90
Length of Service	91
Average Length of Service by Employee Job Category	92
Distribution by Salary Range	93
Average Salaries by Grade	94

Commission-Wide Composition: Non-Career Employee Profile	
Distribution by Type	95
Distribution by Gender	96
Distribution by Race/Ethnicity	97
Distribution by Grade	98
Medical Health Plan Participation by Type of Plan	99
Distribution by Age and Department	100

Appendix

Definition of Race/Ethnicity	101
Description of Job Categories	102
General Service Pay Schedule	104
Special Salary Range Pay Schedule for Select IT Positions	105
Office/Clerical Pay Schedule	106
Trades Pay Schedule	107
Service/Labor Pay Schedule	108
FOP Park Police Pay Schedule	109
Park Police Command Officers and Candidates Pay Schedule	110
Aquatics Seasonal/Intermittent Pay Schedule	111
Seasonal/intermittent Pay Schedule	112
Tennis Instructor Pay Schedule	113
Specialty Services Pay Schedule	114
Health Plan Premium Rates	115-116



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

April 3, 2017

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

FROM: Patricia C. Barney, Executive Director 

SUBJECT: Personnel Management Review (PMR), Fiscal Year 2016

I am pleased to submit the Commission's 23rd edition of the Personnel Management Review (PMR) for fiscal year 2016. 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** 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, 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 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. The Commission remains committed to delivering an informative report. We welcome your feedback! Please address comments/questions to Boni.King@mncppc.org.

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

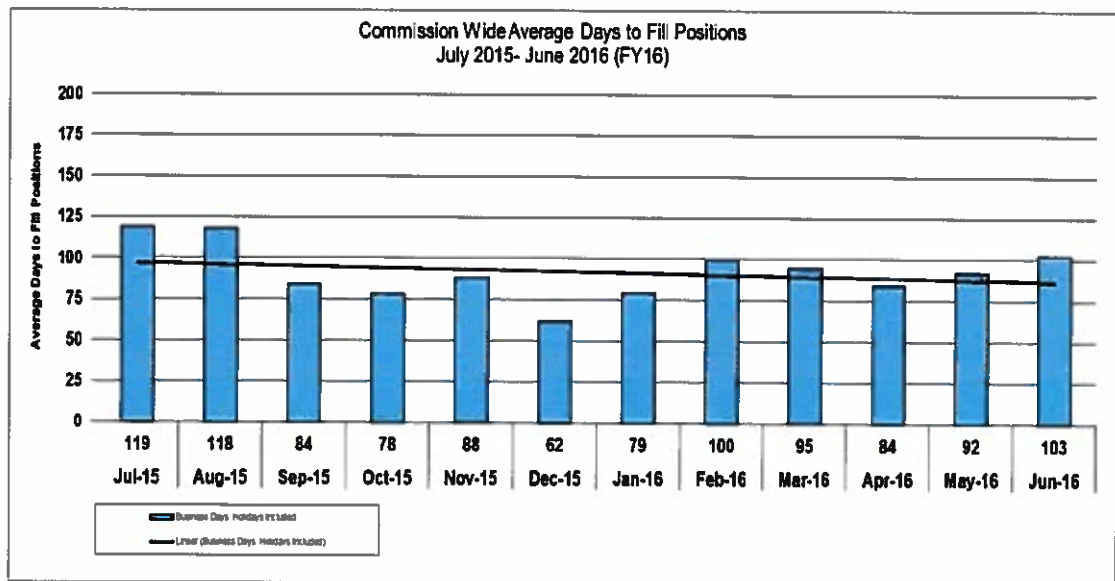
PERSONNEL MANAGEMENT REVIEW

TRENDS

1. Recruitment Trends

In FY16, 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.

At the beginning of FY16, as illustrated in the chart below, it took an average of 119 days to fill positions; and throughout the remainder of the fiscal year, average days to fill positions varied widely. Many variables contribute to the average number of days it takes to fill positions. One primary reason is that hiring needs and priorities vary by department month-to-month, and can greatly influence the time it takes to fill a vacancy. The average time it took to fill positions in FY15 was 101 days. In FY16, this average decreased to 91 days. This represents a 10% decrease from FY15 to FY16.



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 FY2012 – FY2016

	FY2012	FY2013	FY2014	FY2015	FY2016
Race/Ethnicity					
Black	37.0%	37.7%	37.6%	36.9%	36.3%
American Indian	0.6%	0.6%	0.5%	0.6%	0.5%
Asian	3.6%	3.6%	3.8%	4.0%	4.3%
Hispanic	5.7%	6.2%	6.1%	6.1%	6.2%
White	53.0%	52.0%	51.9%	52.4%	52.7%
Gender					
Women	39.0%	39.0%	39.0%	37.9%	38.4%
Men	61.0%	61.0%	61.0%	62.1%	61.6%
Total Population	1977	1994	2002	2049	2016

3. Five-Year Age Distribution Trends

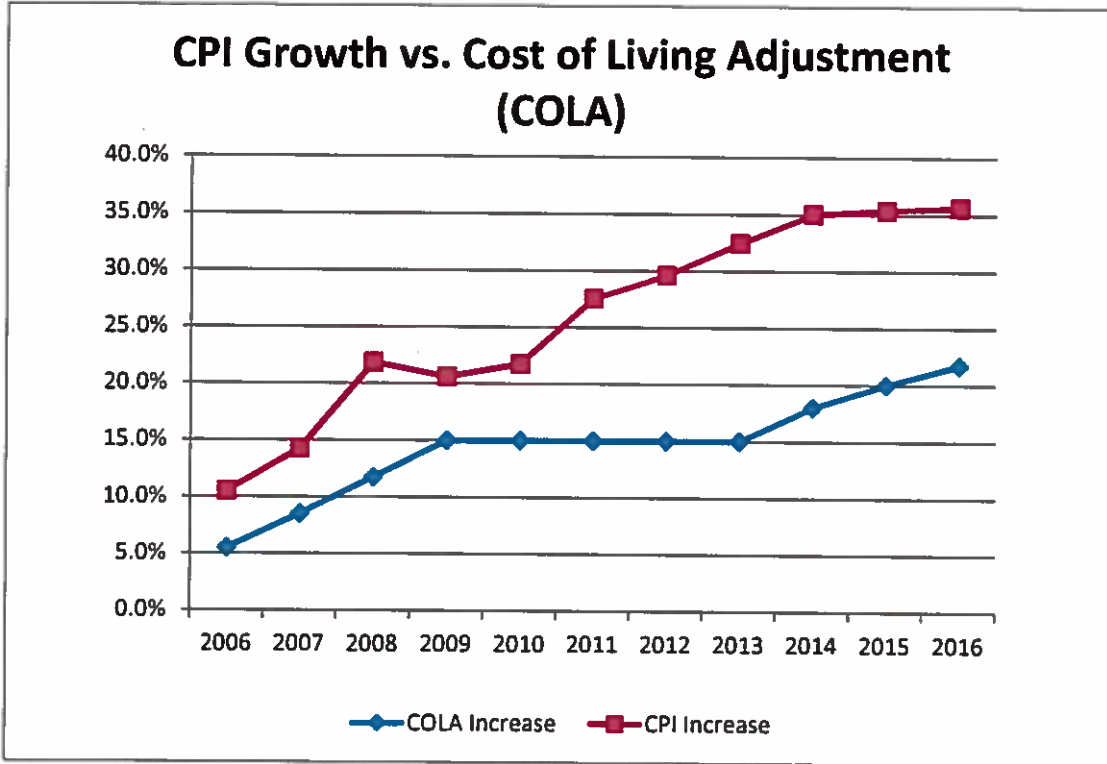
In comparison to FY15, the percentage of employees in the 60+ age categories showed a slight increase from 13.3% to 14.0%. This is consistent with an organization with a median turnover rate and is reflecting our increase in retirement-eligible employees.

Five-Year Demographic Distribution by Age FY2012 – FY2016

	FY2012		FY2013		FY2014		FY2015		FY2016	
Age/% of Population										
60+ Years of Age	213	10.8%	226	11.3%	252	12.6%	272	13.3%	283	14.0%
50-59 Years of Age	631	31.9%	658	33.0%	682	34.1%	676	33.0%	660	32.7%
40-49 Years of Age	607	30.7%	586	29.4%	561	28.0%	556	27.1%	533	26.4%
30-39 Years of Age	394	19.9%	391	19.6%	374	18.7%	389	19.0%	393	19.5%
20-29 Years of Age	132	6.7%	133	6.7%	133	6.6%	156	7.6%	147	7.3%
Total Population	1977		1994		2002		2049		2016	

4. Cost of Living Adjustment and Merit Increase Trends

In FY16, 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 from FY06 – FY16.



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

M-NCPPC Five-Year COLA and Merit Increases

	FY12	FY13	FY14	FY15	FY16
Non-Represented					
Increment (Merit)	0.0%	0.0%	3.00%	3.50%	1.75%
General Adjustment (COLA)	0.0%	0.0%	3.00%	2.00%	1.75%
(effective date)		7/12	7/13	9/14	9/15
Lump-sum Payment		\$2,000			.5% for Ees at TOG
MC GEO Local 1994					
Increment (Merit)	0.0%	0.0%	3.50%	3.50%	1.75%
General Adjustment (COLA)	0.0%	0.0%	3.25%	2.00%	1.75%
(effective date)		7/12	7/13	9/14	9/15
Lump-sum Payment		\$2,000			.5% for Ees at TOG and not elig for longevity
FOP Lodge 30					
Increment (Merit)	0.0%	0.0%	3.50%	3.5% + make-up merit	3.50%
General Adjustment (COLA)	0.0%	0.0%	3.25%	1.75%	1.75%
(effective date)		7/12	7/13	7/14	7/15
Lump-sum Payment		\$2,000			

5. Employee Salary Trends

For FY16, the Commission's average salary for career employees increased from \$68,616 to \$70,782 an increase of 3.2% over FY15. In FY16, the average salary included 43 part-time employees' salaries annualized.

The 3.2% higher average salary can be attributed to several reasons including:

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

6. Top of Grade Trends

Five-Year Demographic Distribution

FY12	FY13	FY14	FY15	FY16
248	226	296	411	458
13.0%	11.3%	14.7%	20.0%	22.6%

Between FY13 and FY16, the numbers of employees at top of grade increased due to relatively low turnover rates.

7. Turnover Trends

The turnover rate in FY16 was 7.8%. This is attributable to our higher than average retirement rate in FY16.

Five-Year Turnover Rates

FY12	FY13	FY14	FY15	FY16
6.0%	6.8%	6.5%	5.5%	7.8%

Turnover rates as reported by the Local Government Personnel Association for FY16. M-NCPPC is near the middle or median for organizations that reported this data.

Organization	Rate
Baltimore County	12.3%
Arlington County	10.6%
District of Columbia	10.2%
Maryland State	10.0%
Alexandria City	9.7%
M-NCPPC	7.8%
Howard County	6.8%
City of College Park	6.0%
Anne Arundel County	5.4%
Charles County	5.0%
Prince George's County	5.0%
Fairfax County	4.2%
City of Greenbelt	4.0%

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

8. Retirement Eligibility Trends

Between FY17 and FY21, 697 out of 2016 employees (34.4%) 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.

In the Paraprofessional category, between FY17 and FY21, 24.3% of employees are eligible for normal retirement, which is a 6.3% higher than FY15, which was 18.0%. This 6.3% increase represents the most dramatic change among all EEO job categories.

Over the past few years, the percentage of employees eligible for normal retirement has remained somewhat consistent.

Fiscal Year	5-year Forecast
FY15	33.6%
FY14	36.5%
FY13	34.3%
FY12	33.3%

9. Normal Retirement Trends

In FY16, a higher percentage of employees retired as compared to the previous four years.

Five-Year Normal Retirement Separations

Fiscal Year	Number Retired	Percent Retired
FY12	38	2.0%
FY13	58	3.0%
FY14	45	2.0%
FY15	51	2.5%
FY16	67	3.6%

10. Workers' 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 FY16, for every \$100 of payroll, the M-NCPPC workers' compensation costs are estimated to be \$2.16. Workers' compensation costs are based on actuarial projections.

Agency	FY12	FY13	FY14	FY15	FY16
Montgomery County	3.05	3.16	3.50	3.34	3.25
MC Public Schools	0.60	0.55	0.51	.57	.61
M-NCPPC	2.67	2.07	1.58	1.93	2.16
City of Gaithersburg	1.02	1.26	2.62	.85	.88
Revenue Authority	1.18	1.19	5.73	1.15	1.22

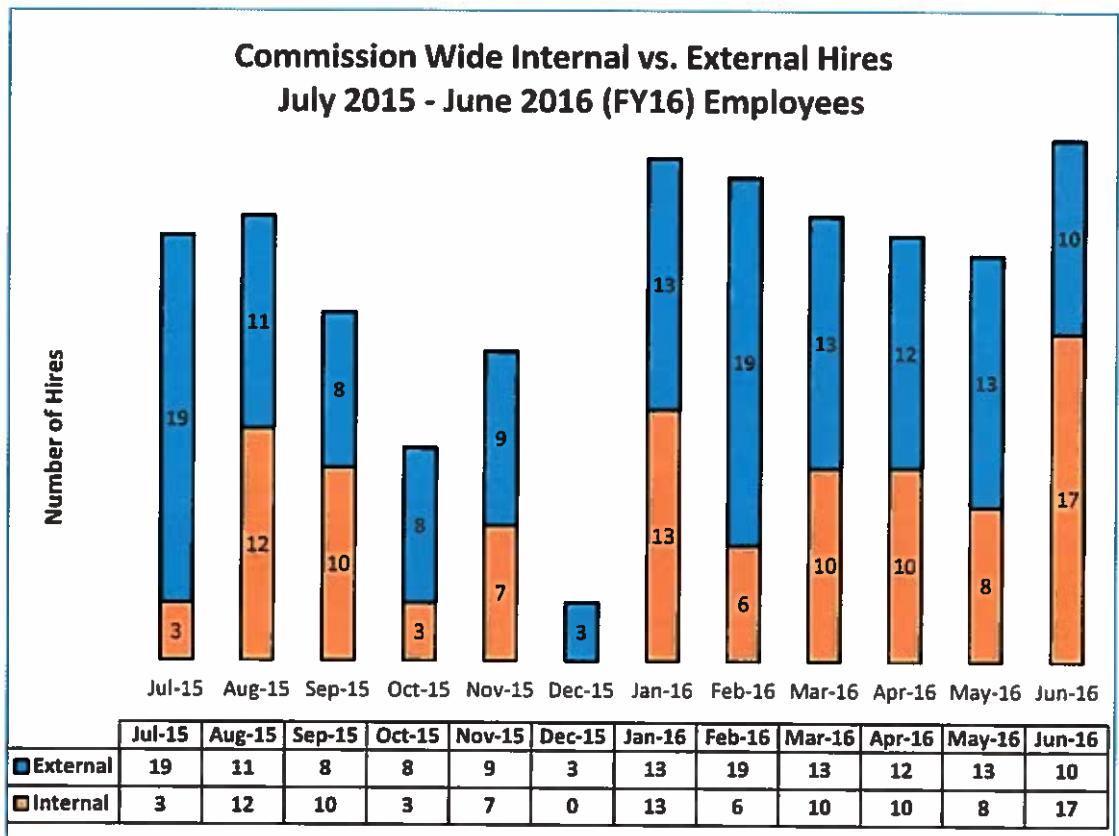
THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

**PERSONNEL MANAGEMENT REVIEW
SELECTED HIGHLIGHTS: Workforce Profile**

**July 1, 2015 - June 30, 2016
(Fiscal Year 2016)**

Recruitment of Employees

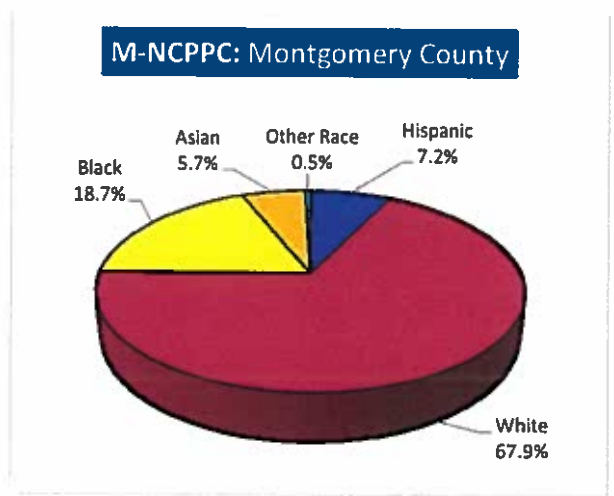
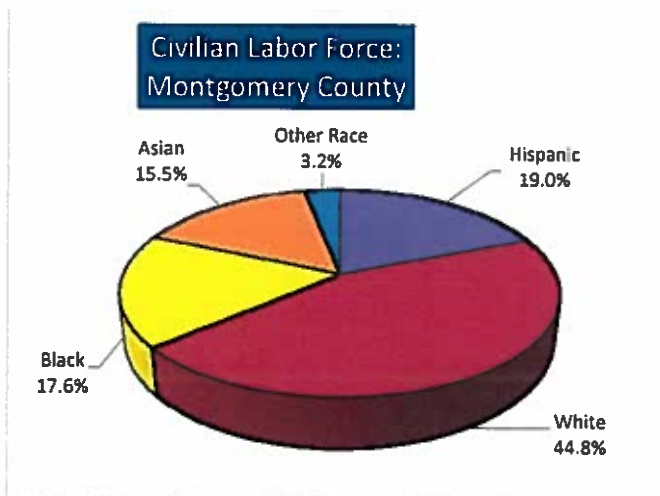
In FY16, the Recruitment and Selection Services Unit assisted departments in filling 237 positions. Of these, 136 positions were filled by external candidates and 101 positions were filled by internal candidates.

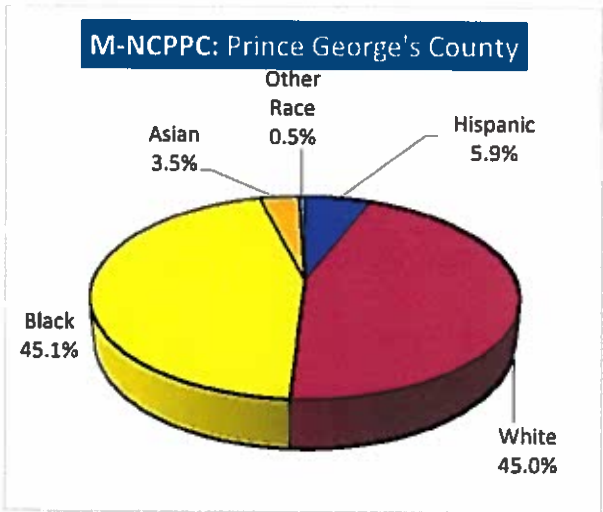
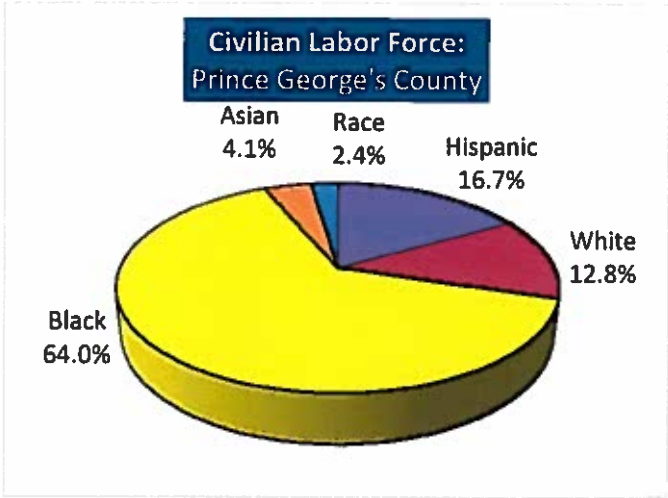


Of the total hires in FY16, 128 remained through the end of FY16. The average salary for an FY16 new hire was \$59,512.

Career Workforce Demographics

- The total career workforce at June 30, 2016 was 2,016. This includes 1,973 full-time career and 43 part-time career employees.
- Between FY15 and FY16, the Commission's career workforce decreased by 1.6% or 33 employees.
- The career employee population by gender was 1,241 or 61.6% male and 775 or 38.4% female.
- The average age of the Commission's career workforce was 47 years of age.
- The racial/ethnic composition of the career workforce was 1,062 or 53% White and 732 or 36% Black, 126 or 6% Hispanic, 86 or 4% Asian and 10 or 1% American Indian.
- The racial/ethnic demographics of the Commission's workforce combined and then based upon where they work as compared to the populations of the respective Counties are reflected in the charts that follow:





Source for County Demographics: 2015 American Community Survey 1-year estimates. Tables S0201 and S2301 U.S. Census Bureau; Research & Special Projects, Montgomery County Planning Department. These charts represent the civilian labor force by race and Hispanic origin, 2015. Prince George's County includes CAS Departments.

- In FY16, the largest number and percent of employees at the Commission fell into the Professional category with 882 employees or 43.8% of the workforce, followed by the Service Maintenance category with 384 employees or 19.0% of the workforce.
- The number of employees by employment category were as follows:

Employment Category	FY15	FY16	% Change from FY15
Official/Administrator	71	74	4.2%
Professional	883	882	(.1%)
Technician	139	136	(2.1%)
Protective Service	145	138	(4.8%)
Paraprofessional	39	37	(5.1%)
Administrative Support	204	201	(1.5%)
Skilled Craft	172	164	(4.7%)
Service-Maintenance	396	384	(3.0%)
Total:	2049	2016	(1.6%)

- The majority of female employees were in the Professional and Administrative Support employment categories. Of the 775 female employees, 441 or 56.9% were in the Professional category and 171 or 22.1% were in the Administrative Support category.
- The majority of male employees were in the Professional and Service-Maintenance employment categories. Of the 1,241 male employees, 441 or 35.5% were in the Professional category and 344 or 27.7% were in the Service-Maintenance category.
- The number of employees by race/ethnicity in each job category are as follows:

Job Category	Black	American Indian	Asian	Hispanic	White	Total
Official/Administrator	22	1	3	2	46	74
Professional	315	5	48	33	481	882
Technician	34	1	6	10	85	136
Protective Service	42	1	10	9	76	138
Paraprofessional	15	0	0	2	20	37
Administrative Support	106	0	6	9	80	201
Skilled Craft	35	0	1	5	123	164
Service-Maintenance	163	2	12	56	151	384
TOTAL:	732	10	86	126	1062	2016

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.

Tenure

- The average length of service for all employees was 12.8 years (same as FY15); for females, the average was 13.2 years; and for males, the average was 12.6 years.
- 47.7% of the workforce have been employed with the Commission less than 10 years, 16.4% between 10 and 14 years, 12.6% between 15 and 19 years, 8.5% between 20 and 24 years, 8.5% between 25 and 29 years, and 6.4% have been with the Commission for 30 or more years.
- The job category with the greatest length of service is the Official/Administrator category with 16.7 years of service followed by the Skilled Craft category with 14.1 years of service.

Collective Bargaining

- In FY16, 37.0% of the Commission workforce belonged to a union. Of these, 29.0% were members of The United Food & Commercial Workers, Local 1994/ Municipal and County Government Employees Organization (MCGEO) and 7.9% were members of the Fraternal Order of Police, Lodge #30 (FOP).
- MCGEO is the exclusive representative for the Service/Labor, Trades and Office/Clerical bargaining units. Composition of the units are as follows:
 - The Service/Labor Unit was composed of 330 employees or 16.4% of the career workforce.
 - The Trades Unit was composed of 128 employees or 6.3% of the career workforce.
 - The Office/Clerical Unit was composed of 127 employees or 6.3% of the career workforce.
- According to the Bureau of Labor Statistics (BLS), 12.3% of employed workers in Maryland were in positions represented by the union. Additionally, BLS reports that 32.8% 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, Union Members, 2016.

Compensation

- The Commission compensates and rewards its employees utilizing either a pay range or step system.
 - 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 with represented employees also having a longevity increment.
 - The step system is utilized by employees in the FOP Bargaining Unit with two additional increments for longevity.
- The average salary for all career employees (full-time and part-time) was \$70,242. The actual distribution of full-time employees by pay range indicates that approximately 35.8% earned between \$30,000 and \$59,000; and 62.1% earned \$60,000 or more. The largest number of employees earn between \$60,000 to \$69,000.
- The average salary for male employees was \$67,547. Average salary for female employees was \$74,558. The average salary for all employees was \$70,242.
- Average salaries for represented and non-represented employees were as follows:

FOP:	\$73,040
Trades:	\$57,526
Office/Clerical:	\$53,640
Service/Labor:	\$45,366
Non-Represented:	\$79,582

- The average new hire* salary was \$59,512.

*New hire is defined as hired and remained through 6/30/16.

Budget Allocations (unaudited)

- Group insurance represented 8.1% of the General Fund.
- Employee salaries and benefits represented 72% of the General Fund.

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

- In FY16, 110 career employees received promotions. Of the 110 promotions, 102 competed for promotions via the recruitment and selection process; and 8 received promotions through the reclassification process.
- Of the 110 promotions, 40 or 36.4% were females; and 70 or 63.6% were males.

- In FY16, **non-represented** and **MCGEO represented** career employees received a 1.75% COLA. 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 1.75% COLA.
- From FY08 through FY16, M-NCPPC non-represented employees received a cumulative COLA of 17.37% as compared to the cumulative COLA of 21.75% for non-represented employees of Montgomery County Government, and 10.38% for non-represented employees of Prince George's County Government.
- From FY08 through FY16, M-NCPPC Park Police Officers have received a cumulative COLA of 19.40%. During the same period, police in Montgomery County Government received a cumulative COLA of 20.07%, and police in Prince George's County Government received a cumulative COLA of 7.70%.
- From FY08 through FY16, M-NCPPC MCGEO employees received a cumulative COLA of 15.67%, Montgomery County Government MCGEO employees received a cumulative COLA of 19.36%, and Prince George's County Government AFSCME employees received a cumulative COLA of 13.69%.

Top of Grade

- Of the total 2,016 employees, 458 or 22.6% of employees were at top of grade.
- The department with the most number of employees at top of grade was Prince George's County Planning with a total of 33.8% of their employees at top of grade.

Health Benefits – Career and Term Contract

- Career Employees selected from three medical plans for health insurance coverage. These include: a Point of Service Plan (POS) and two Exclusive Provider Organizations (EPO). Term contract employees could enroll in the EPO's, but were not eligible to enroll in the POS plan.
- The Commission also offered career employees vision, prescription, and dental plans; life, accidental death and dismemberment (AD&D), a sick leave bank, and long term disability insurance (LTD); employee assistance program (EAP), deferred compensation, access to legal services, and flexible spending accounts. Term contract employees were only eligible for deferred compensation, and flexible spending accounts. MCGEO members had a choice of Sick Leave Bank or a Sick Leave Donor Program.

- Distribution by medical plan participation from FY15 to FY16 was as follows:

Medical Plan	FY15	FY16
UHC – POS	42.9%	44.1%
UHC – EPO	32.6%	36.0%
CIGNA	11.9%	12.4%
Waived	12.6%	7.6%

General Benefits

- In FY16, 75 employees utilized the Tuition Assistance Program, a 17.2% (11 employees) increase over FY15 when 64 employees utilized the program.
- On December 31, 2016, the total number of hours in the Sick Leave Bank was 22,687. Employee deductions for contributions were 8 hours for full-time employees and 4 hours for part-time employees. A total of 174 hours were donated by 853 members.
- Eligible employees used 1,023.6 hours of the sick leave bank during the 2016 calendar year, in comparison to 2015 calendar year where 1,744 hours of sick leave was used.

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 3 full and part-time career employees are in Plan A.
 2. Plan B is integrated with Social Security; 71.2% or 1,475 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 9.5% of the retirement plan membership. Plan C has 9.3% or 192 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 career 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 19.2% or 398 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 FY16 was 7.8% or 158 employees. The average turnover rate for the past five fiscal years (FY12 – FY16) was 6.5%.
- In FY16, 65.8% of employees who separated employment were male and 34.1% were female.
- In FY16, the composition of exiting employees was:
 - 37.3% Black
 - 1.9% American Indian
 - 1.3% Asian
 - 2.5% Hispanic
 - 57.0% White
- Of the 158 separated employees, the highest turnover occurred in the Professional category at 51.3%, followed by Service-Maintenance at 17.7% and Skilled Craft at 8.9%.
- In FY16, the three primary reasons for leaving were normal retirement, a new job, and personal reasons.

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

- In FY16, the non-career workforce numbered 5,761. Of this number, 98.4% were seasonal/intermittent.
- Of the non-career employees, 91.4% worked in Prince George's County Department of Parks and Recreation and 8.0% worked in Montgomery County Department of Parks.
- The gender composition of non-career employees in FY16 was 55% female and 45% male.

- In FY16, the racial/ethnic composition of non-career employees was as follows:

Ethnicity	Percentage
Black	77.0
American Indian	0.4
Asian	1.8
Hispanic	4.2
White	16.8

- 56.5% of non-career employees were 29 years of age and younger.

MERIT SYSTEM EMPLOYEE PROFILE

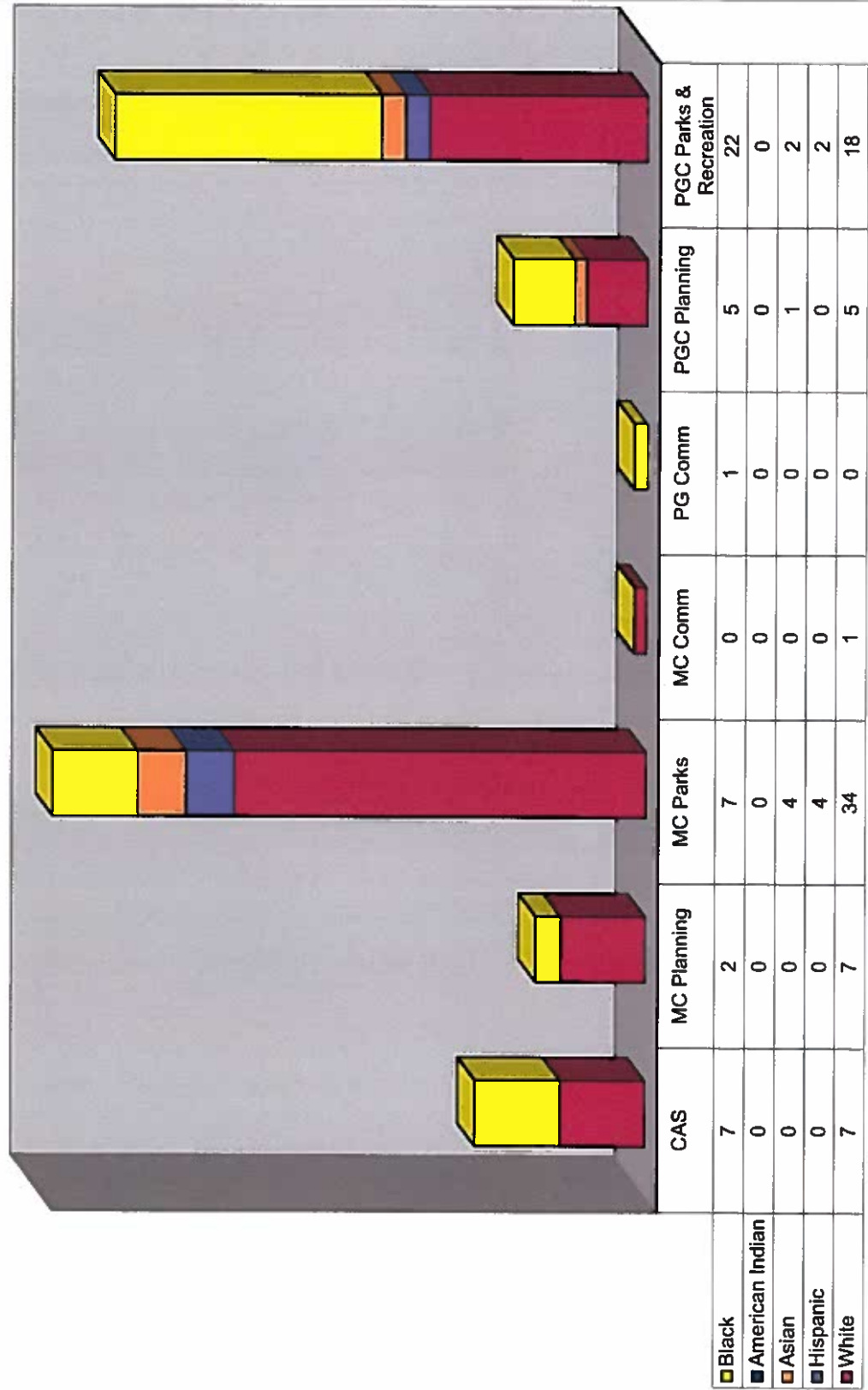
COMPOSITION

SALARY

BENEFITS

TURNOVER

FY16 Career Hires by Race/Ethnicity By Department



Total Career FY16 Hires that Remained = 129

FY16 Career Hires by Employment Category and Gender Per Department

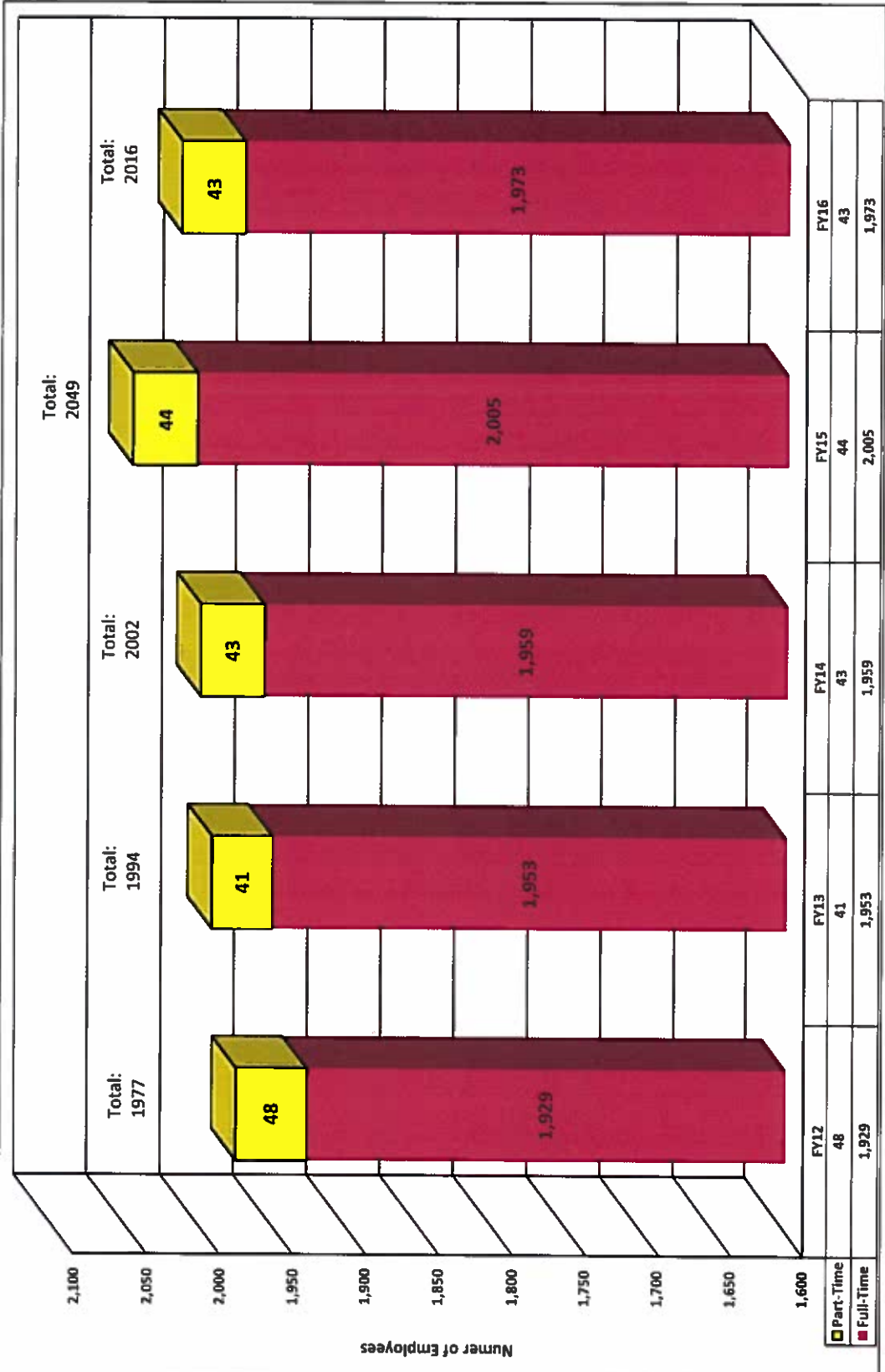
Department	Official/ Administrator	Professional	Technician	Protective Service	Paraprofessional	Admin Support	Skilled Craft	Service-Maintenance	Total
Central Administrative Services	0	11	1	0	1	1	0	0	14
Montgomery County Commissioners' Ofc	0	0	0	0	0	1	0	0	1
Montgomery County Planning	1	7	1	0	0	0	0	0	9
Montgomery County Parks	1	20	3	2	0	3	2	18	49
Prince George's County Commissioners' Ofc	0	0	0	0	0	1	0	0	1
Prince George's County Planning	0	6	1	0	0	3	0	0	10
Prince George's County Parks and Recreation	1	24	1	5	0	5	5	3	44
TOTAL HIRES	3	68	7	7	1	14	7	21	128

Department	Female	Male	Total
Central Administrative Services	9	5	14
Montgomery County Commissioners' Ofc	1	0	1
Montgomery County Planning	5	4	9
Montgomery County Parks	14	35	49
Prince George's County Commissioners' Ofc	1	0	1
Prince George's County Planning	6	4	10
Prince George's County Parks and Recreation	18	26	44
TOTAL HIRES	54	74	128

Average salary for new hire: \$59,512

Note: Career employees hired and remained with organization through 6/30/16

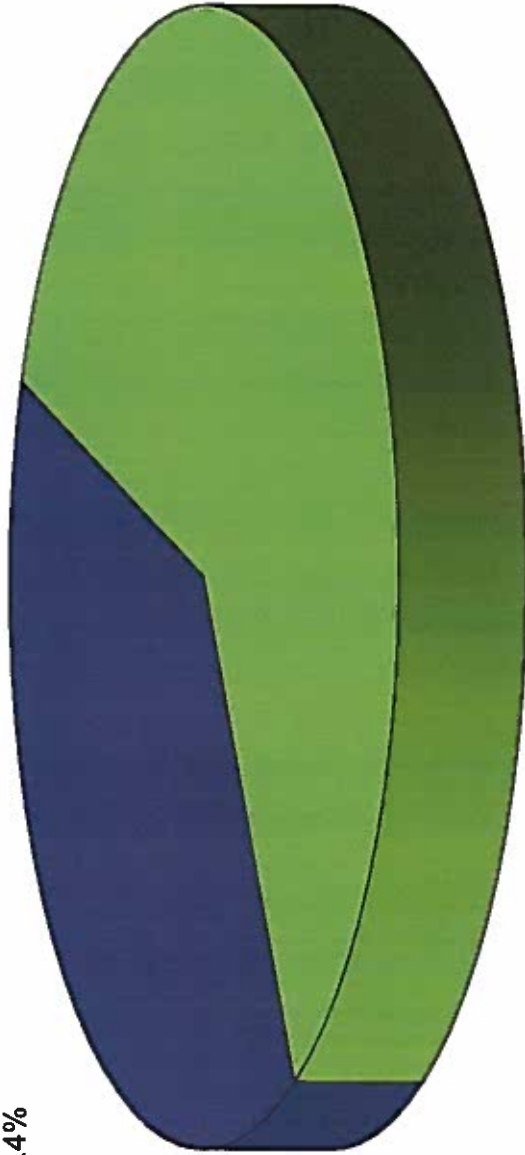
Full/Part-Time Career Employees



Total Employees = 2,016

Career Employees by Gender

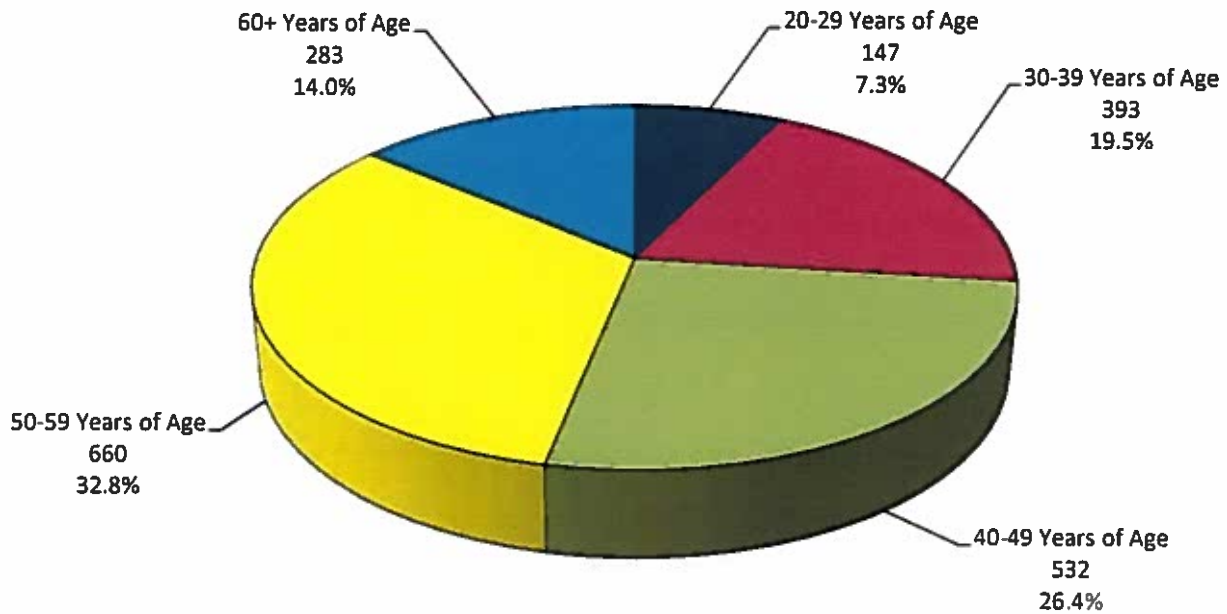
Female
775
38.4%



Male
1241
61.6%

Total Full time and Part-time Employees: 2,016

Distribution of Career Employees by Age



Note: Total Employees = 2016
Average Age = 47 years old

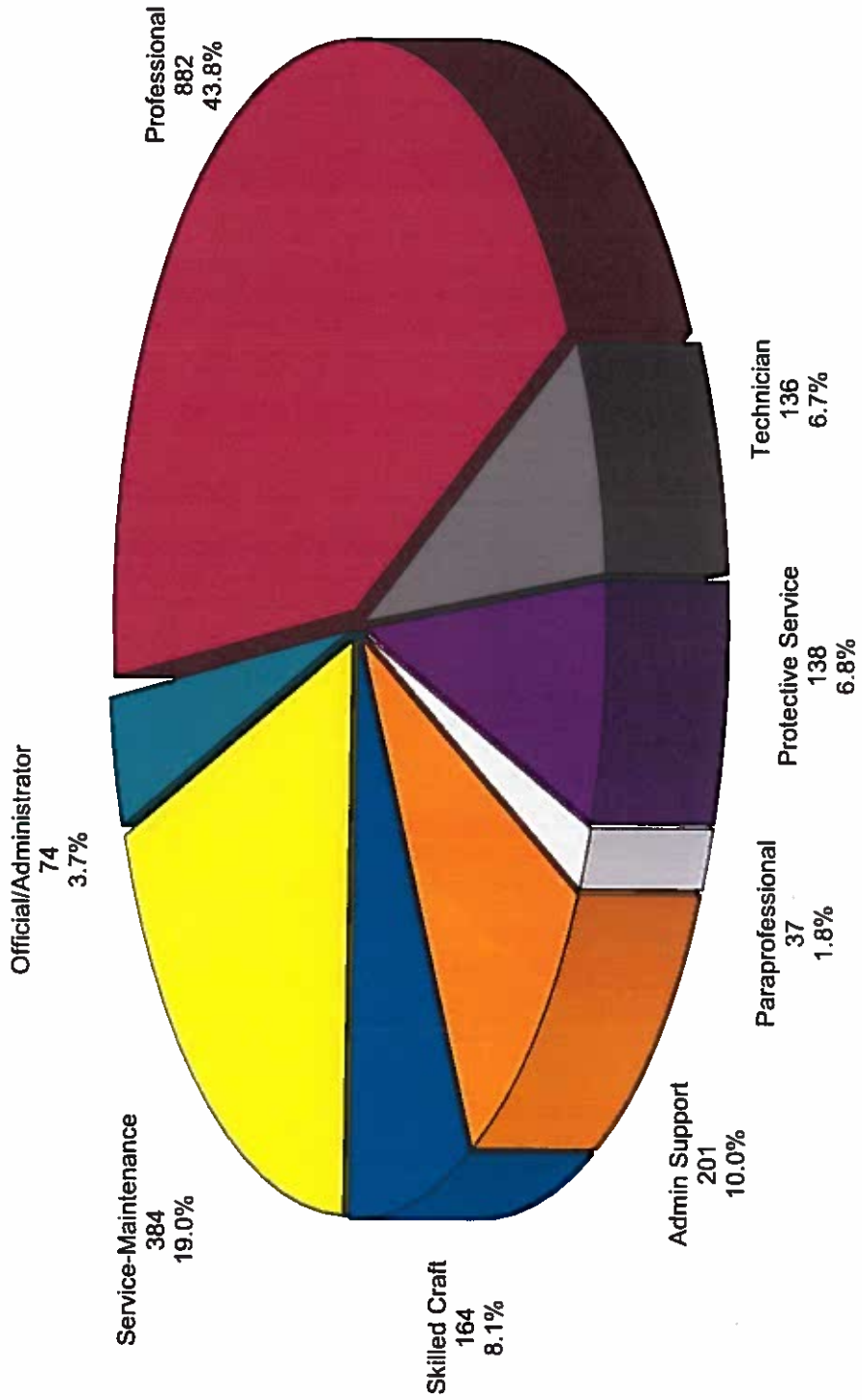
Career Employee Distribution by Department - FY 2016

Central Administrative Services	120	#DIV/0!
Montgomery County Commissioners' Office	5	#DIV/0!
Montgomery County Planning	127	#DIV/0!
Montgomery County Parks	655	#DIV/0!
Prince George's County Commissioners' Office	10	#DIV/0!
Prince George's County Planning	156	#DIV/0!
Prince George's County Parks and Recreation	943	#DIV/0!

M-NCPPC Career Employees Total 2016

Note: Commission-wide totals exclude 10 appointed employees, 10 Commissioners (5 in Montgomery County and 5 in Prince George's County), and Merit System Board Members

Career Employees by Employment Category



Total Employees = 2,016

Career Employees by Employment Category, Race/Ethnicity and Gender

Official/Administrator

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	9	1	2	1	18	31
Male	13	0	1	1	28	43
Total	22	1	3	2	48	74
% Total Pop 1.1% 0.0% 0.1% 0.1% 2.3%						

Paraprofessional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	9	0	0	0	5	14
Male	6	0	0	2	15	23
Total	15	0	0	2	20	37
% Total Pop 0.7% 0.0% 0.0% 0.1% 1.0%						

Professional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	165	2	26	12	236	441
Male	150	3	22	21	245	441
Total	315	5	48	33	481	882
% Total Pop 15.6% 0.2% 2.4% 1.6% 23.9%						

Admin Support

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	95	0	5	6	65	171
Male	11	0	1	3	15	30
Total	106	0	6	9	80	201
% Total Pop 5.3% 0.0% 0.3% 0.4% 4.0%						

Technician

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	14	0	1	2	36	53
Male	20	1	5	8	49	83
Total	34	1	6	10	85	136
% Total Pop 1.7% 0.0% 0.3% 0.5% 4.2%						

Skilled Craft

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	0	0	0	0	0	0
Male	35	0	1	5	123	164
Total	35	0	1	5	123	164
% Total Pop 1.7% 0.0% 0.0% 0.2% 6.1%						

Protective Service

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	9	0	0	1	15	25
Male	33	1	10	8	61	113
Total	42	1	10	9	76	138
% Total Pop 2.1% 0.0% 0.5% 0.4% 3.8%						

Service-Maintenance

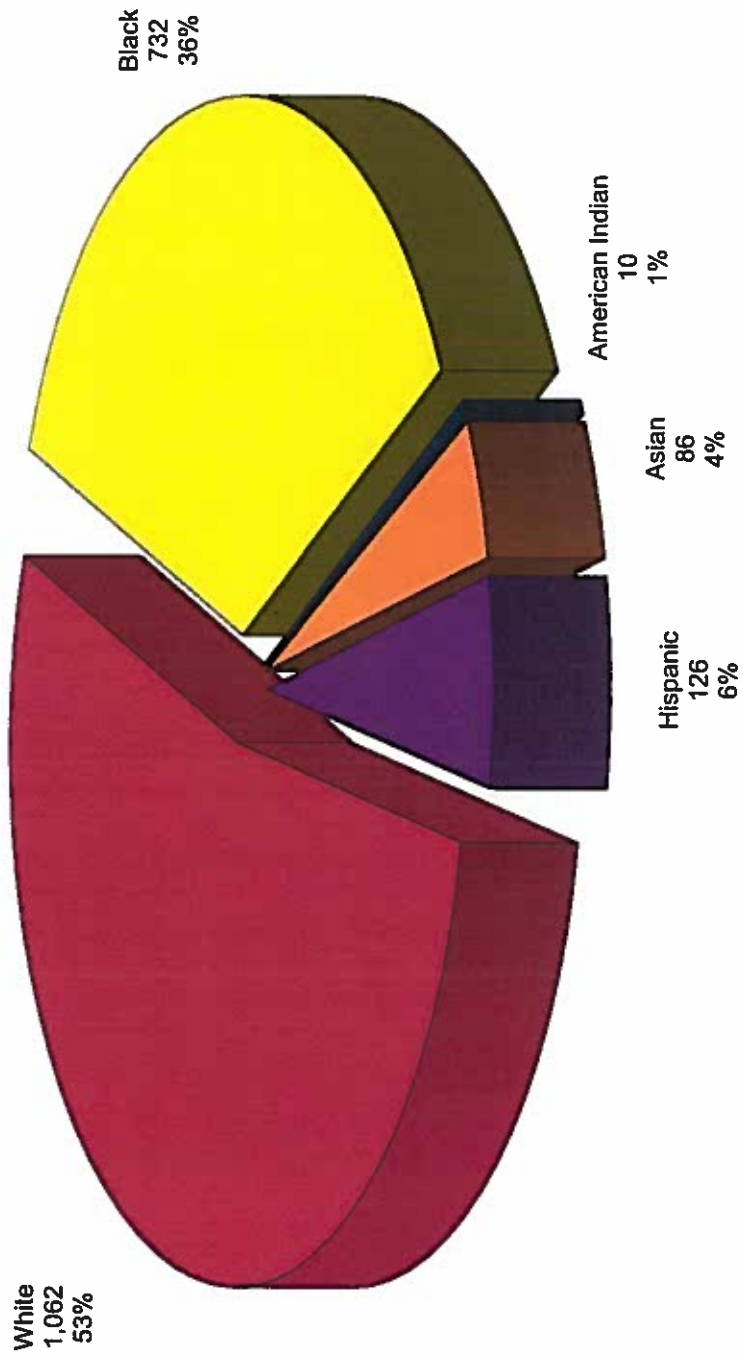
Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	18	0	0	6	16	40
Male	145	2	12	50	135	344
Total	163	2	12	56	151	384
% Total Pop 8.1% 0.1% 0.6% 2.8% 7.5%						

Total Population

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	319	3	34	28	391	775
Male	413	7	52	98	671	1241
Total	732	10	86	126	1062	2016
% Total Pop 36.3% 0.5% 4.3% 6.3% 52.7%						

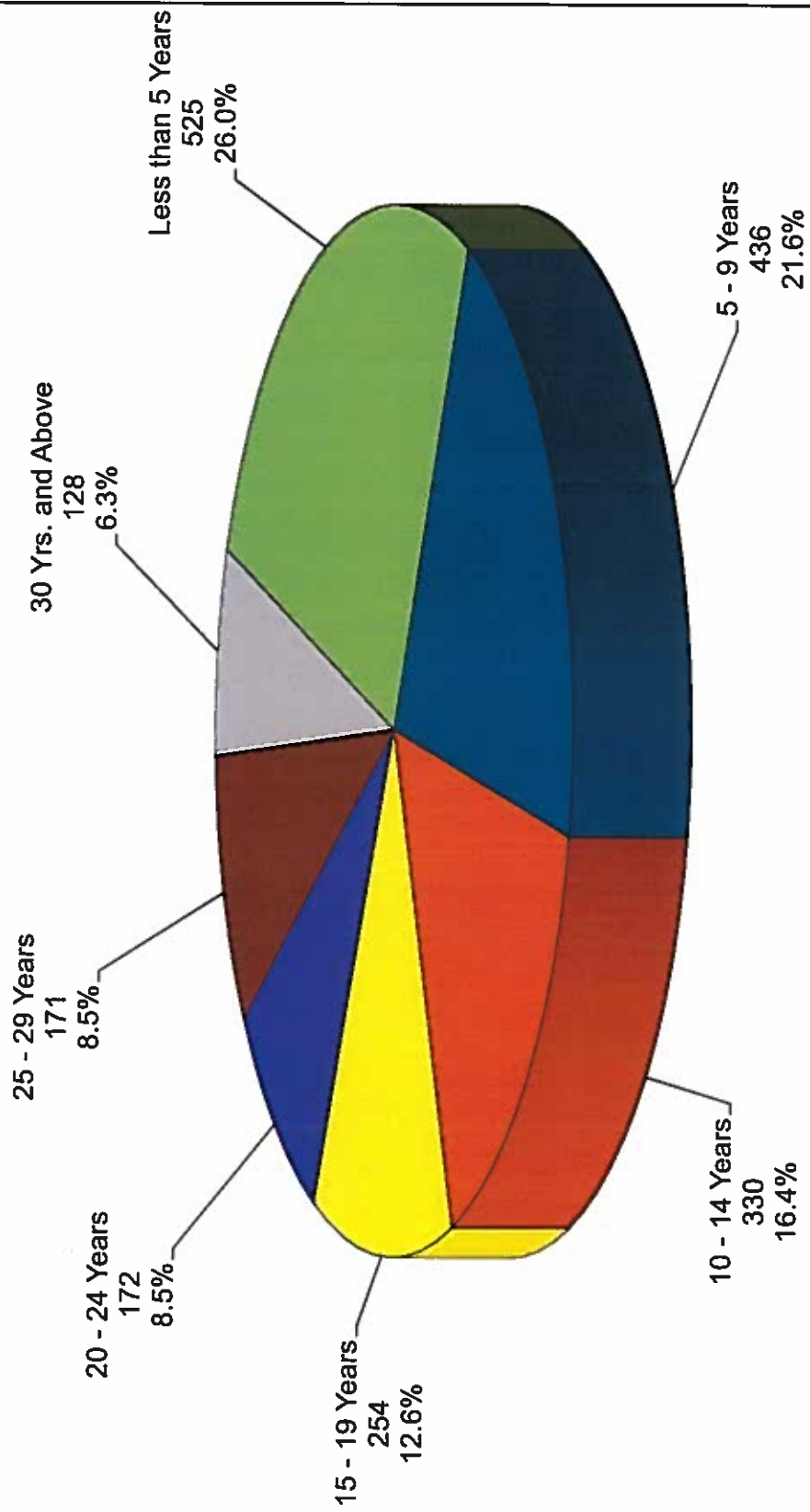
Percentages are based on total number of employees

Race/Ethnicity Career Employees



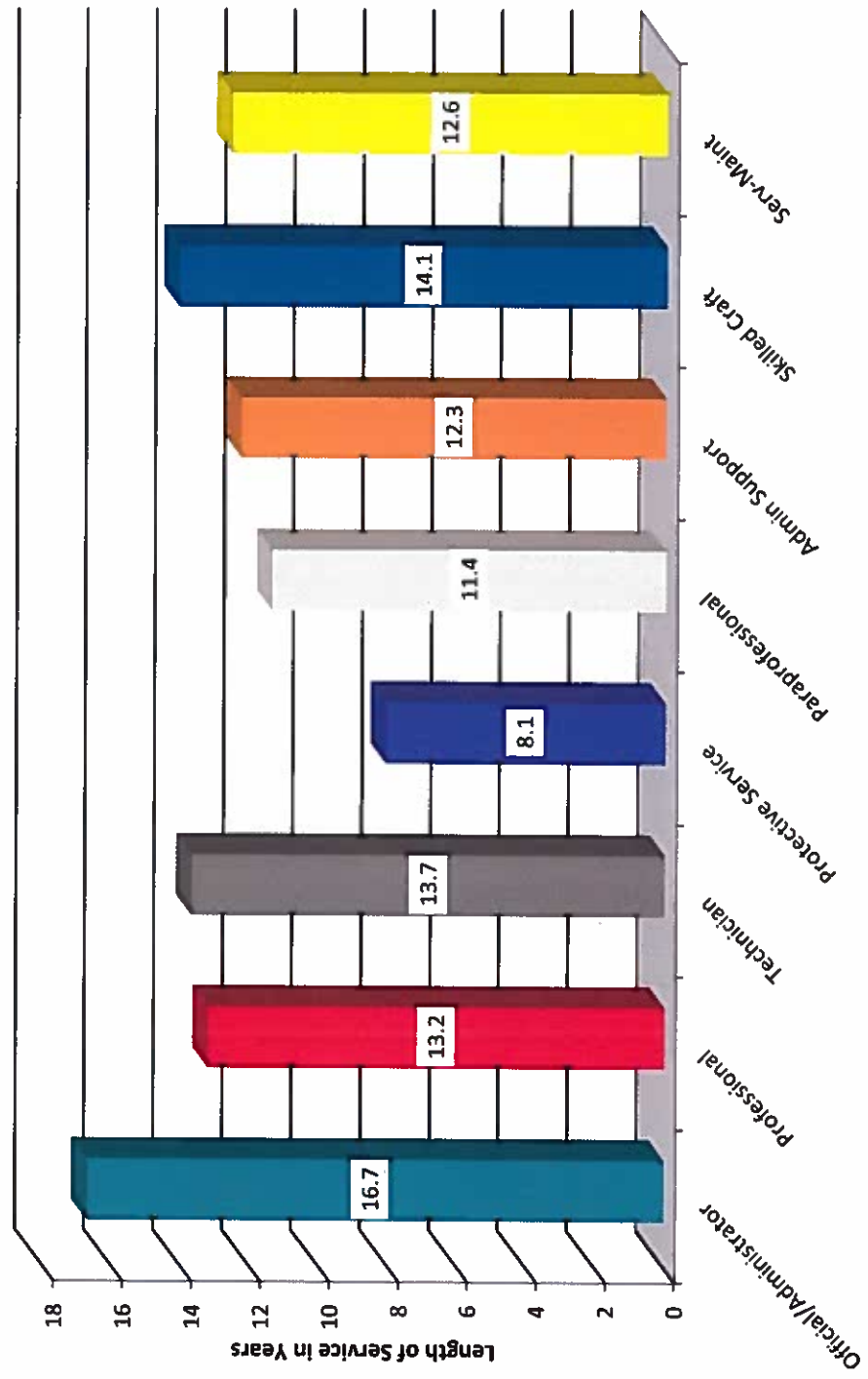
Total Career Employees = 2,016

Length of Service Career Employees



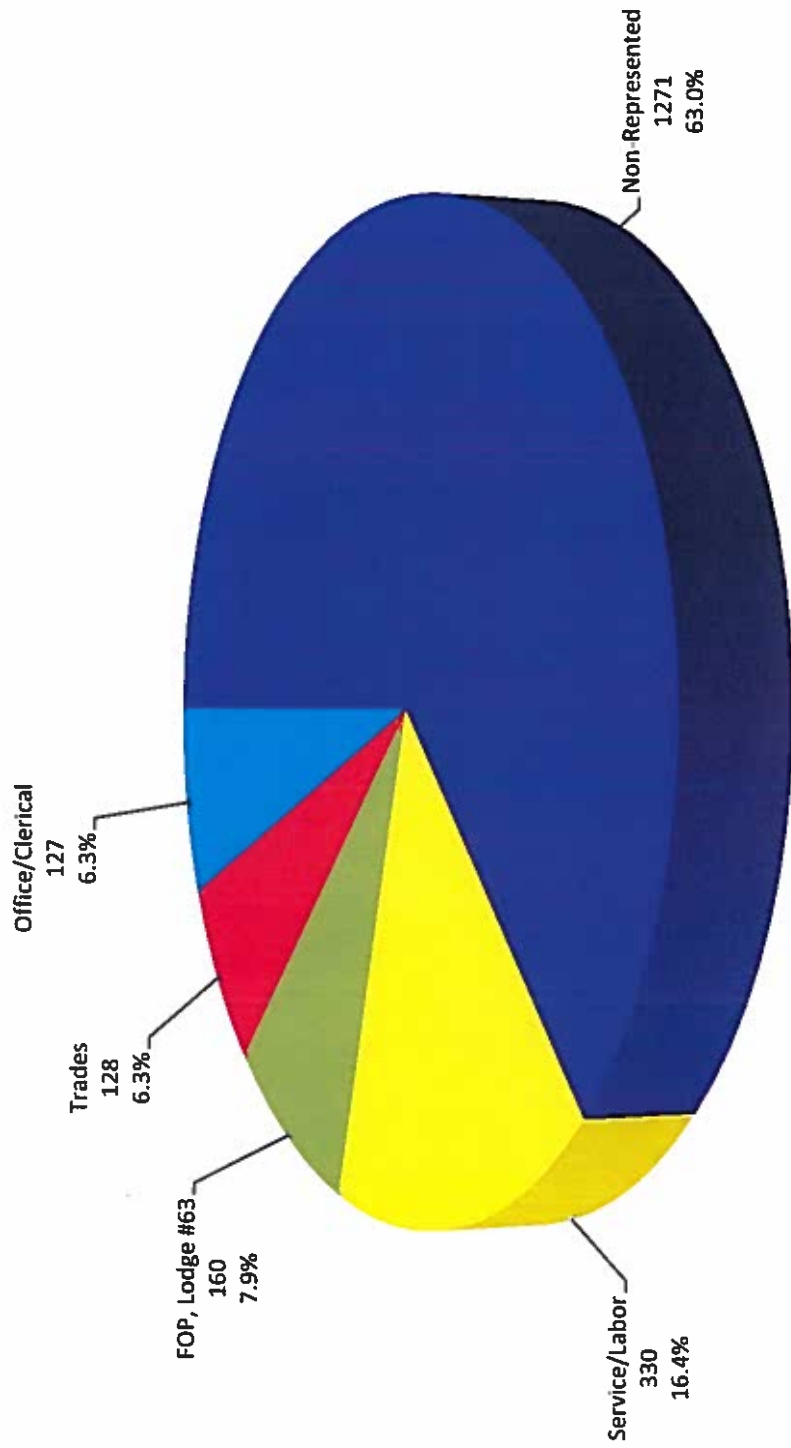
Total Employees: 2,016
 Average Length of Service for all Employees: 12.8 years

Average Length of Service by Employee Job Category



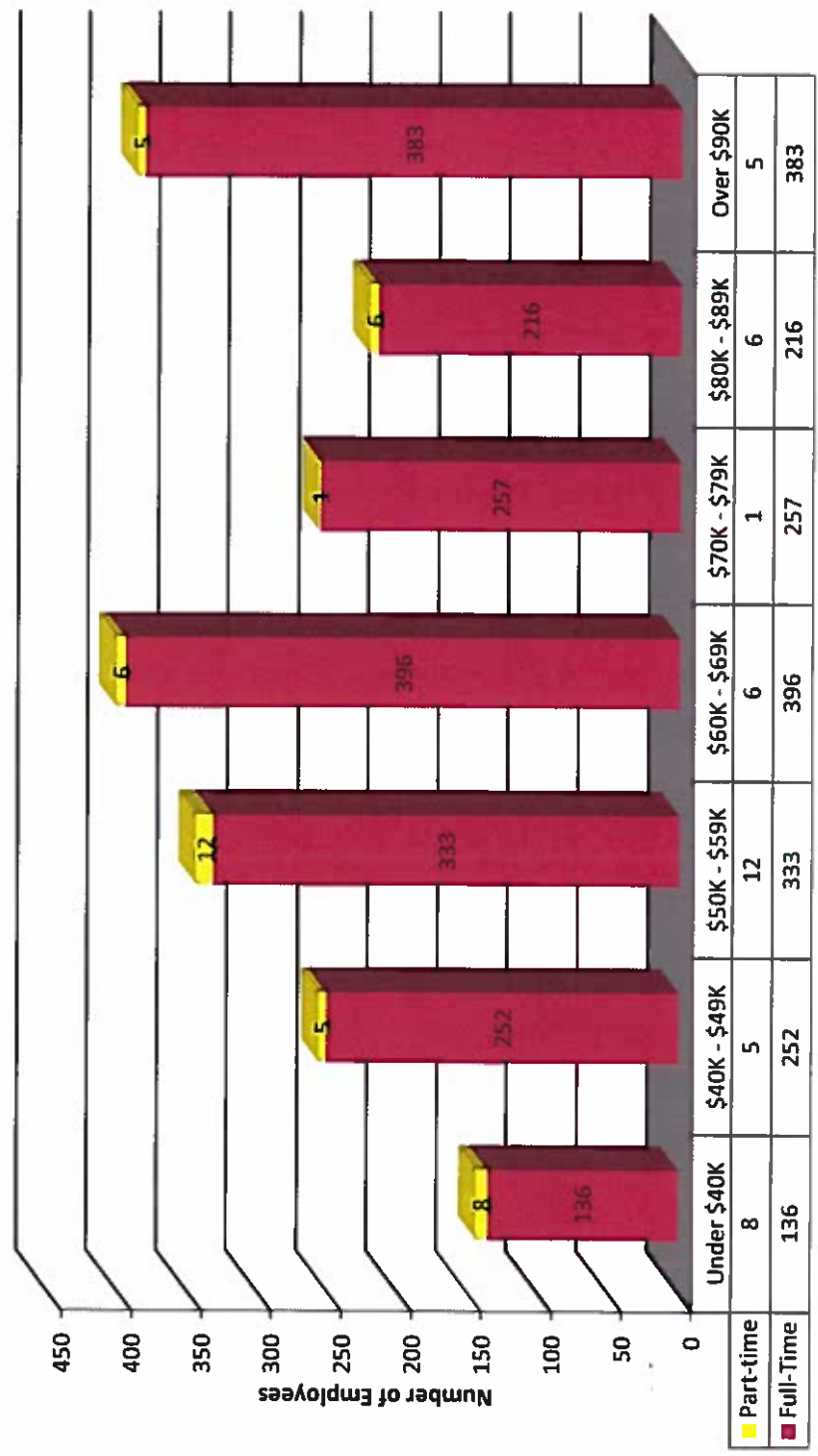
Average Length of Service for all Employees: 12.8 years

Represented and Non-Represented Career Employees



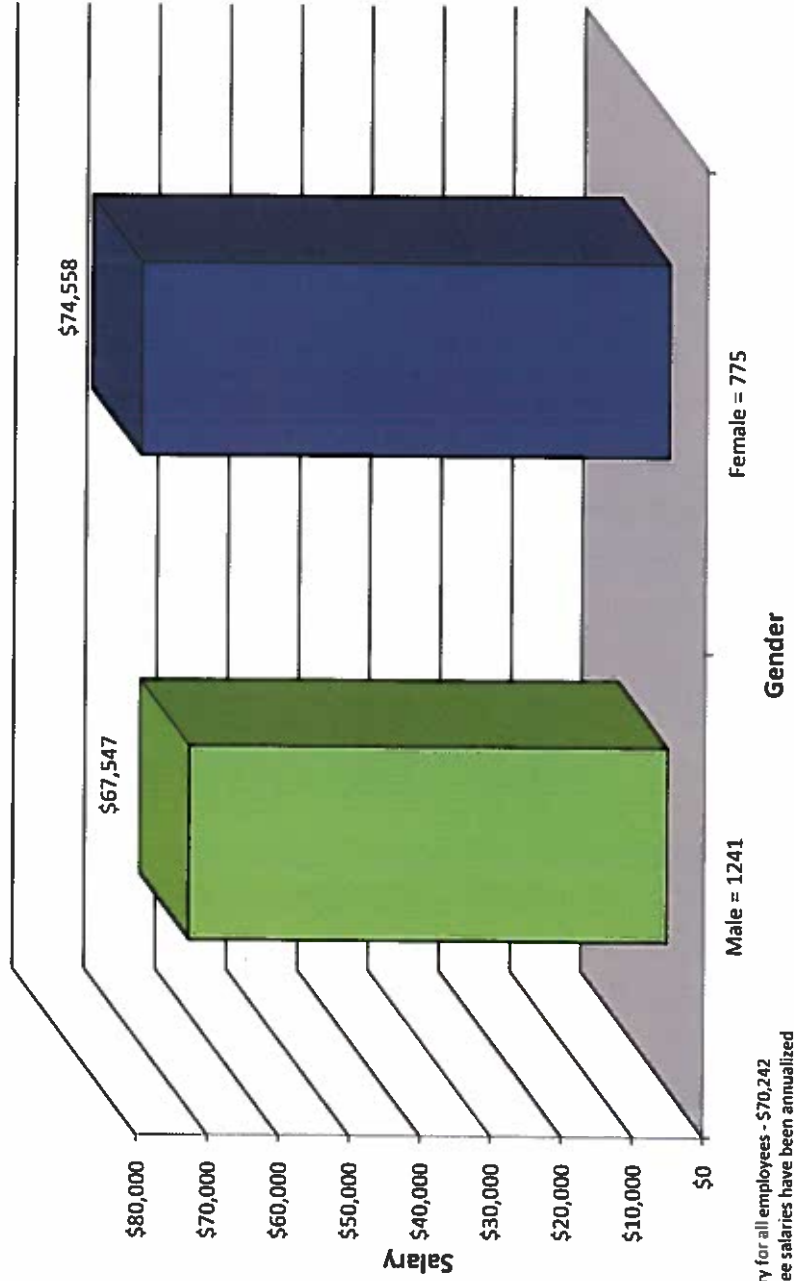
37% of career employees are represented by a union; 63% of employees are not represented.
Park Police Officer Candidates were included in the Non-Represented category: 4

Salary Range Full-Time and Part-Time Career Employees



Total Full-Time Employees: 1,973
 Total Part-Time Employees: 43
 Average Salary: \$70,242 (includes part-time annualized salaries)

Average Salary by Gender for Career Employees



The Average Salary for all employees - \$70,242
Part-time employee salaries have been annualized

Career Employees' Average Salaries by Employment Category, Race/Ethnicity and Gender

Official/Administrator

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$123,314	\$118,025	\$130,358	\$113,027
Male	\$123,286	\$0	\$129,079	\$122,397

Avg Salary Official/Administrator: \$124,013 Avg New Hire Salary: \$115,245

Technician

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$57,414	\$0	\$69,795	\$56,122
Male	\$65,382	\$76,700	\$85,262	\$64,696

Avg Salary Technician: \$65,985 Avg New Hire Salary: \$57,677

Paraprofessional

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$74,629	\$0	\$0	\$0
Male	\$46,429	\$0	\$0	\$44,354

Avg Salary Paraprofessional: \$60,651 Avg New Hire Salary: \$66,487

Professional

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$79,217	\$60,757	\$86,305	\$81,575
Male	\$79,063	\$87,148	\$91,326	\$80,248

Avg Salary Professional: \$81,913 Avg New Hire Salary: \$69,206

Protective Service

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$66,342	\$0	\$0	\$54,675
Male	\$68,860	\$62,738	\$70,160	\$71,011

Avg Salary Protective Service: \$69,526 Avg New Hire Salary: \$3,846

Administrative Support

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$58,028	\$0	\$58,878	\$59,430
Male	\$53,089	\$0	\$34,975	\$47,679

Avg Salary Admin Support: \$57,386 Avg New Hire Salary: \$47,713

Skilled Craft

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$0	\$0	\$0	\$0
Male	\$57,874	\$0	\$66,718	\$61,190

Avg Salary Skilled Craft: \$61,422 Avg New Hire Salary: \$51,437

Service-Maintenance

Gender	Race/Ethnicity			
	Black	American Indian	Asian	Hispanic White
Female	\$47,860	\$0	\$0	\$40,149
Male	\$45,304	\$44,068	\$47,141	\$43,677

Avg Salary Service-Maintenance: \$46,260 Avg New Hire Salary: \$36,854

Average Commission Career Salary (includes full-time and part-time annualized salaries): \$70,242
 Average New Hire Salary: \$59,877

Note: New hire is defined as joining and remaining with the Commission in FY16

Average Annual Salary for Career Employees by Grade

<u>Grade</u>	<u>Avg. Salary</u>
Park Police	
Candidates	\$49,184
P02	\$57,259
P03	\$63,412
P04	\$76,901
P05	\$90,492
P06	\$107,153
P07	\$127,585
P09	\$152,958
Avg. FOP Salary	\$73,040
Avg. Command Staff	\$116,178
Avg Candidate Salary	\$49,184

<u>Grade</u>	<u>Avg. Salary</u>
General Service	
HE	\$48,170
HF	\$56,875
HG / EG	\$62,672
HH / EH	\$73,587
EI	\$88,662
EJ	\$105,588
EK	\$126,514
EL	\$168,978
Avg. Salary	\$77,514

<u>Grade</u>	<u>Avg. Salary</u>
Information Technology	
EGT	\$63,110
EHT	\$77,647
EIT	\$94,485
EJT	\$113,922
Avg. Salary	\$93,066

<u>Grade</u>	<u>Avg. Salary</u>
Office/Clerical	
HC2	\$38,421
HC3	\$51,144
HC4	\$44,234
HC5	\$50,851
HC6	\$56,688
Avg. Salary	\$52,640

<u>Grade</u>	<u>Avg. Salary</u>
Service/Labor	
HL2	\$41,609
HL3/HL4	\$40,682
HL5/HL6	\$48,363
HL7	\$59,730
Avg. Salary	\$44,366

<u>Grade</u>	<u>Avg. Salary</u>
Trades	
HT2	\$54,578
HT3	\$49,742
HT4	\$59,706
Avg. Salary	\$57,526

Avg MCGEO Salary \$49,041

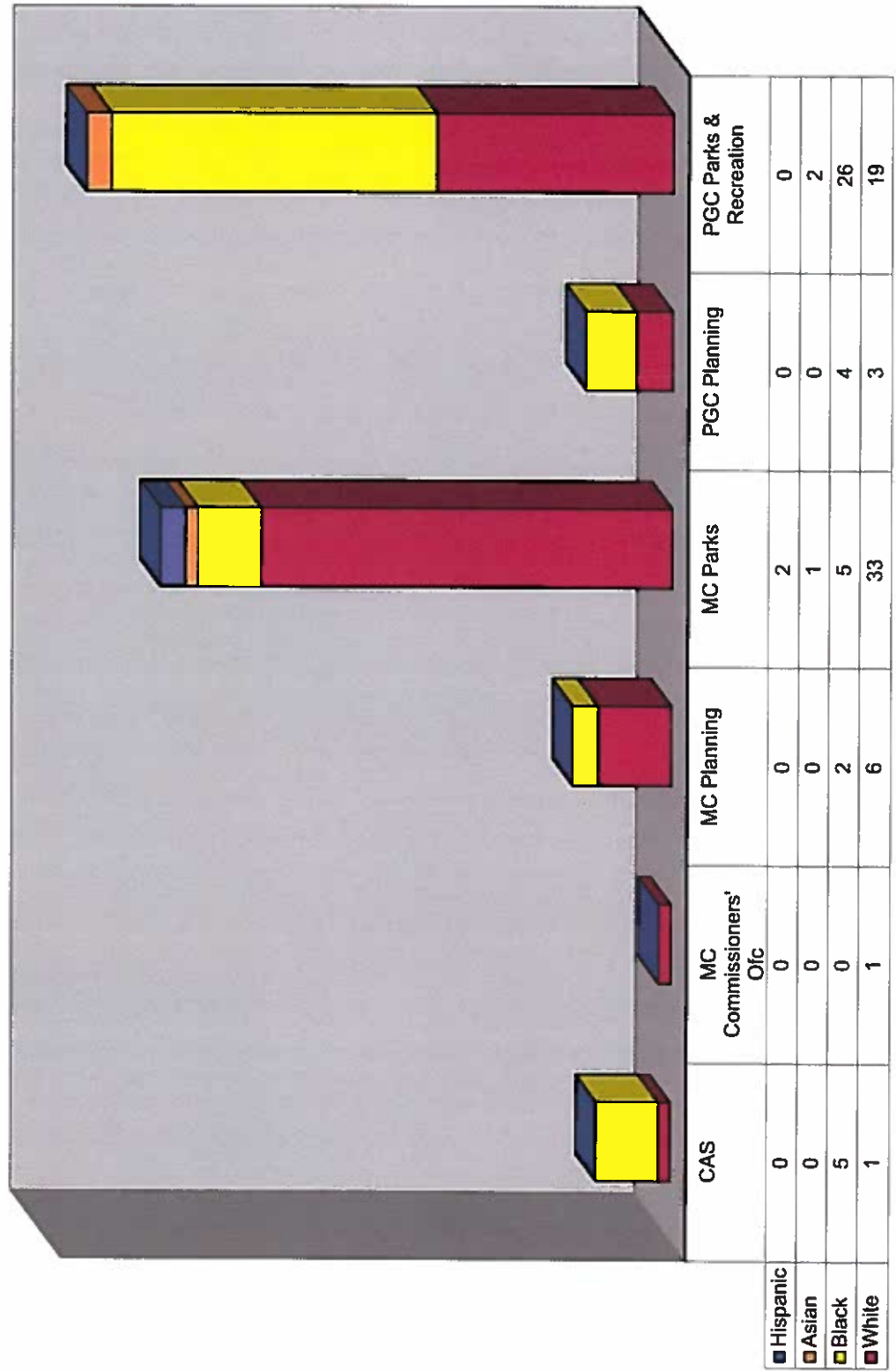
Note: Part-time salaries were annualized

Career Employee Promotions by Employment Category Per Department

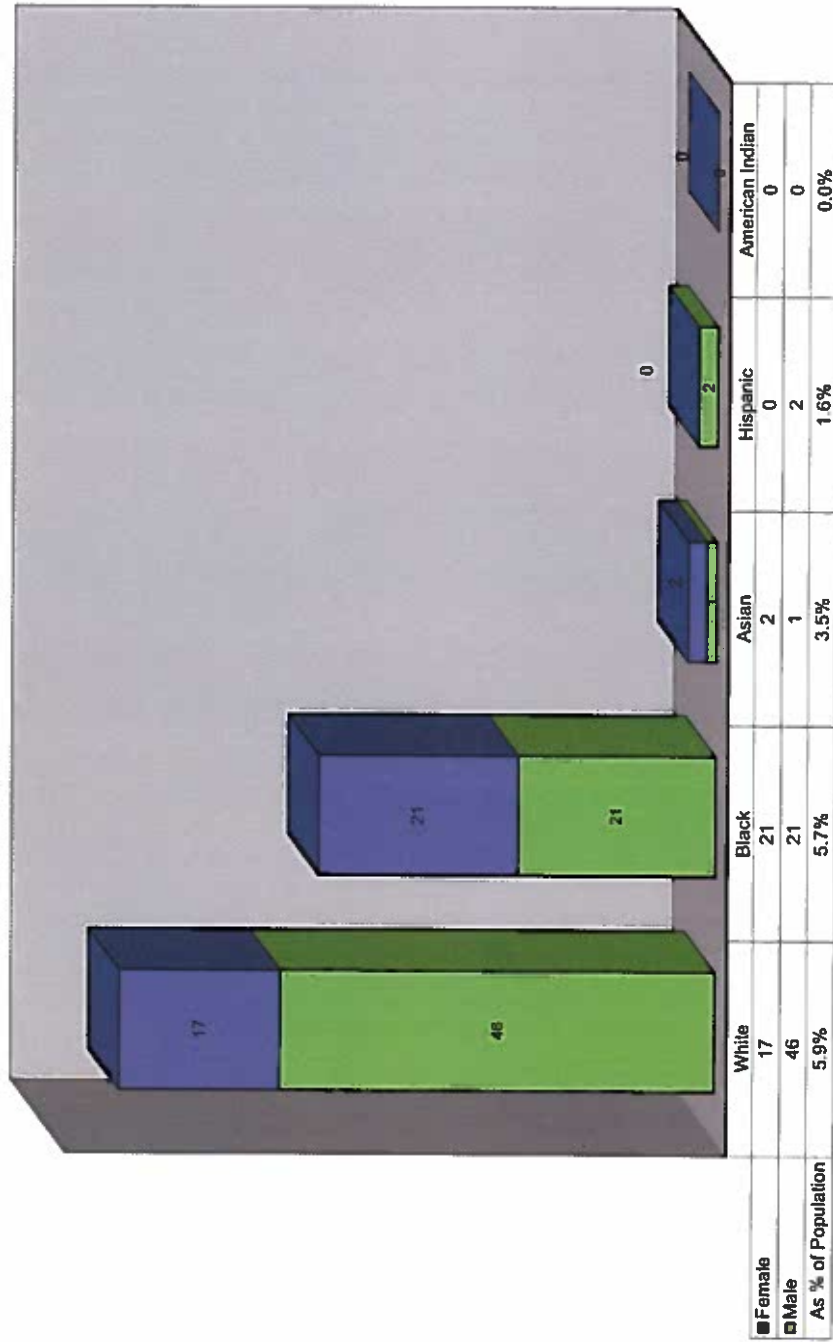
Department	Officials/ Administrators	Professionals	Technicians	Protective Services	Paraprofessionals	Office Clerical	Skilled Crafts	Service Maintenance	Total
Central Administrative Services	0	6	0	0	0	0	0	0	6
MC Commissioners' Office	0	0	0	0	1	0	0	0	1
MC Planning	1	7	0	0	0	0	0	0	8
MC Parks	4	18	3	2	0	0	1	13	41
PGC Planning	0	3	1	0	0	3	0	0	7
PGC Parks and Recreation	2	21	3	8	0	2	2	9	47
TOTAL PROMOTIONS	7	55	7	10	1	5	3	22	110

Department	Female	Male	Total
Central Administrative Services	5	1	6
MC Commissioners' Office	0	1	1
MC Planning	4	4	8
MC Parks	6	35	41
PGC Planning	6	1	7
PGC Parks and Recreation	19	28	47
TOTAL PROMOTIONS	40	70	110

Career Employee Promotions (Competitive and Non-Competitive) By Department



**Career Employee Promotions
By Gender and Race/Ethnicity**



Total = 110 Promotions

Comparison of Cost-of-Living Adjustments FY08 -- FY17

(Percent of Increase)

Fiscal Year	M-NCPPC (Local 1994)			MONTGOMERY COUNTY (1994)			PRINCE GEORGE'S COUNTY (AFSCME)++		
	Park Police FOP	Ser/Labor Trades Office	Non-Rep Employees	Police (FOP)	OPT & SLT (1994)	Non-Rep Employees	Police (FOP)	Ser/Labor Trades Office	Non-Rep Employees
2008	4.50	3.25	3.25	7.50 (g)	4.00	4.00	2.50	2.50	2.50
2009	3.25	3.25	3.25	4.00	4.50 (h)	4.50 (h)	3.00	2.50	2.50
2010	3.75	(i)	0.00	0.00	0.00	0.00	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	0.00	0.00
2013	(v)	(v)	(v)	(v)	(v)	(v)	0.00	(u)	(u)
2014	2.50	2.75 (w2)	3.00 (w3)	2.10	3.25	3.25	0.00 (s)	2.50 (v)	2.50 (z)
			1.50 (w3)					2.50 (w)	2.50 (z)
2015	1.75 (w1)	2.00 (w4)	2.00 (w4)					0.00	0.00
2016	1.75	1.75	1.75	2.10	3.25	3.25	0.00	0.00	0.00
2017	0.50	1.75	1.75	2.00	2.00	2.00	1.00	0.00	0.00
Cumulative				1.00	1.00	1.00	1.00	3.00	3.00
Impact on Salary	19.40	15.67	15.95	20.07	19.36	21.75	7.70	13.69	10.38

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

(g) Salary schedule adjusted by \$3,151 - equivalent to 7.5%, effective 7/1/07

(h) FY08 COLA of 4.5% for Service/Labor, Trades and Office Unions, and Non-represented

(i) FY08 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

(j) \$1,420 lump sum wage adjustment with \$640 representing COLA

(k) FY12=\$1,000 lump sum not added to base; FY13=\$1,250 lump sum not added to base

(l) \$2,000 lump sum not added to base

(m) FY15 COLA 1.75%, effective 7/1/15

(n) FY14 COLA for MCGED employees was phased in with 1.25% effective 10/1/13 and 1.25% effective 1/14. Employees at top of grade received 2.75%

(o) FY14 COLA 3.0% for Non-represented whose base salary was at or within 2.999% of top of grade effective 10/1/13 and 1.5% for Non-represented whose base salary was not at or within 2.999% of top of grade effective 10/1/13 and 1.5% effective 1/14

(p) 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

(q) 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 7/8/14

(r) Adding new step

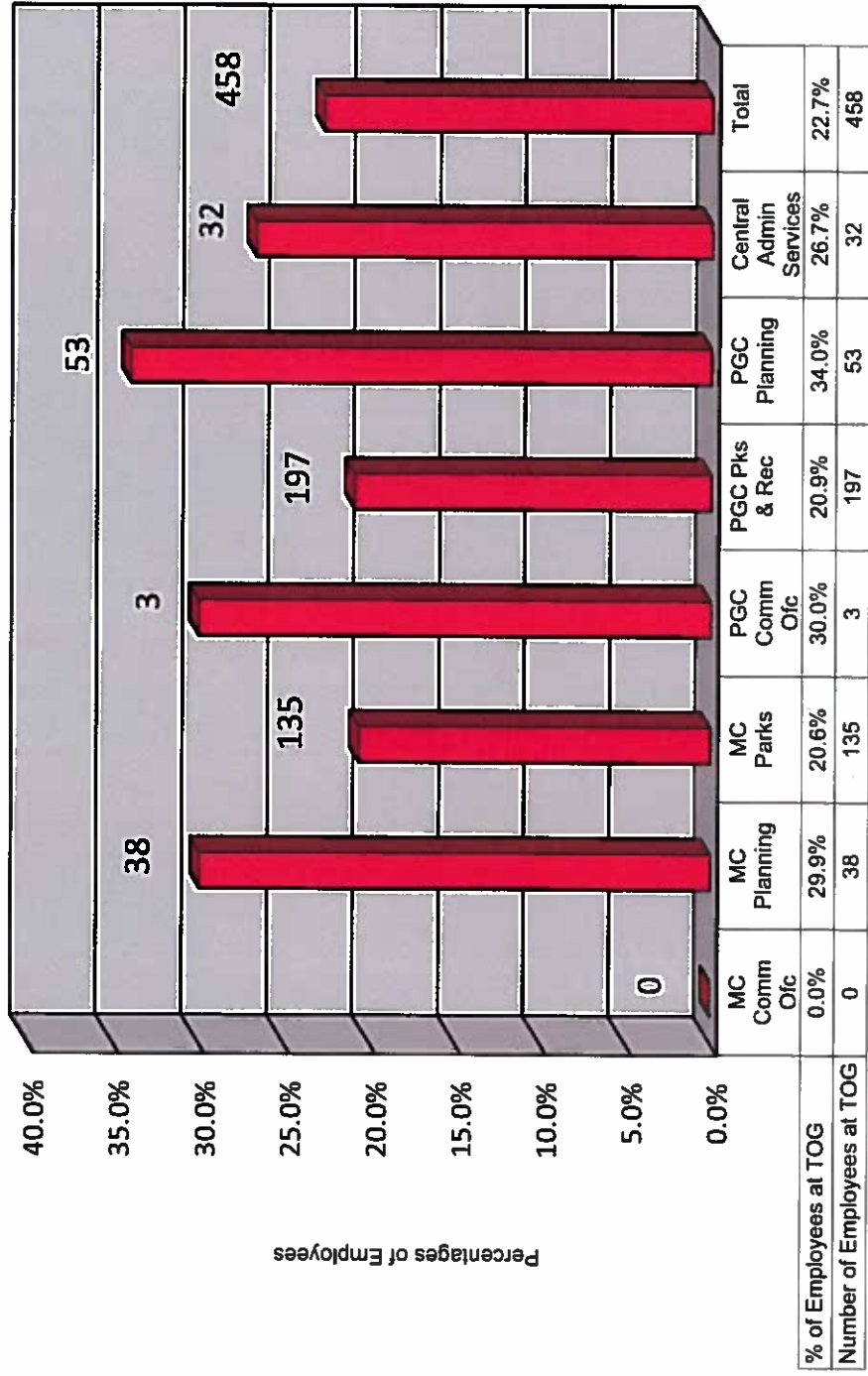
(s) 2.5% COLA, effective 7/1/13

(t) 2.5% COLA, effective 3/1/14

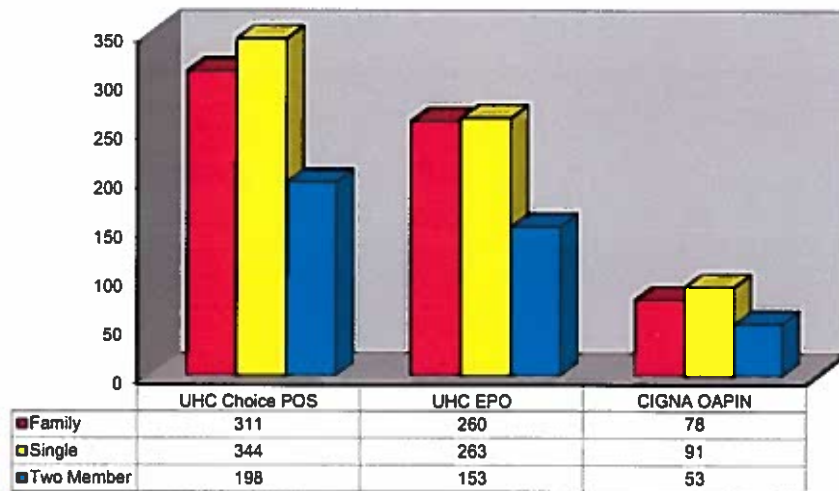
(u) 2.5% COLA, effective 8/25/13

(v) 2.5% COLA, effective 3/9/14

Career Employees at Top of Grade (TOG) by Department

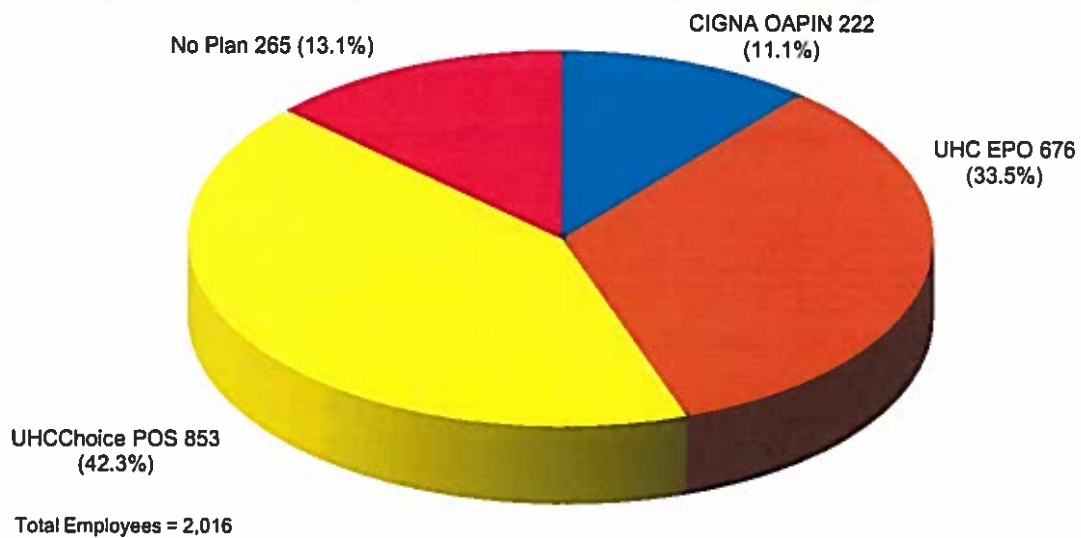


Medical Health Plan Participation by Coverage



Career Employees not participating in a M-NCPPC Health Program = 265

Medical Health Plan Participation by Provider

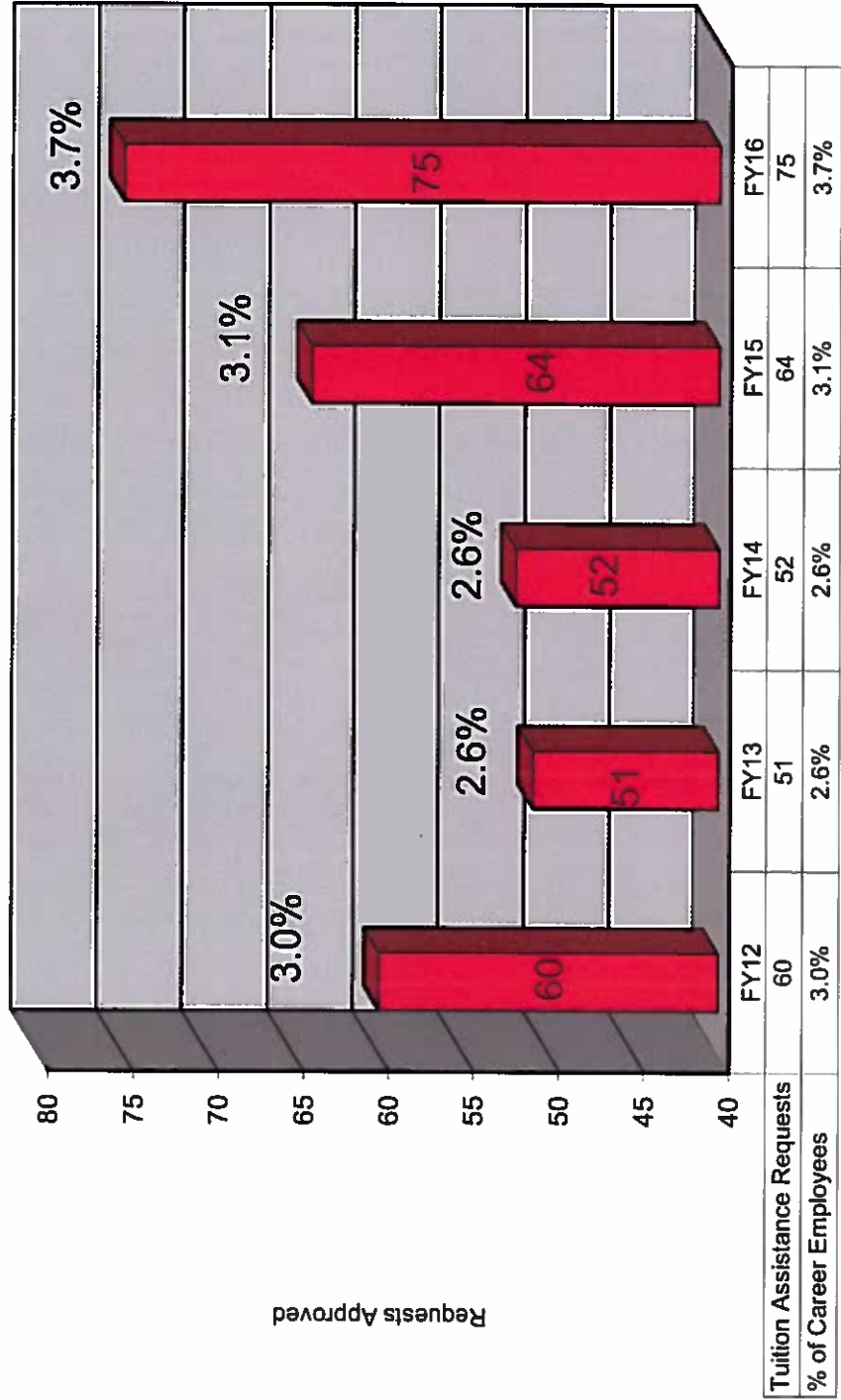


These graphs do not include participation in prescription drug, dental or vision coverage. Participation is based on calendar year. Distribution changes each calendar year at time of Open Enrollment.

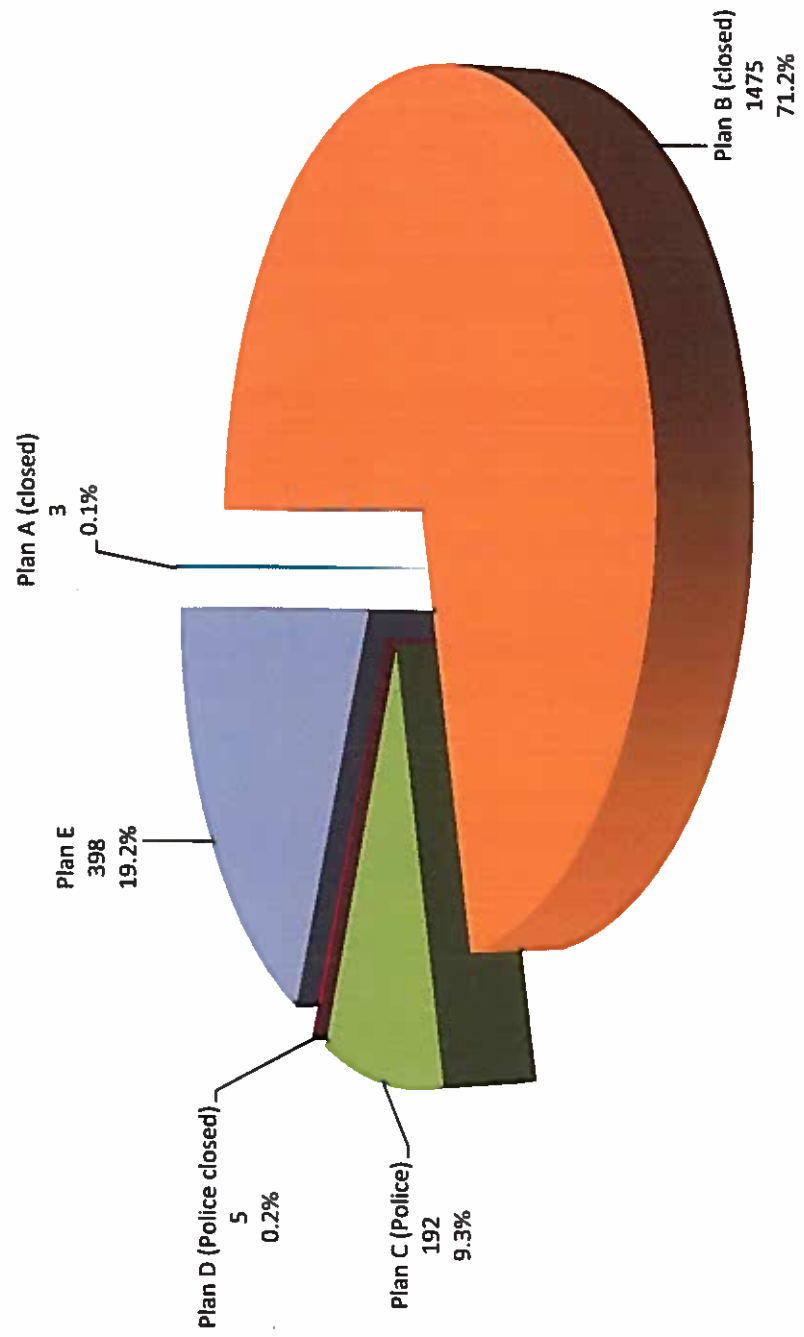
Active Career Health Plan Participation

Health Plan	Coverage Level	Enrolled	Percentage
UHC EPO	Family	260	12.9%
UHC EPO	Single	263	13.0%
UHC EPO	Two Member	153	7.6%
		676	33.5%
CIGNA EPO	Family	78	3.9%
CIGNA EPO	Single	91	4.5%
CIGNA EPO	Two Member	53	2.6%
		222	11.0%
UHC POS	Family	311	15.4%
UHC POS	Single	344	17.1%
UHC POS	Two Member	198	9.8%
		853	42.3%
Waived Coverage		265	13.1%
TOTAL		2016	100%

Tuition Assistance Program - Commission-Wide Participation



Participation in Employee Retirement Plans

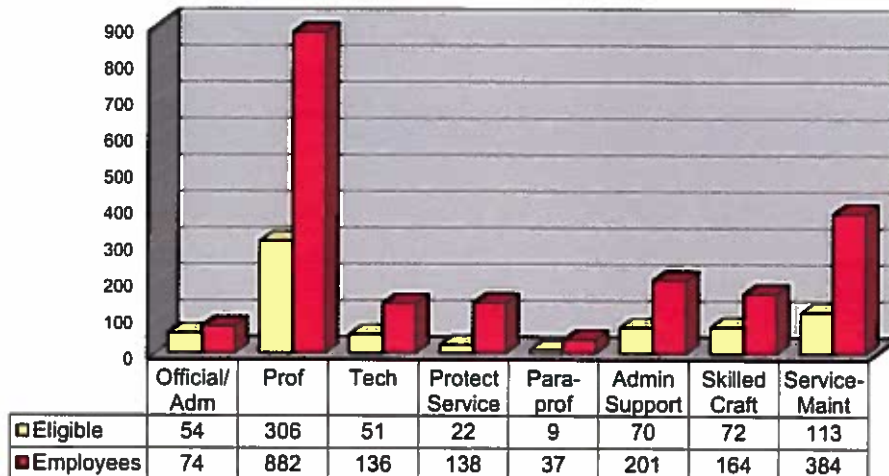


Total Employees in the Retirement System = 2,073
Plan A (non-police), Plan B (non-police) and Plan D (police) are closed to new participants.
Plan C (police) and Plan E (non-police) remain open to new participants.

Career Employees Eligible for Normal Retirement Between FY17 and FY21

	FY17	FY18	FY19	FY20	FY21	Total
PGC Commissioners' Ofc	5	1	1		1	8
PGC Parks and Recreation	178	33	35	27	26	299
PGC Planning	41	5	7	8	3	64
Sub Total	224	39	43	35	30	371
CAS	26	8	3	4	4	45
MC Commissioners' Ofc	5					5
MC Parks	132	30	25	22	20	229
MC Planning	32	4	5	1	5	47
Sub Total	169	34	30	23	25	281
Total	419	81	76	62	59	697

Career Employees by Job Category Eligible to Retire Between FY17 and FY21 (Collectively)



Between FY17 and FY21, 697 out of 2,016 (34.8%) of current employees will reach normal retirement eligibility. This is an average of 139 employees for each of those years. Based on the current number of employees, by EEO category, this represents:

- 73.0% of the Official/Administrator category
- 34.7% of the Professional category
- 37.5% of the Technician category
- 15.9% of the Protective Service category
- 24.3% of the Paraprofessional category
- 34.8% of the Administrative Support category
- 43.9% of the Skilled Craft category
- 29.4% of the Service-Maintenance category

Excludes appointed officials and employees in Long Term Disability status.

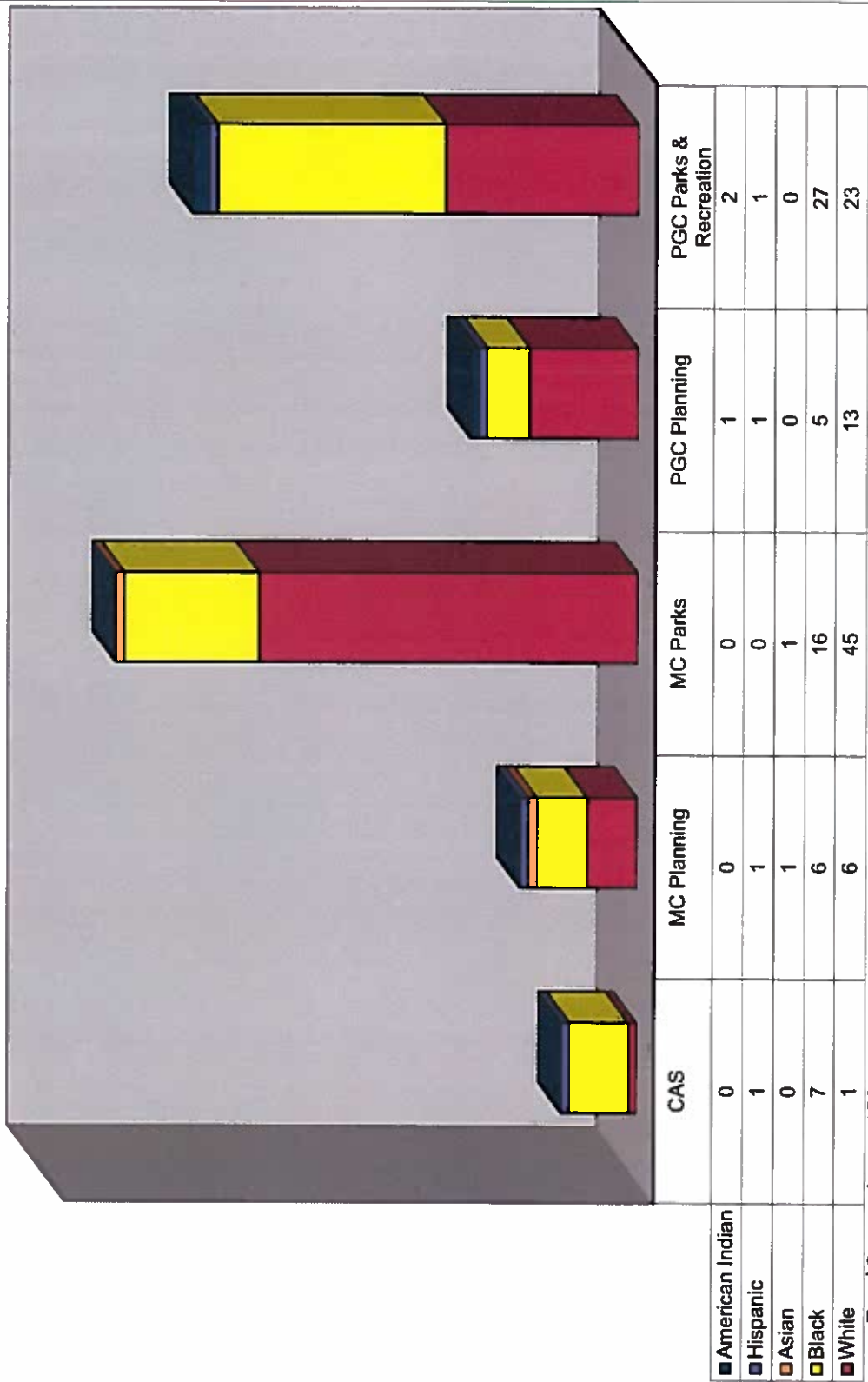
Career Employee Separations by Employment Category and Gender Per Department

Department	Official/ Administrator	Professional	Technician	Protective Service	Paraprofessional	Admin Support	Skilled Craft	Service- Maintenance	Total
Central Administrative Services	0	8	0	0	0	0	0	1	9
Montgomery County Planning	0	11	1	0	0	2	0	0	14
Montgomery County Parks	1	24	3	2	1	1	10	20	62
Prince George's County Planning	0	16	2	0	0	2	0	0	20
Prince George's County Parks and Recreation	4	22	2	7	2	5	4	7	53
TOTAL SEPARATIONS	5	81	8	9	3	10	14	28	158

Department	Female	Male	Total
Central Administrative Services	5	4	9
Montgomery County Planning	7	7	14
Montgomery County Parks	14	48	62
Prince George's County Planning	10	10	20
Prince George's County Parks and Recreation	18	35	53
TOTAL SEPARATIONS	54	104	158

Department	Turnover Rate
Central Administrative Services	7.6%
Montgomery County Commissioners' Ofc	0.0%
Montgomery County Planning	11.0%
Montgomery County Parks	9.5%
Prince George's County Commissioners' Ofc	0.0%
Prince George's County Planning	12.8%
Prince George's County Parks and Recreation	5.6%
Turnover Rate All Departments	7.8%

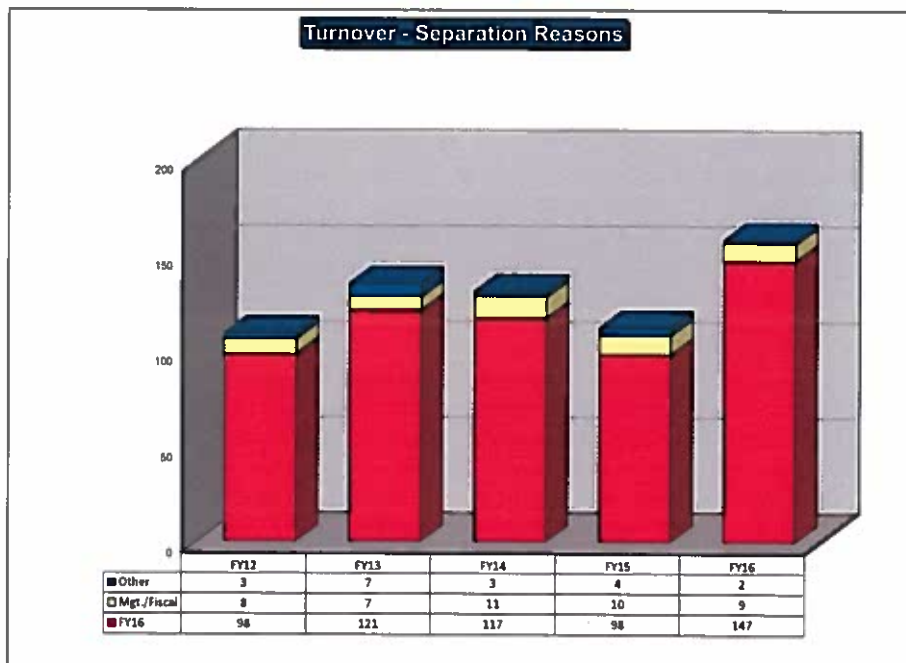
Career Employee Separations By Department



Number of Separations by Reason and Fiscal Year

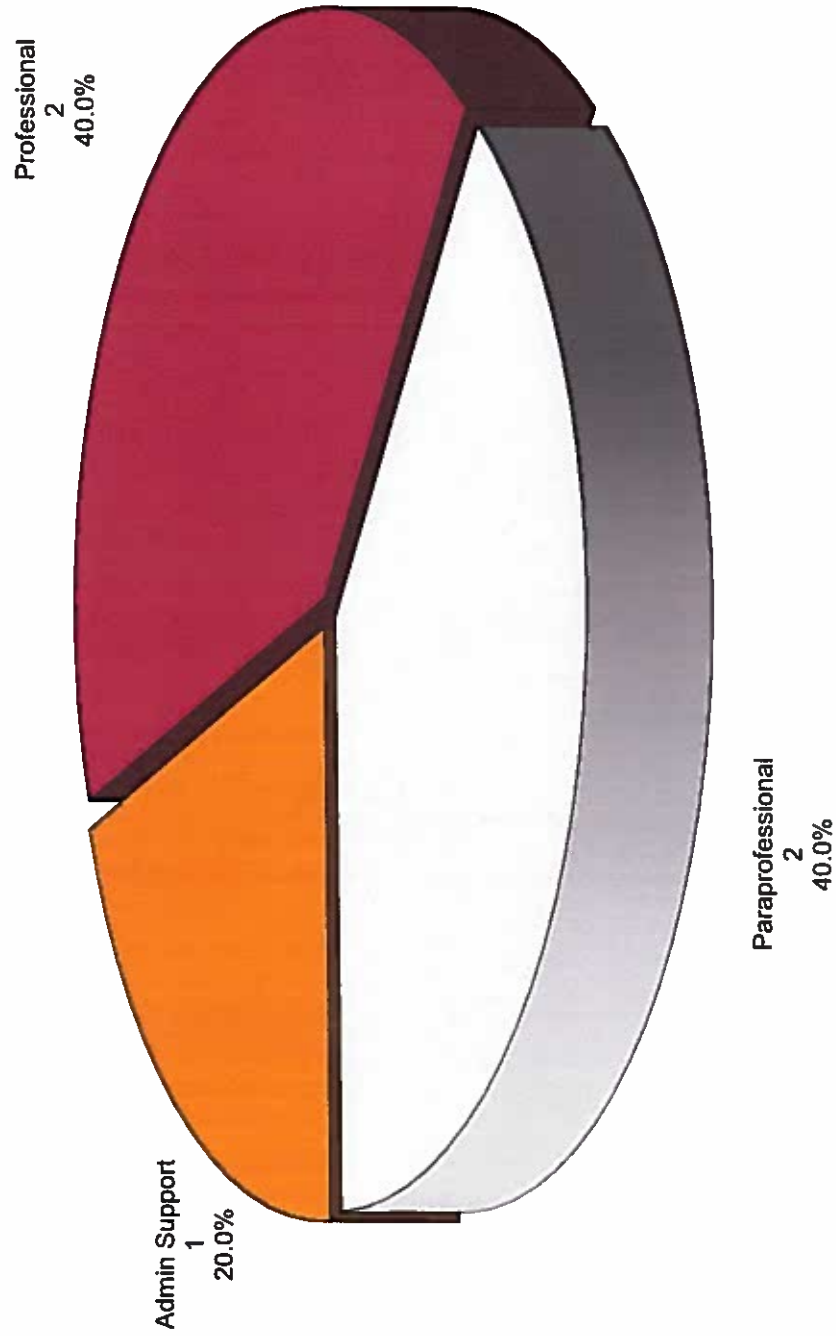
		2012	2013	2014	2015	2016
Voluntary	New Job	21	27	31	21	45
	Relocation	3	6	5	3	11
	Personal Reasons	24	22	32	21	21
	Return to School	1	0	1	1	0
	Early Retirement	5	4	1	2	0
	Normal Retirement	38	58	45	*48	67
	Quit Without Notice	4	4	1	0	1
	Other	2	0	1	3	2
Management/Fiscal	Violation of Rules	7	4	6	4	7
	Unsatisfactory Performance	1	3	5	5	2
	Reduction in Force (RIF)	0	0	0	0	0
	Dismissal/Job Abandonment	0	0	0	1	0
Other	Death	1	5	3	2	2
	Not Specified	0	0	0	1	0
	Disability/Medical	2	1	0	0	0
	Resign Medical	0	1	0	0	0
Total Separations		109	135	131	112	158
Turnover Rate		6.0%	6.8%	6.5%	5.5%	7.8%

*This count is based on the number of employees who completed an exit interview. According to the ERS, 59 employees retired during FY15.



MONTGOMERY COUNTY
COMMISSIONERS' OFFICE
DEPARTMENT OF PLANNING
DEPARTMENT OF PARKS

Career Employees by Employment Category Montgomery County Commissioners' Office



Total Employees = 5

Employment Category, Race/Ethnicity and Gender Montgomery County Commissioners' Office

Professional	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Gender						
Female	2	0	0	0	0	2
Male	0	0	0	0	0	0
Total	2	0	0	0	0	2
% Total Pop	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%

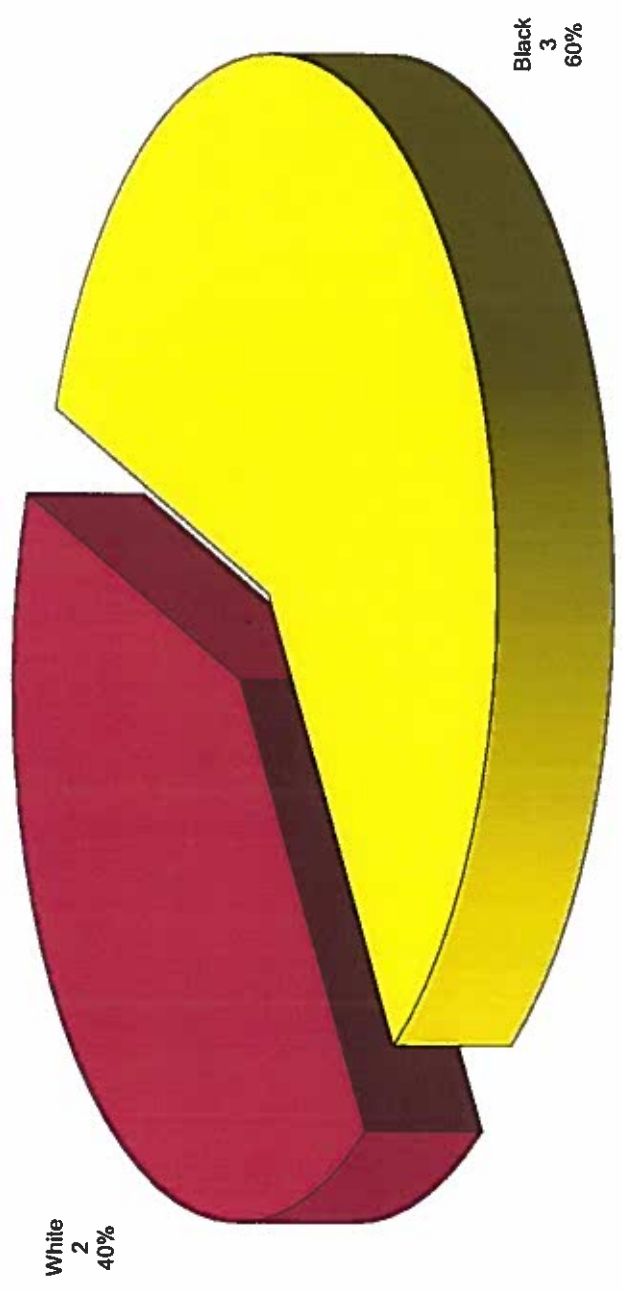
Paraprofessional	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Gender						
Female	1	0	0	0	0	1
Male	0	0	0	0	1	1
Total	1	0	0	0	1	2
% Total Pop	20.0%	0.0%	0.0%	0.0%	20.0%	

Admin Support	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Gender						
Female	0	0	0	0	1	1
Male	0	0	0	0	0	0
Total	0	0	0	0	1	1
% Total Pop	0.0%	0.0%	0.0%	0.0%	20.0%	

Total Population	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Gender						
Female	3	0	0	0	1	4
Male	0	0	0	0	1	1
Total	3	0	0	0	2	5
% Total Pop	60.0%	0.0%	0.0%	0.0%	40.0%	

Percentages are based on total number of employees

**Race/Ethnicity
Career Employees
Montgomery County Commissioners' Office**



Total Employees = 5

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

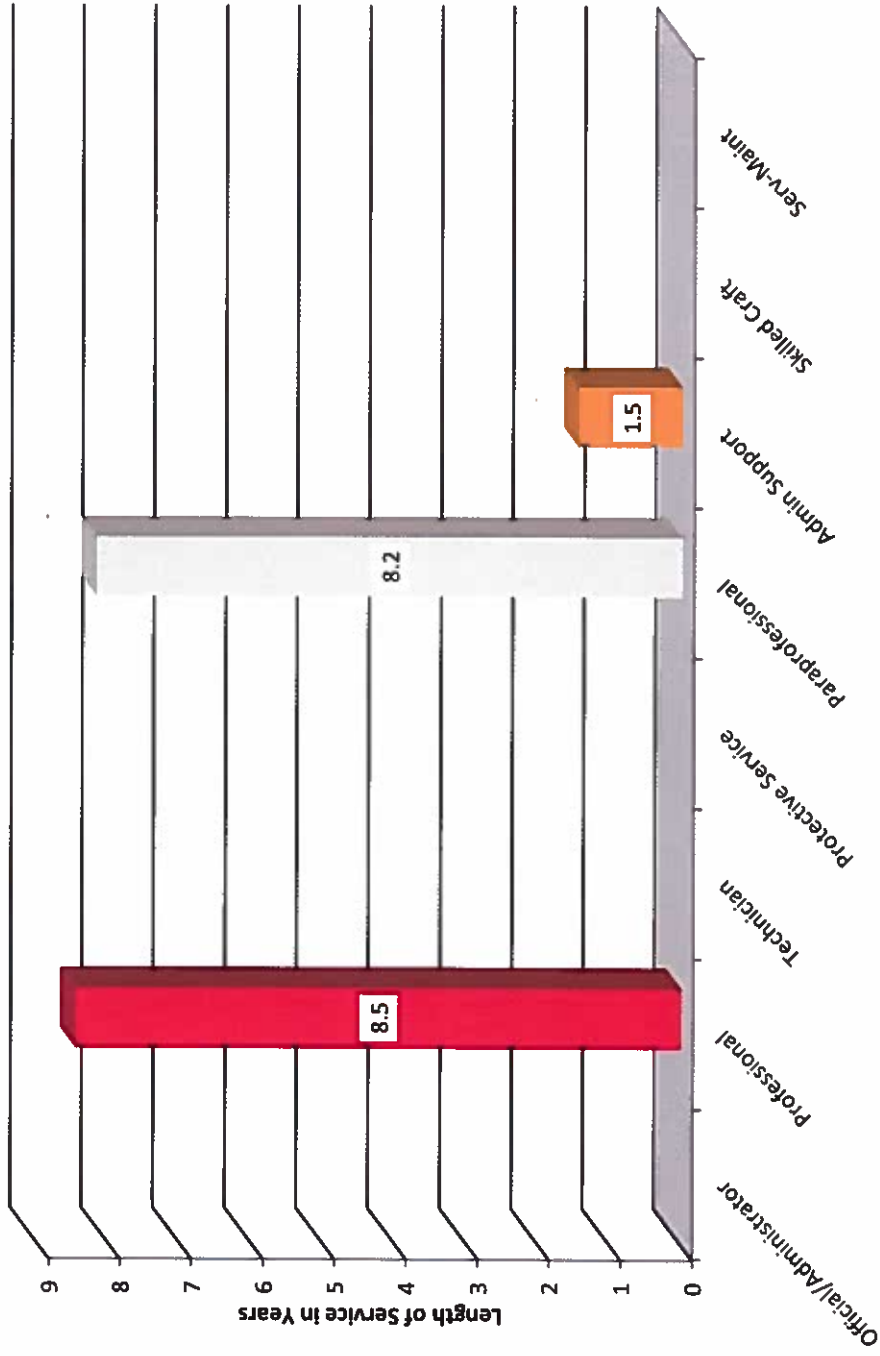
10 - 14 Years
2
40.0%



Less than 5 Years
3
60.0%

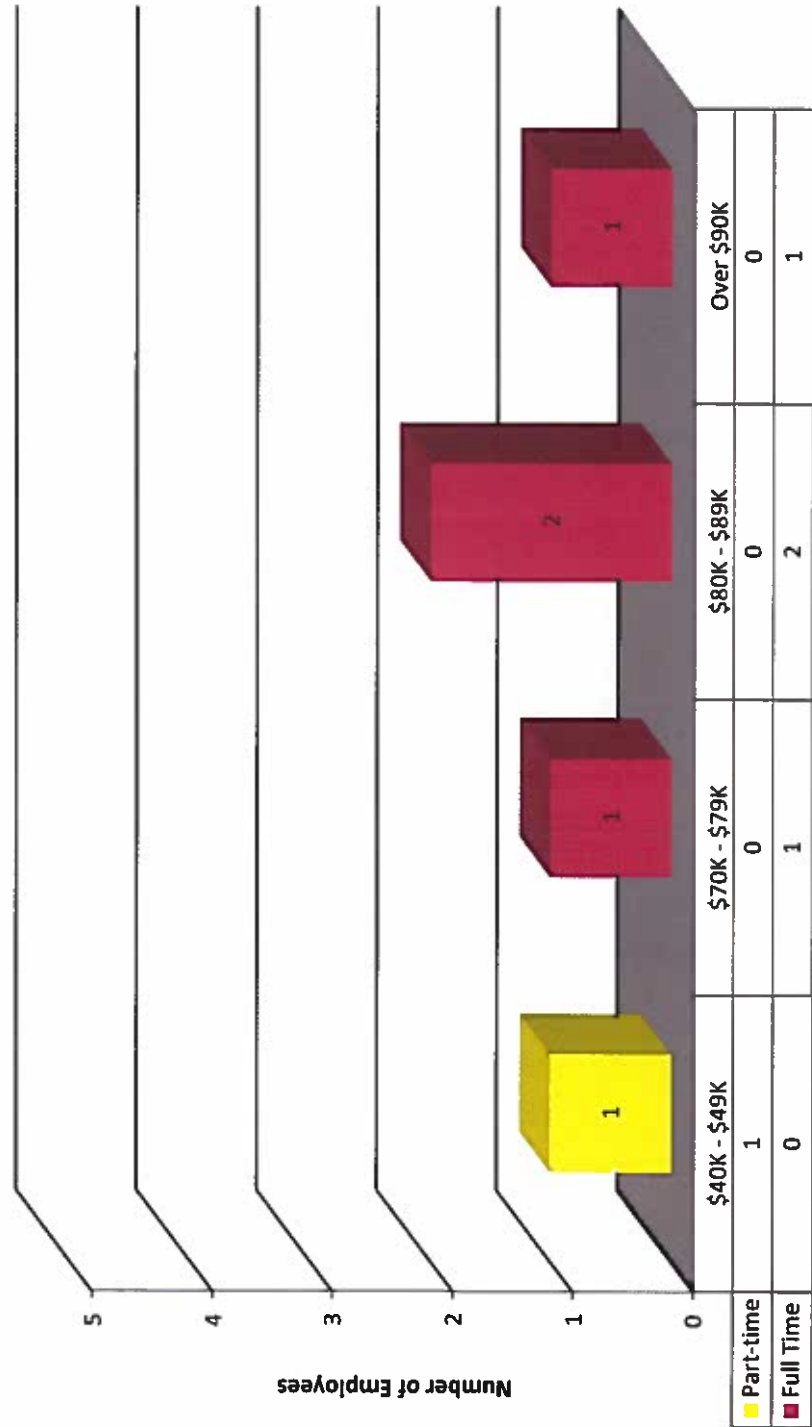
Total Employees = 5

**Average Length of Service by Employee Job Category
Career Employees
Montgomery County Commissioners' Office**



Total Employees: 5
Average Length of Service for all Employees: 6.9 years

**Salary Range
Career Full-Time and Part-Time Employees
Montgomery County Commissioners' Office**



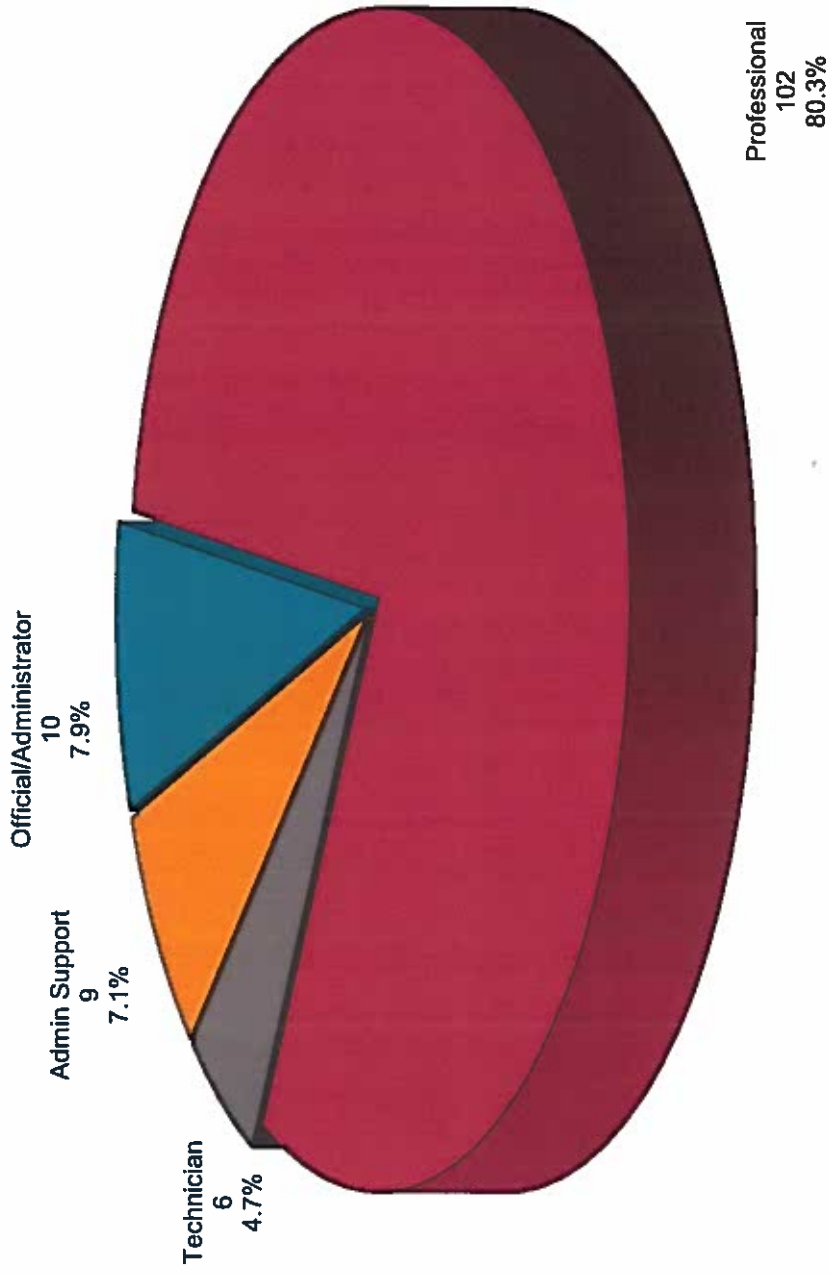
Total Full-Time Career Employees: 4
Total Part-Time Career Employees: 1
Average Salary: \$80,179 (includes part-time annualized salaries)

Average Annual Salary for Career Employees by Grade Montgomery County Commissioners' Office

<u>Grade</u>	<u>Average Salary</u>
General Service	
HD	\$46,800
HH/EH	\$79,600
EJ	\$115,384
Average Salary	\$80,595

Note: Part-time salaries were annualized

Career Employees by Employment Category Montgomery County Planning Department



Total Employees = 127

Employment Category, Race/Ethnicity and Gender Montgomery County Planning

Official/Administrator

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	0	0	0	0	6	6
Male	0	0	0	0	4	4
Total	0	0	0	0	10	10
% Total Pop	0.0%	0.0%	0.0%	0.0%	7.9%	

Professional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	9	0	3	1	28	41
Male	12	0	5	3	41	61
Total	21	0	8	4	69	102
% Total Pop	16.5%	0.0%	6.3%	3.1%	54.3%	

Technician

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	0	0	0	0	3	3
Male	1	0	0	0	2	3
Total	1	0	0	0	5	6
% Total Pop	0.8%	0.0%	0.0%	0.0%	3.9%	

Admin Support

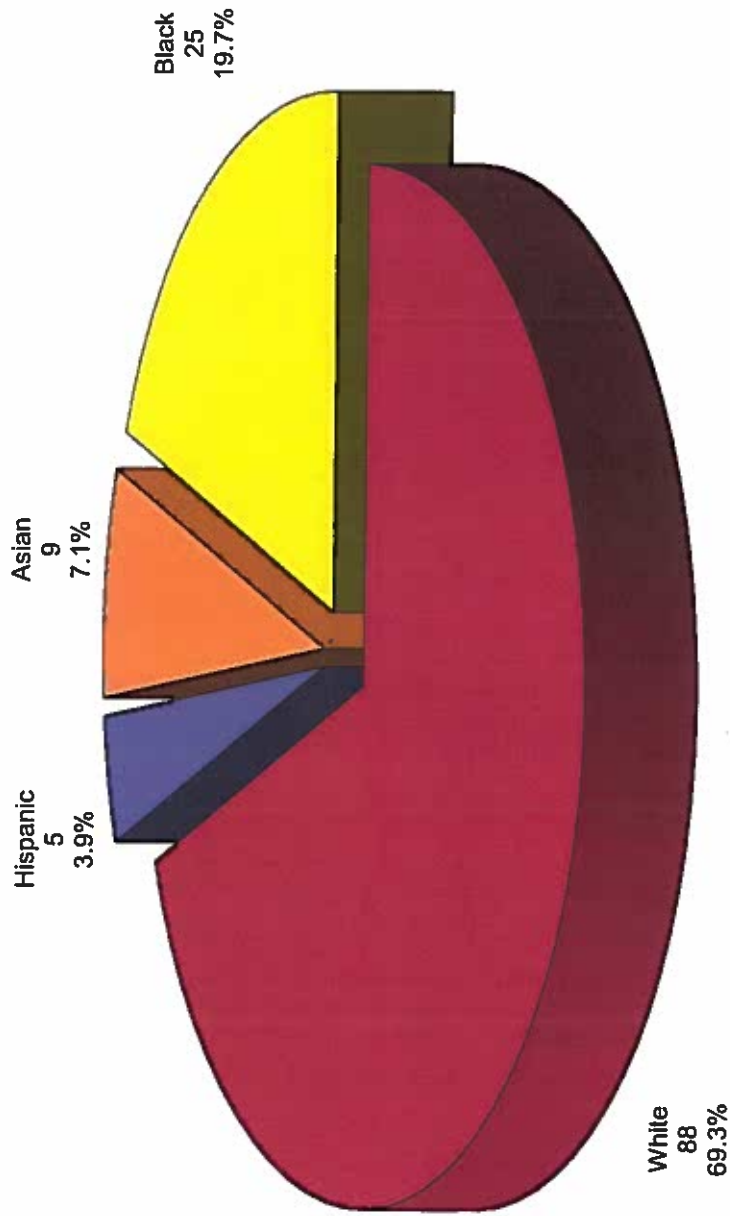
Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	3	0	1	0	4	8
Male	0	0	0	1	0	1
Total	3	0	1	1	4	9
% Total Pop	2.4%	0.0%	0.8%	0.8%	3.1%	

Total Population

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	12	0	4	1	41	58
Male	13	0	5	4	47	69
Total	25	0	9	5	88	127
% Total Pop	19.7%	0.0%	7.1%	3.9%	69.3%	

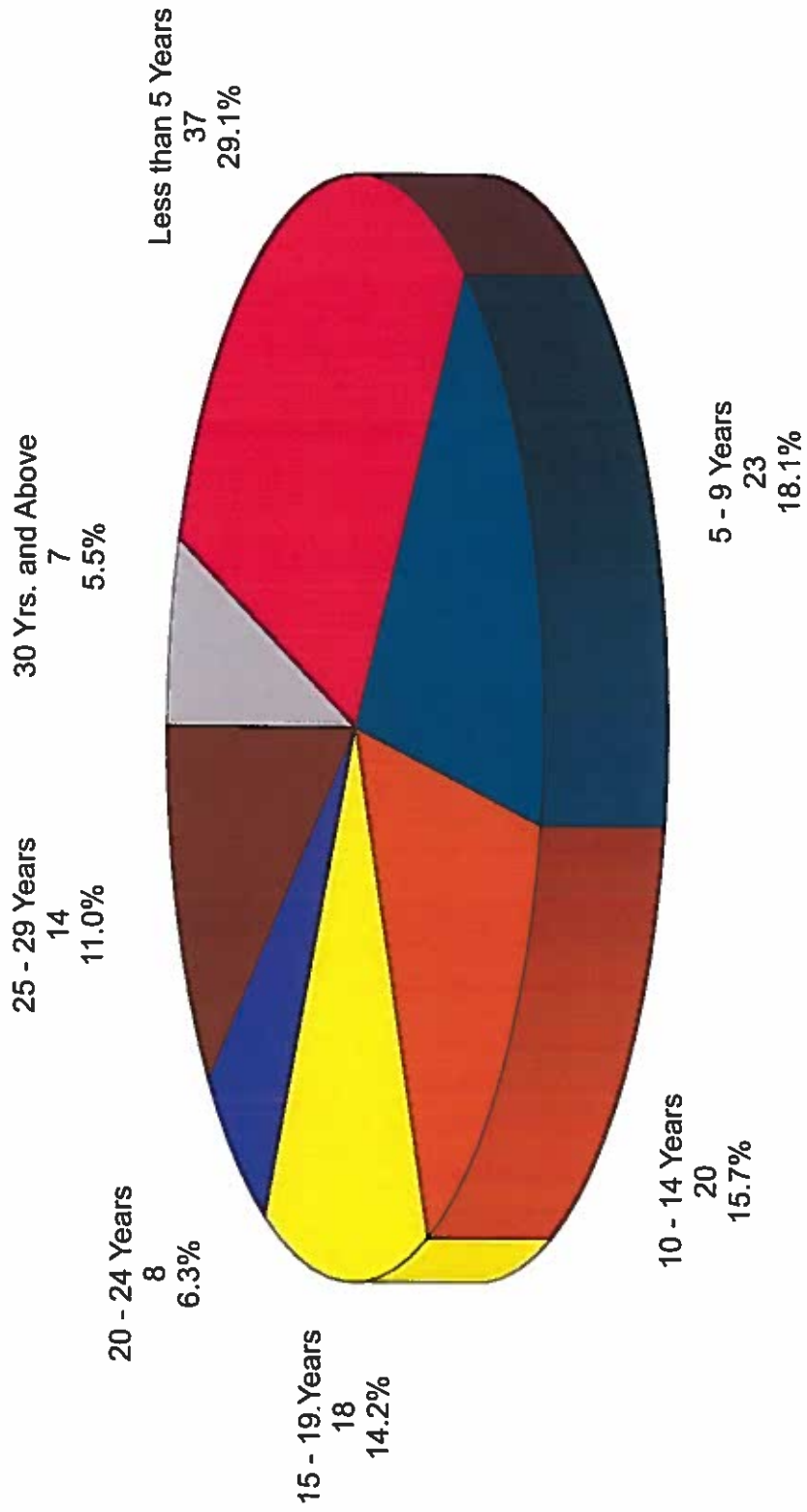
Percentages are based on total number of employees

Race/Ethnicity Career Employees Montgomery County Planning



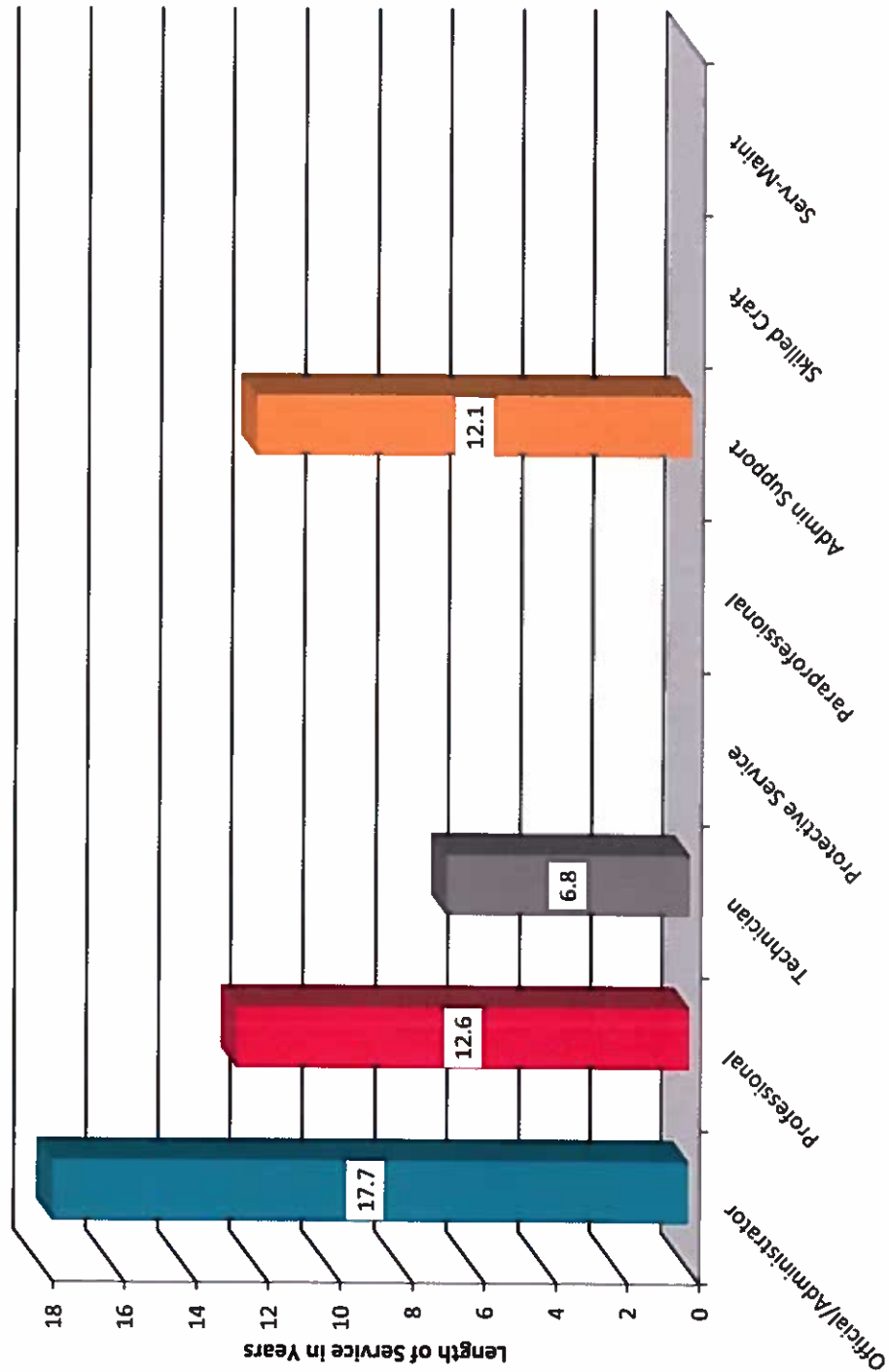
Total Employees = 127

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



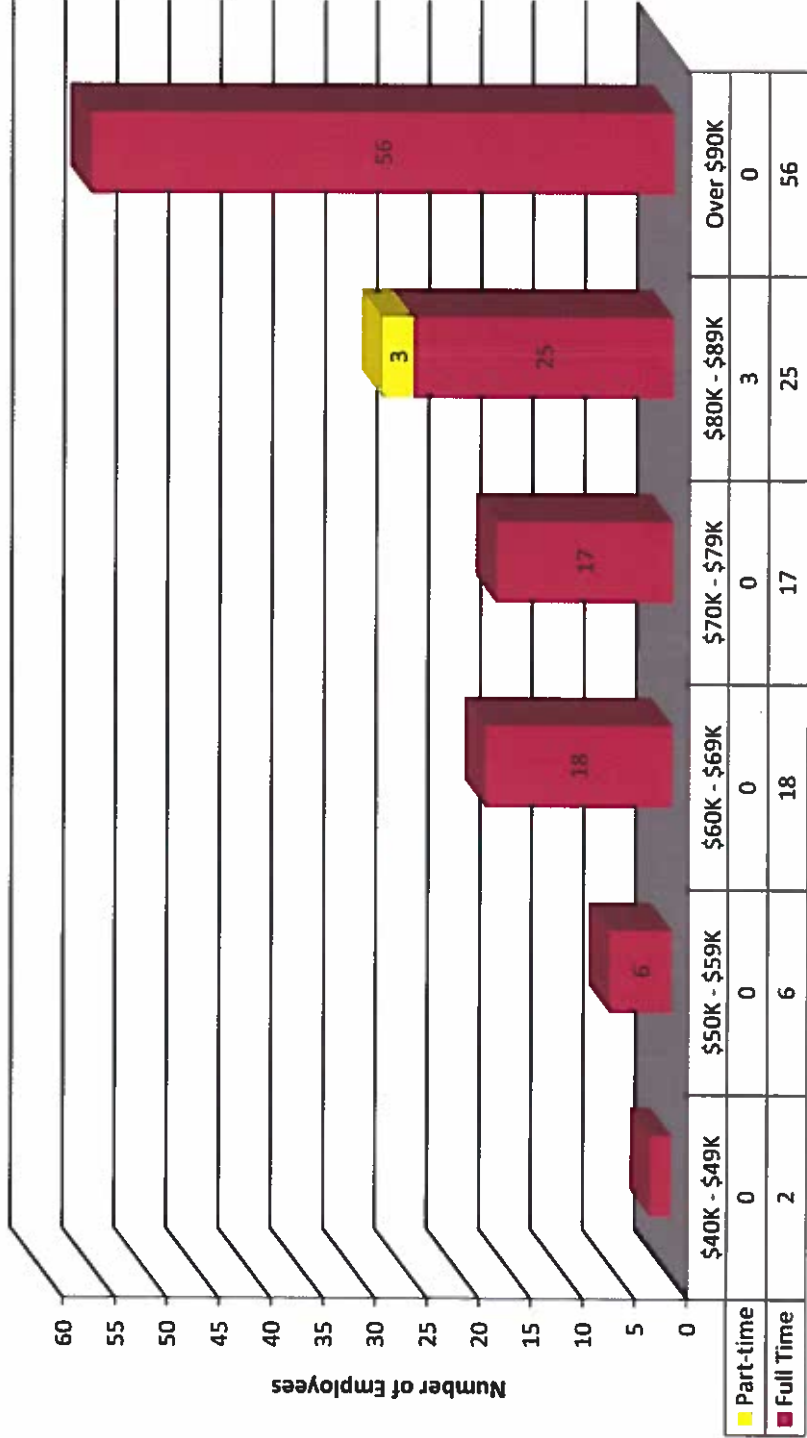
Total Employees = 127

**Average Length of Service by Employee Job Category
Career Employees
Montgomery County Planning**



Total Employees: 127
Average Length of Service for all Employees: 12.7 years

Salary Range
Career Full-Time and Part-Time Employees
Montgomery County Planning



Total Full-Time Career Employees: 124
 Total Part-Time Career Employees: 3
 Average Salary: \$89,349 (includes part-time annualized salaries)

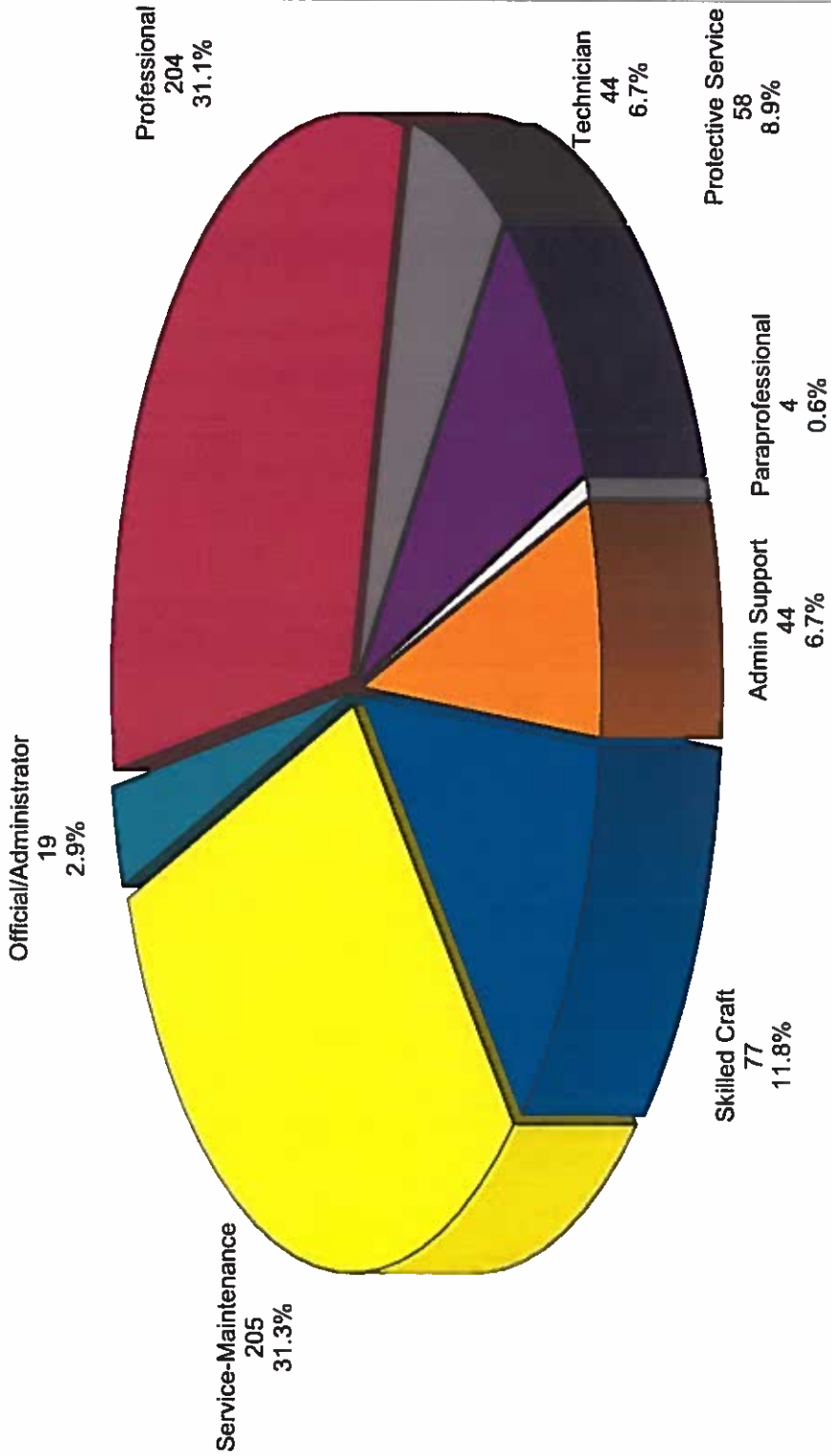
Average Annual Salary for Career Employees by Grade Montgomery County Planning

<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>
Office/Clerical		General Service		Information Technology	
HCS	\$52,241	HF	\$62,759	EGT	\$66,081
HC6	\$55,080	HG / EG	\$55,080	EHT	\$85,365
		HH / EH	\$78,114	EIT	\$102,803
Average for all Office/Clerical		EI	\$92,324	EJT	\$113,577
Employees:	\$53,187	EJ	\$108,021		
		EK	\$130,235	Average for all Info Technology	
		EL	\$166,487	Employees:	\$94,119
		Average for all General Service			
		Employees:	\$89,807		

Average Departmental Salary: \$89,349

Note: Part -time salaries were annualized

Career Employees by Employment Category Montgomery County Parks



Total Employees = 655

Employment Category, Race/Ethnicity and Gender Montgomery County Parks

Official/Administrator

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	0	1	1	0	3	5
Male	4	0	1	0	9	14
Total	4	1	2	0	12	19
% Total Pop						1.8%

Professional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	9	0	6	1	79	95
Male	12	1	4	5	87	109
Total	21	1	10	6	166	204
% Total Pop						25.3%

Technician

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	3	0	0	0	9	12
Male	4	0	3	5	20	32
Total	7	0	3	5	29	44
% Total Pop						4.4%

Protective Service

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	0	0	0	0	11	11
Male	2	0	9	1	35	47
Total	2	0	9	1	48	58
% Total Pop						7.0%

Paraprofessional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	0	0	0	0	0	0
Male	0	0	0	0	4	4
Total	0	0	0	0	4	4
% Total Pop						0.5%

Admin Support

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	14	0	2	0	16	32
Male	1	0	1	1	9	12
Total	15	0	3	1	25	44
% Total Pop						3.8%

Skilled Craft

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	0	0	0	0	0	0
Male	8	0	0	3	66	77
Total	8	0	0	3	66	77
% Total Pop						10.1%

Service-Maintenance

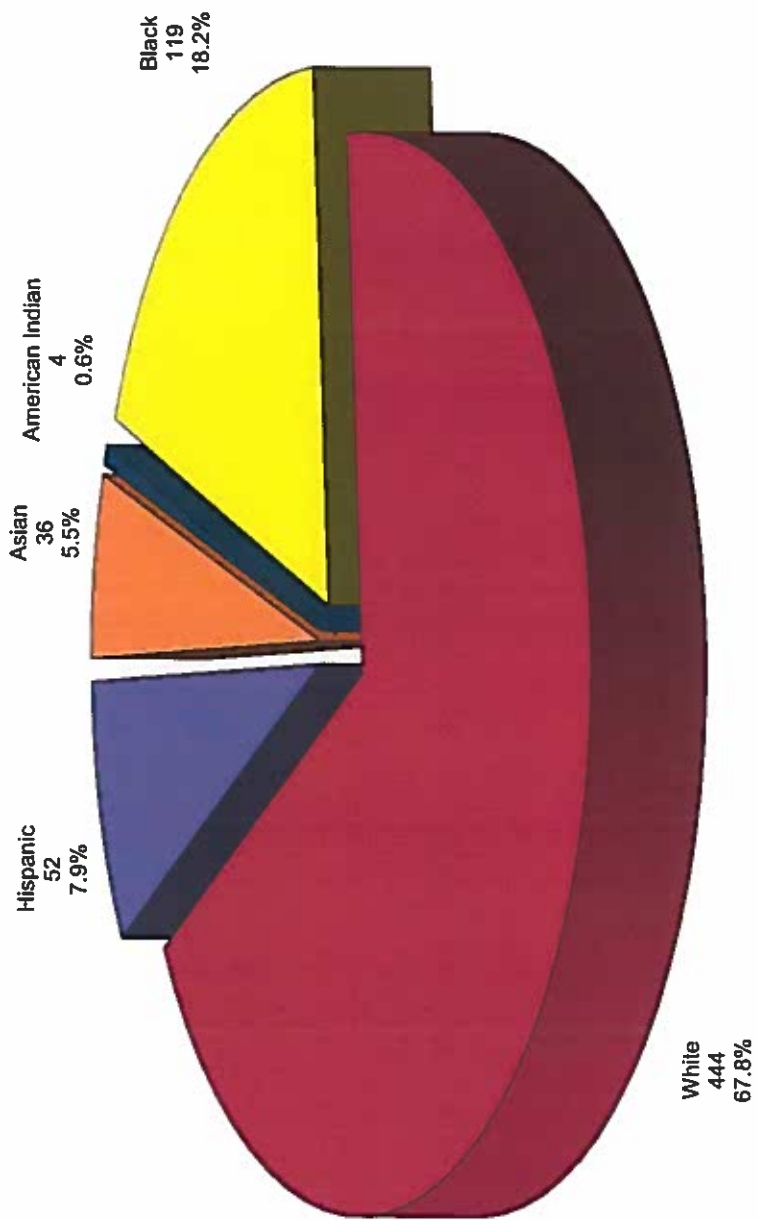
Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	5	0	0	2	5	12
Male	57	2	9	34	91	193
Total	62	2	9	36	96	205
% Total Pop						14.7%

Total Population

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	31	1	9	4	123	168
Male	88	3	27	48	321	487
Total	119	4	36	52	444	655
% Total Pop						67.8%

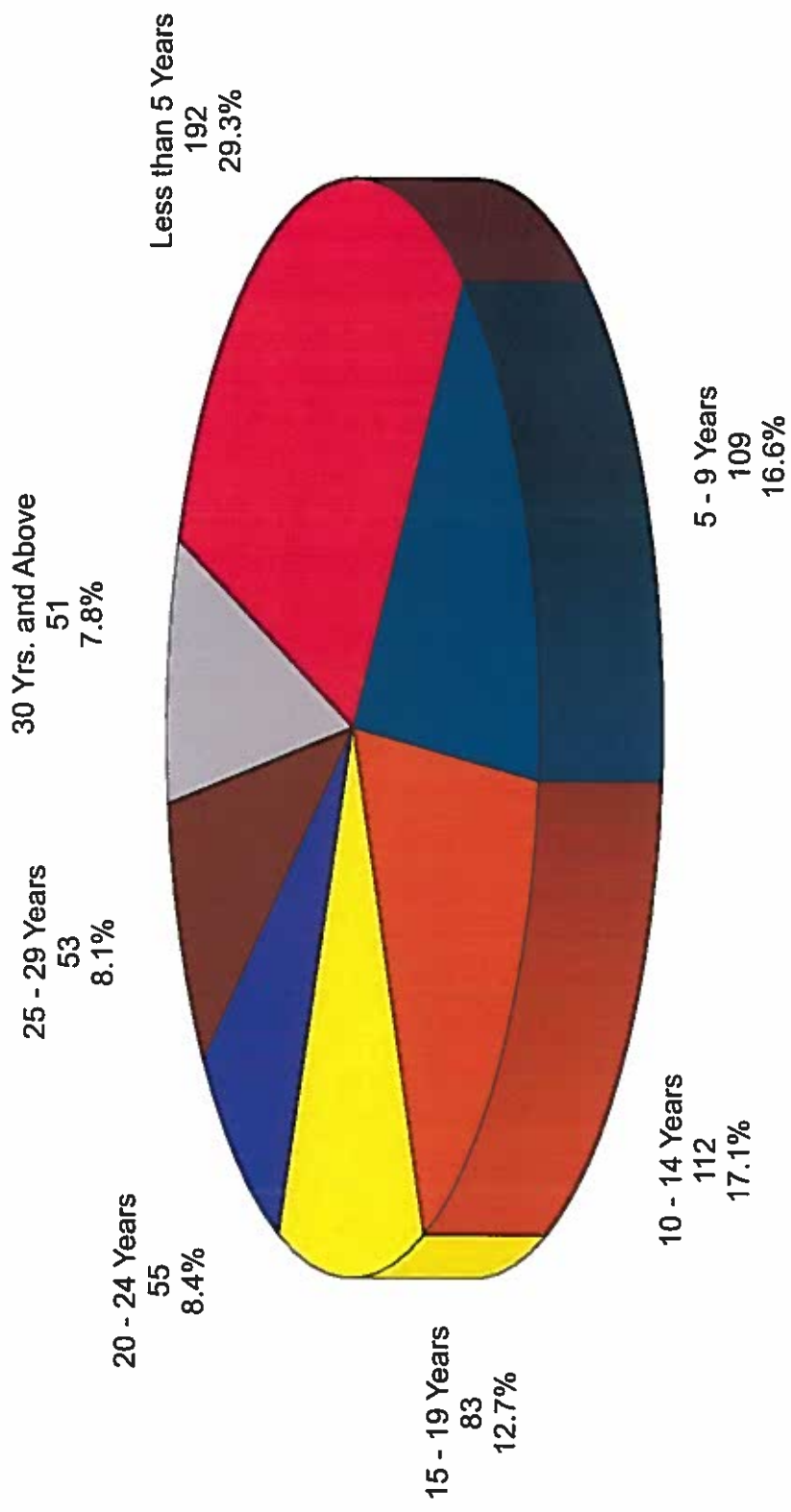
Percentages are based on total number of employees

**Race/Ethnicity
Career Employees
Montgomery County Parks**



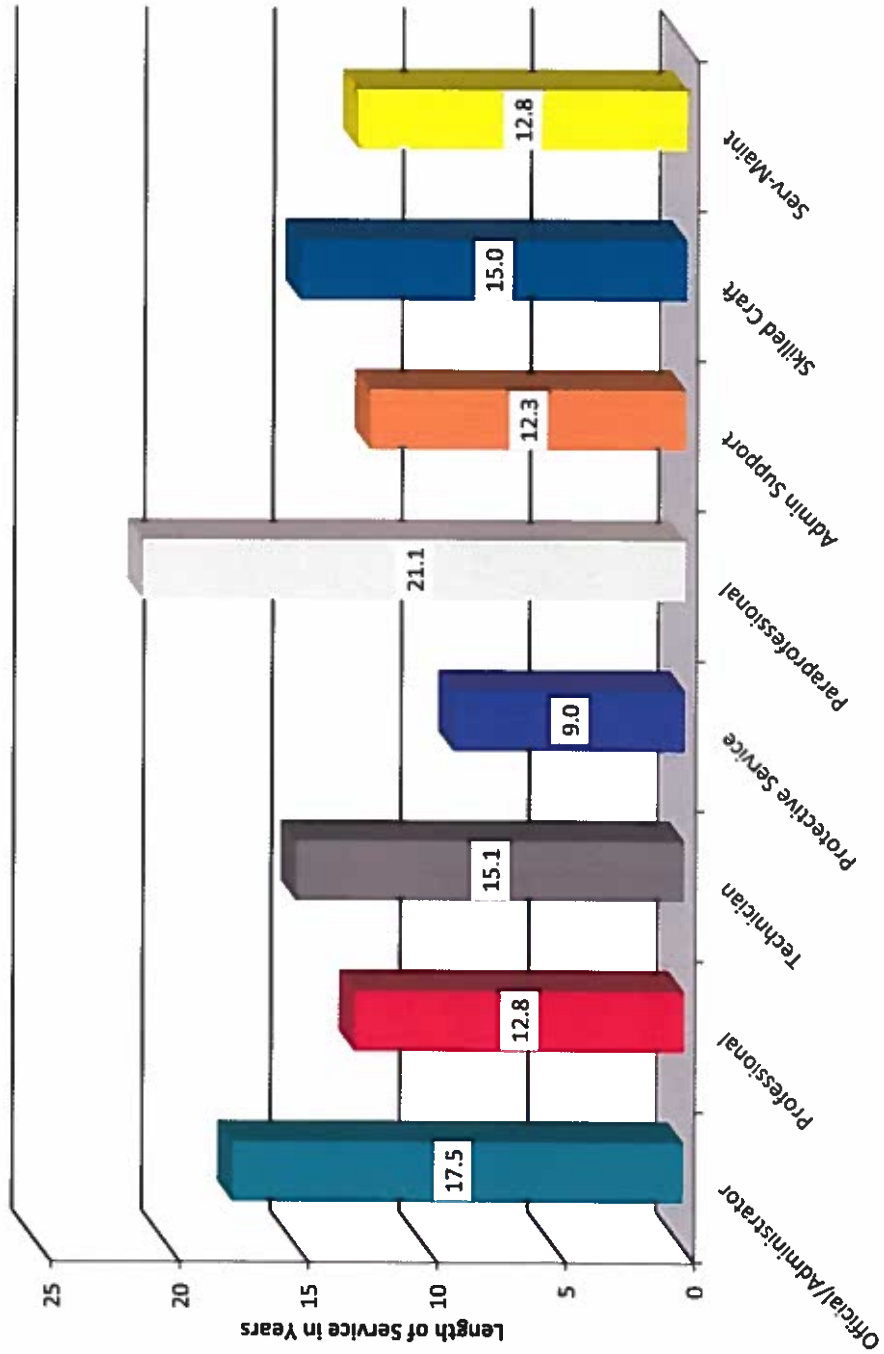
Total Employees = 655

**Length of Service
Career Employees
Montgomery County Parks**



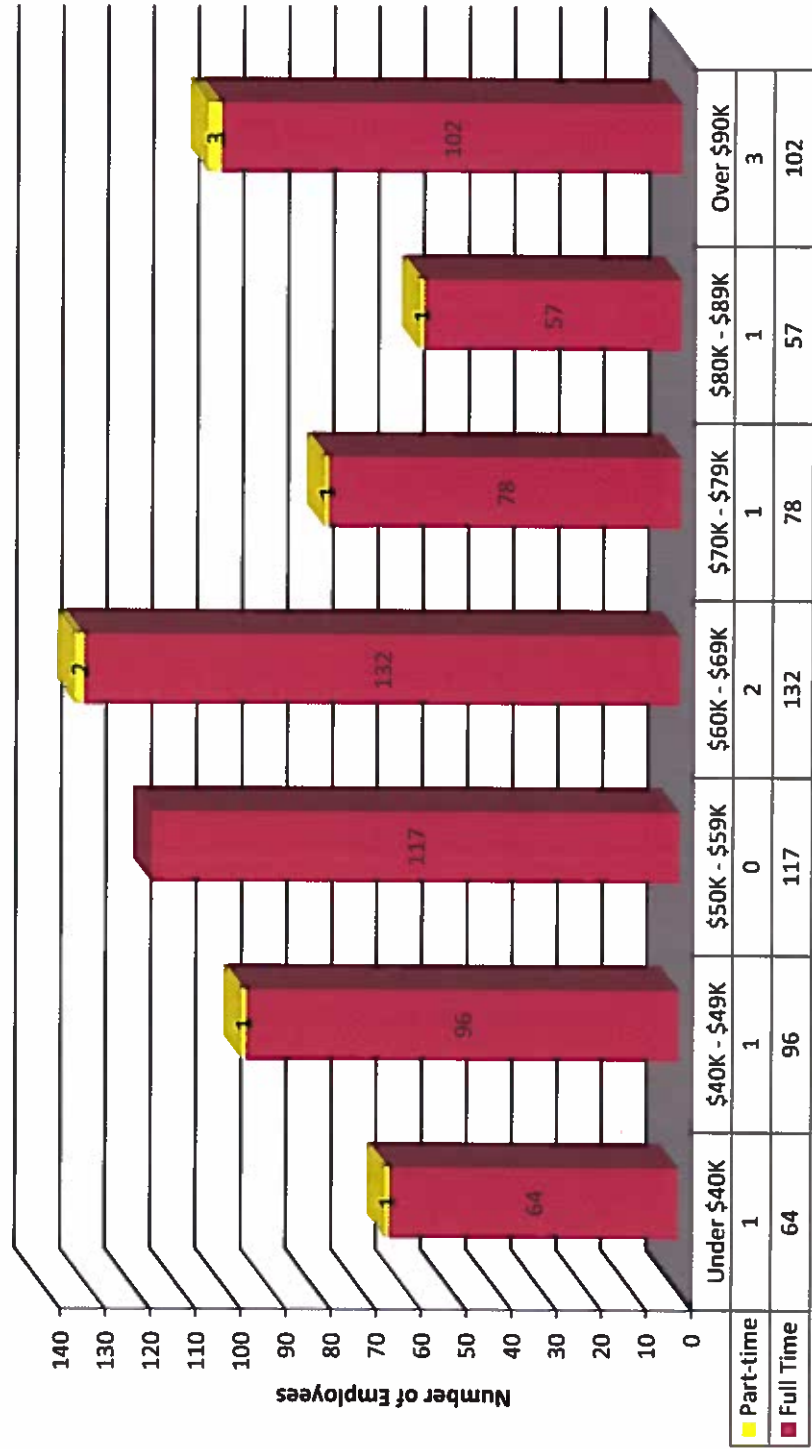
Total Employees = 655

**Average Length of Service by Employee Job Category
Career Employees
Montgomery County Parks**



Total Employees: 655
Average Length of Service for all Employees: 13.0 years

**Salary Range
Career Full-Time and Part-Time Employees
Montgomery County Parks**



Total Full-Time Career Employees: 646
 Total Part-Time Career Employees: 9
 Average Salary: \$66,677 (includes part-time annualized salaries)

Average Annual Salary for Career Employees by Grade Montgomery County Parks

<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>
Office/Clerical		Service/Labor		Trades	
HC4	\$37,918	HL2	\$38,766	T2	\$54,578
HC5	\$51,459	HL3	\$41,172	T3	\$52,303
HC6	\$53,702	HL5	\$49,355	T4	\$60,405
		HL6	\$45,460		
		HL7	\$62,212		
Average for all Office/Clerical Employees:	\$50,002	Average for all Service/Labor Employees:	\$44,788	Average for all Trades Employees:	\$58,933

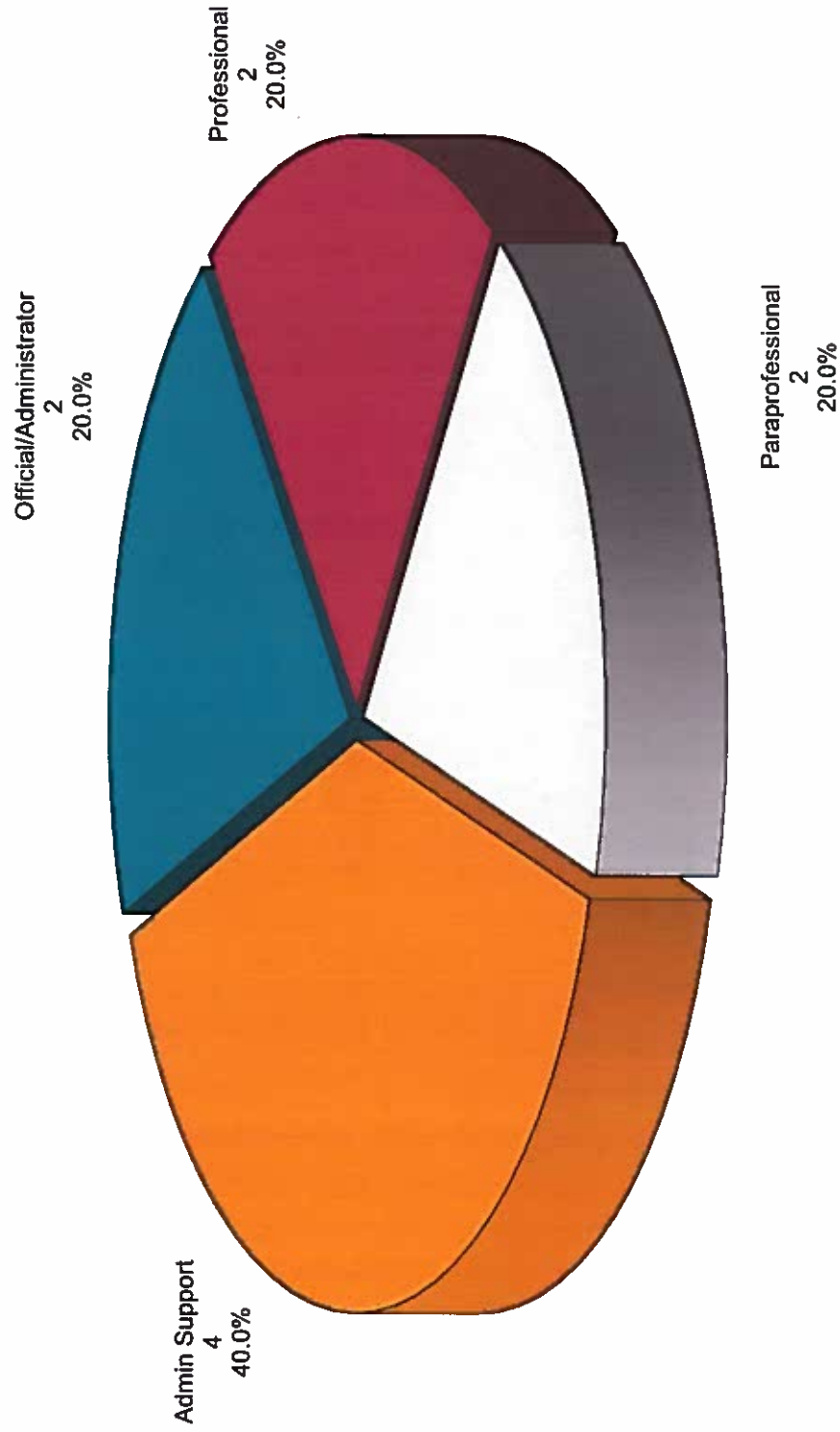
<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>
General Service		Information Technology		Park Police	
HF	\$57,094	EHT	\$64,631	P02	\$57,698
HG/EG	\$64,707	EIT	\$90,157	P03	\$63,759
EH	\$73,246	EJT	\$127,239	P04	\$78,734
EI	\$89,661			P05	\$93,989
EJ	\$102,186	Average for all Info Techn Employees:	\$91,602	P06	\$109,063
EK	\$127,806			P07	\$128,673
EL	\$156,536			P09	\$154,824
Average for all General Service Employees:	\$77,161			Average FOP Salary	\$75,054
				Avg Command Staff	\$118,617

Average Departmental Salary: \$66,677

Note: Part-time salaries were annualized

PRINCE GEORGE'S COUNTY
COMMISSIONERS' OFFICE
DEPARTMENT OF PLANNING
DEPARTMENT OF PARKS AND RECREATION

Employees by Employment Category Prince George's County Commissioners' Office



Total Employees = 10

Employment Category, Race/Ethnicity and Gender Prince George's County Commissioners' Office

Official/Administrator

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	1	0	0	0	1	2
Male	0	0	0	0	0	0
Total	1	0	0	0	1	2
% Total Pop	10.0%	0.0%	0.0%	0.0%	10.0%	

Professional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	1	0	0	0	0	1
Male	1	0	0	0	0	1
Total	2	0	0	0	0	2
% Total Pop	20.0%	0.0%	0.0%	0.0%	0.0%	

Paraprofessional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	1	0	0	0	1	2
Male	0	0	0	0	0	0
Total	1	0	0	0	1	2
% Total Pop	10.0%	0.0%	0.0%	0.0%	10.0%	

Admin Support

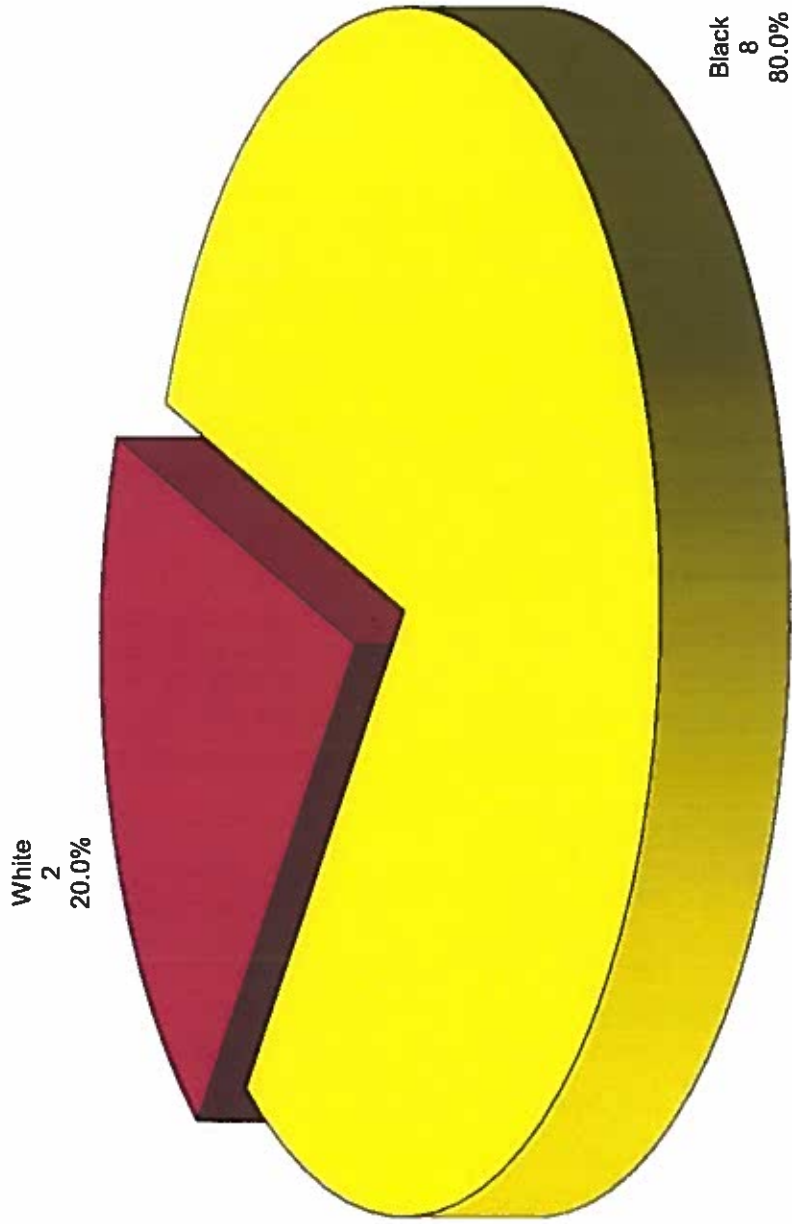
Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	4	0	0	0	0	4
Male	0	0	0	0	0	0
Total	4	0	0	0	0	4
% Total Pop	40.0%	0.0%	0.0%	0.0%	0.0%	

Total Population

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	7	0	0	0	2	9
Male	1	0	0	0	0	1
Total	8	0	0	0	2	10
% Total Pop	80.0%	0.0%	0.0%	0.0%	20.0%	

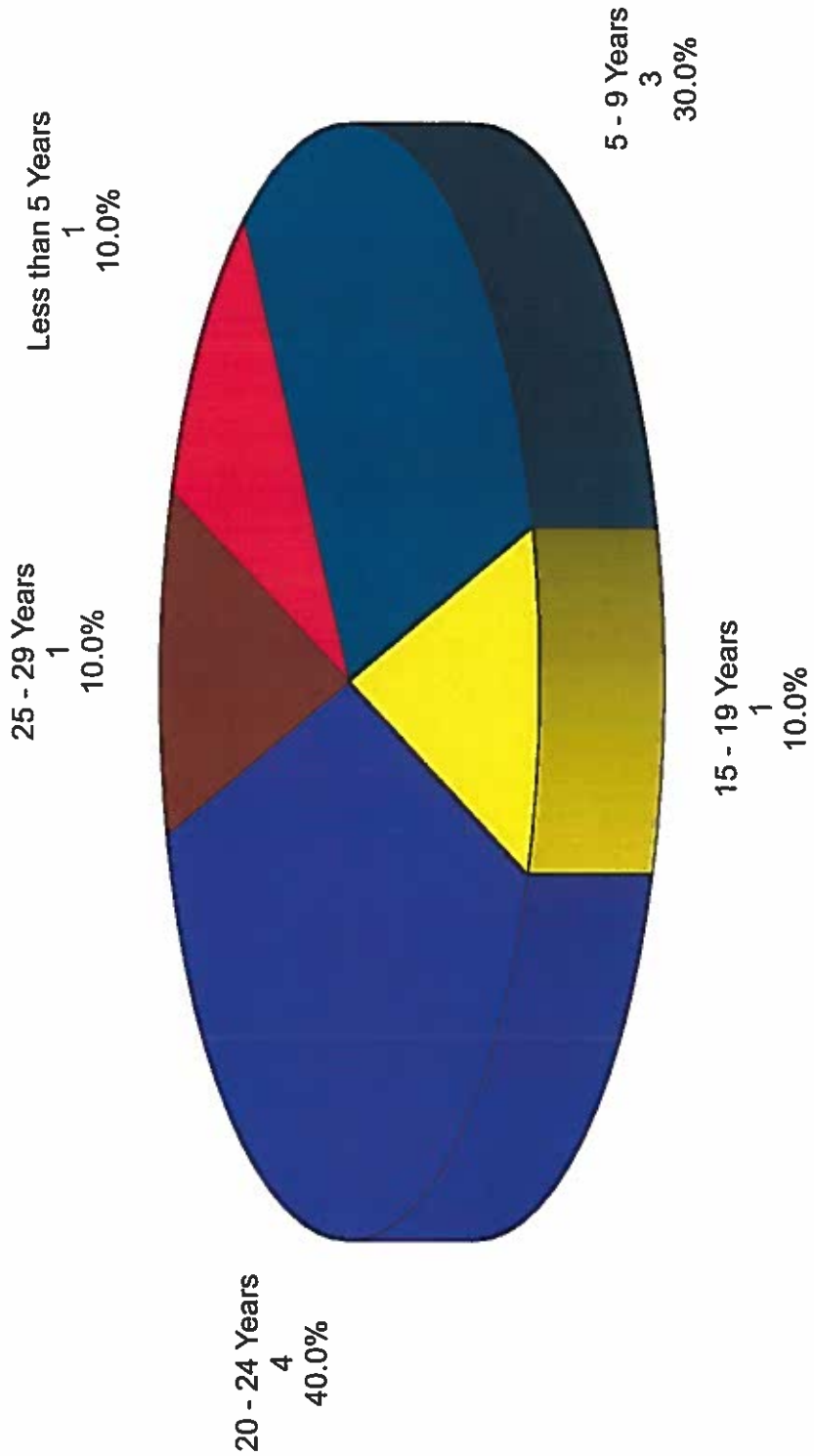
Percentages are based on total number of employees

**Race/Ethnicity
Career Employees
Prince George's County Commissioners' Office**



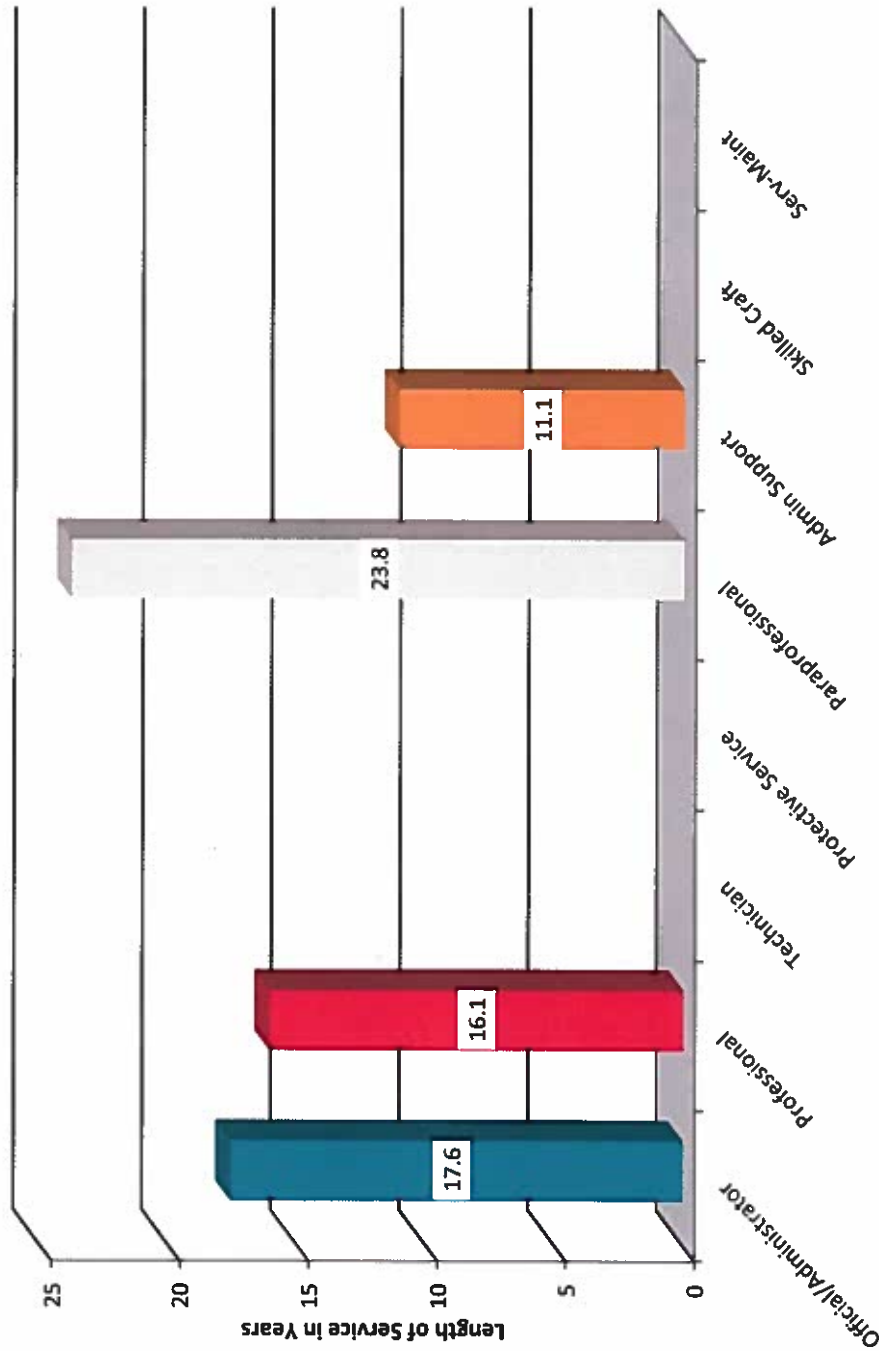
Total Employees = 10

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



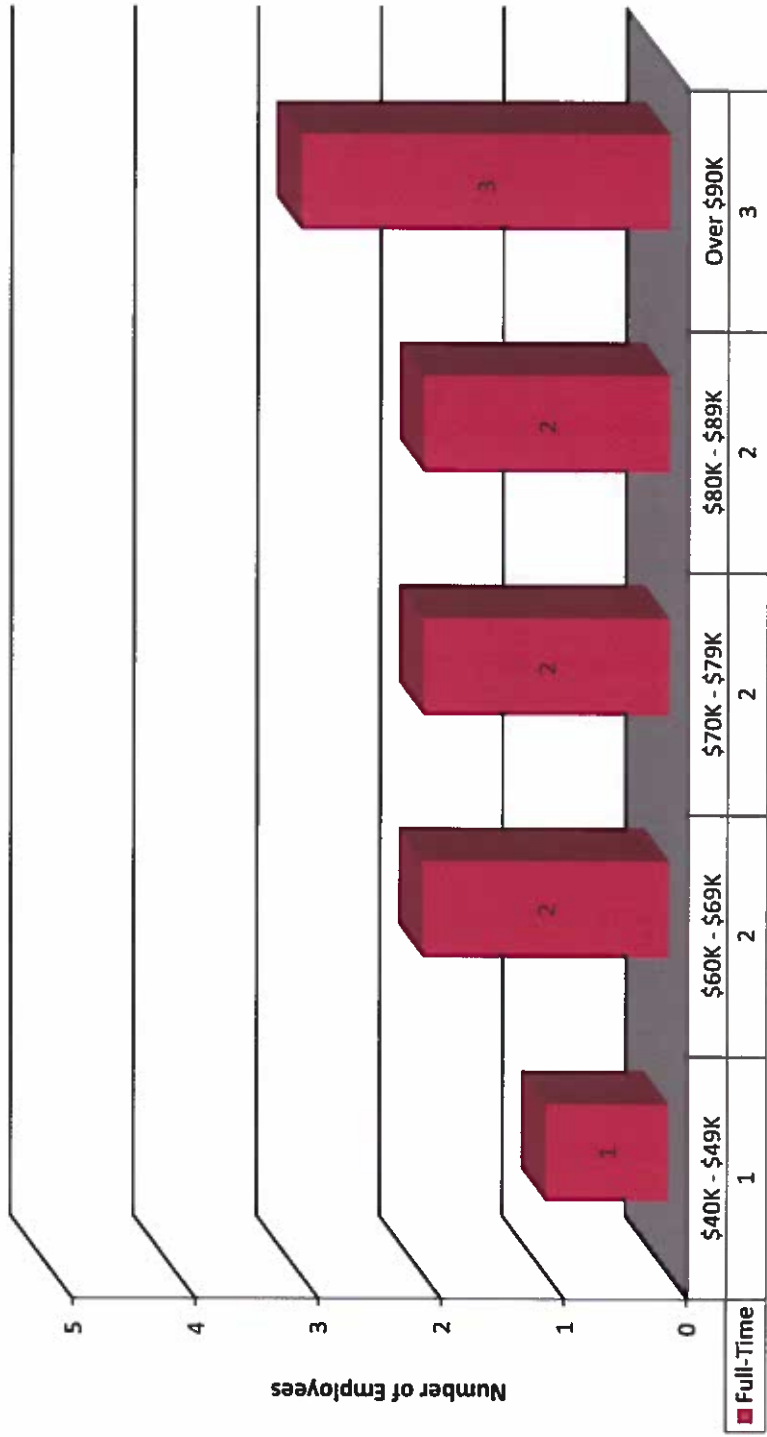
Total Employees = 10

**Average Length of Service by Employee Job Category
Career Employees
Prince George's County Commissioners' Office**



Total Employees: 10
Average Length of Service for all Employees: 15.9 years

**Salary Range
Career Full-Time and Part-Time Employees
Prince George's County Commissioners' Office**



Total Full-Time Career Employees: 10
 Total Part-Time Career Employees: 0
 Average Salary: \$83,855 (includes part-time annualized salaries)

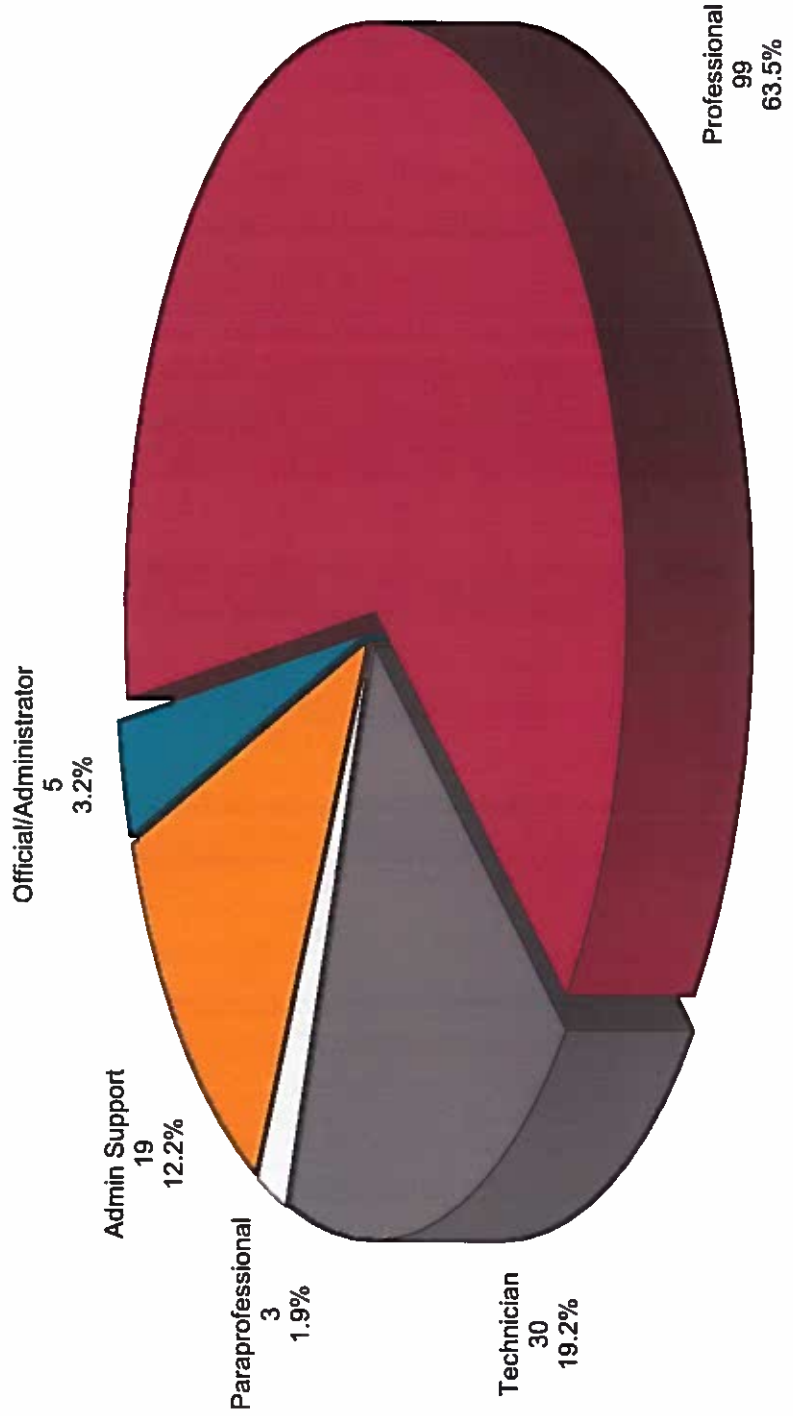
**Average Annual Salary for Career Employees by Grade
Prince George's County Commissioners' Office**

<u>Grade</u>	<u>Avg. Salary</u>
General Service	
HF	\$58,363
EG	\$67,601
HH	\$85,849
EI	\$88,346
EK	\$119,116
Average for all General Service Employees: \$83,855	

Average Departmental Salary: \$83,855

Note: Part-time salaries were annualized

Employees by Employment Category Prince George's County Planning



Total Employees = 156

Employment Category, Race/Ethnicity and Gender Prince George's County Planning

Official/Administrator

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	2	0	0	0	0	2
Male	0	0	0	0	3	3
Total	2	0	0	0	3	5
% Total Pop						1.3%
						0.0%
						0.0%
						0.0%
						1.9%

Professional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	13	0	3	2	26	44
Male	15	0	4	2	34	55
Total	28	0	7	4	60	99
% Total Pop						17.9%
						0.0%
						4.5%
						2.6%
						38.5%

Technician

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	6	0	0	1	10	17
Male	7	1	0	0	5	13
Total	13	1	0	1	15	30
% Total Pop						8.3%
						0.6%
						0.0%
						0.6%
						9.6%

Paraprofessional

Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	6	0	0	1	10	17
Male	7	1	0	0	5	13
Total	13	1	0	1	15	30
% Total Pop						8.3%
						0.6%
						0.0%
						0.6%
						9.6%

Admin Support

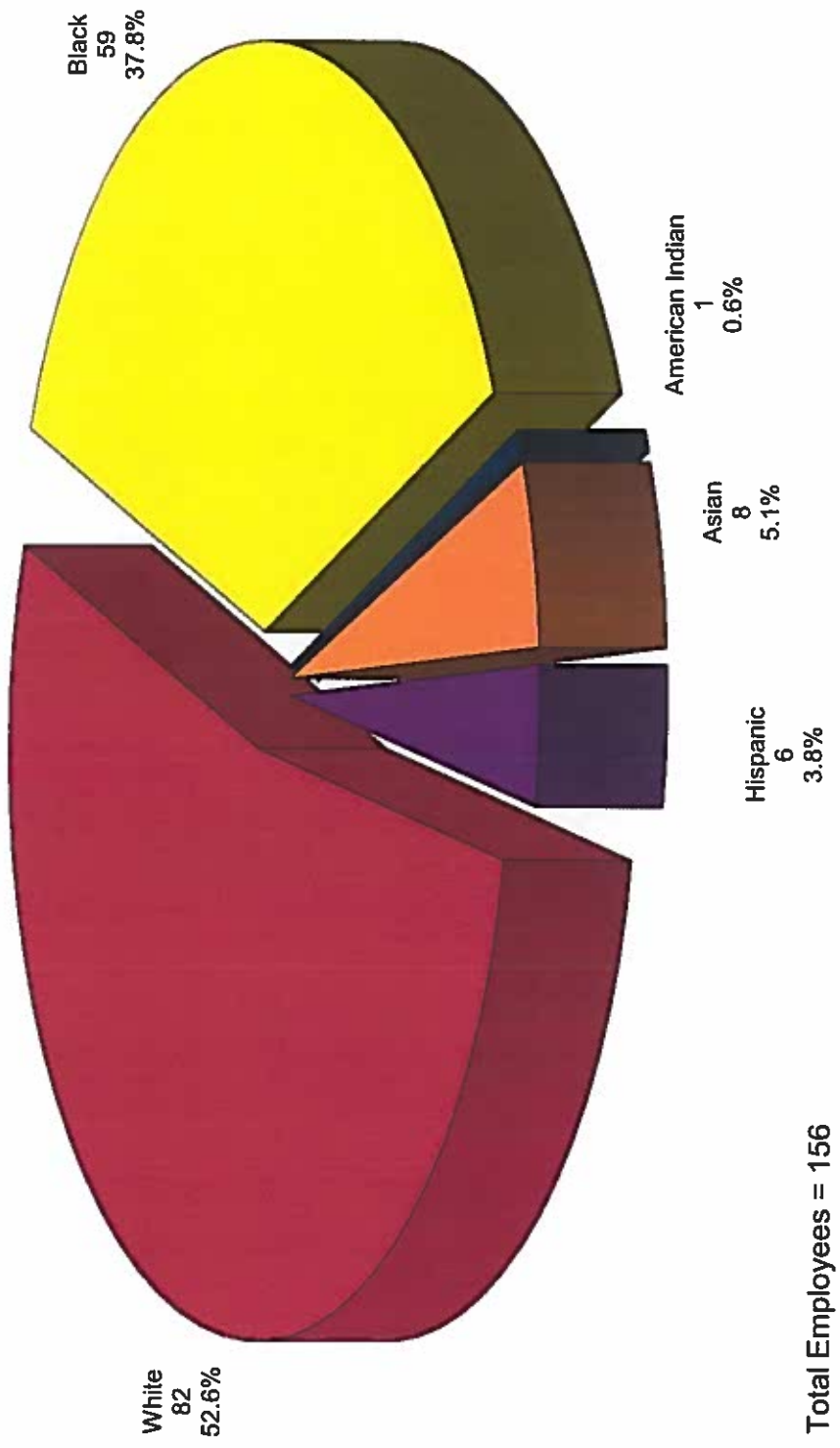
Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	12	0	1	1	2	16
Male	3	0	0	0	0	3
Total	15	0	1	1	2	19
% Total Pop						9.6%
						0.0%
						0.6%
						0.6%
						1.3%

Total Population

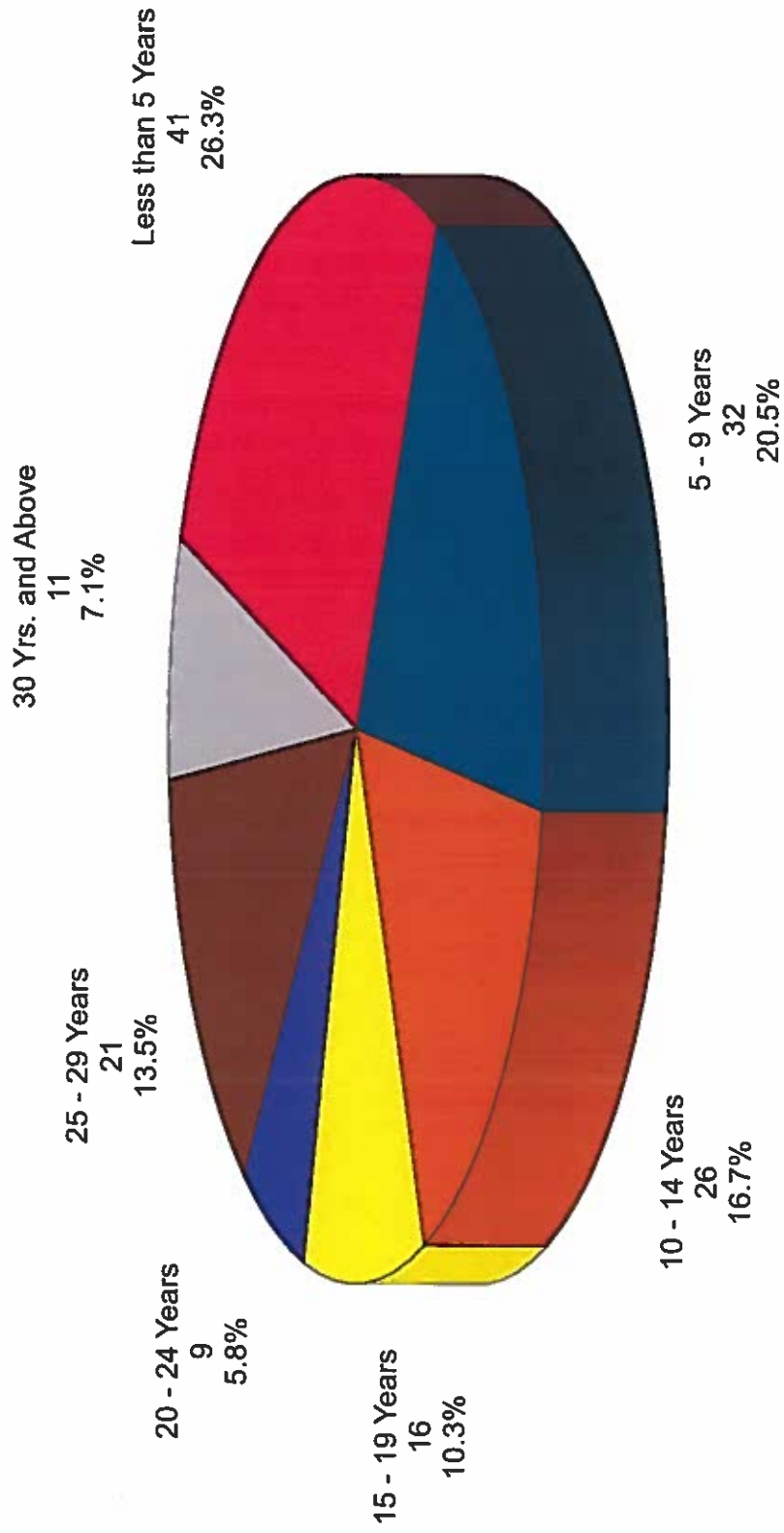
Gender	Race/Ethnicity					Total
	Black	American Indian	Asian	Hispanic	White	
Female	34	0	4	4	39	81
Male	25	1	4	2	43	75
Total	59	1	8	6	82	156
% Total Pop						37.8%
						0.6%
						5.1%
						3.8%
						52.6%

Percentages are based on total number of employees

**Race/Ethnicity
Career Employees
Prince George's County Planning**

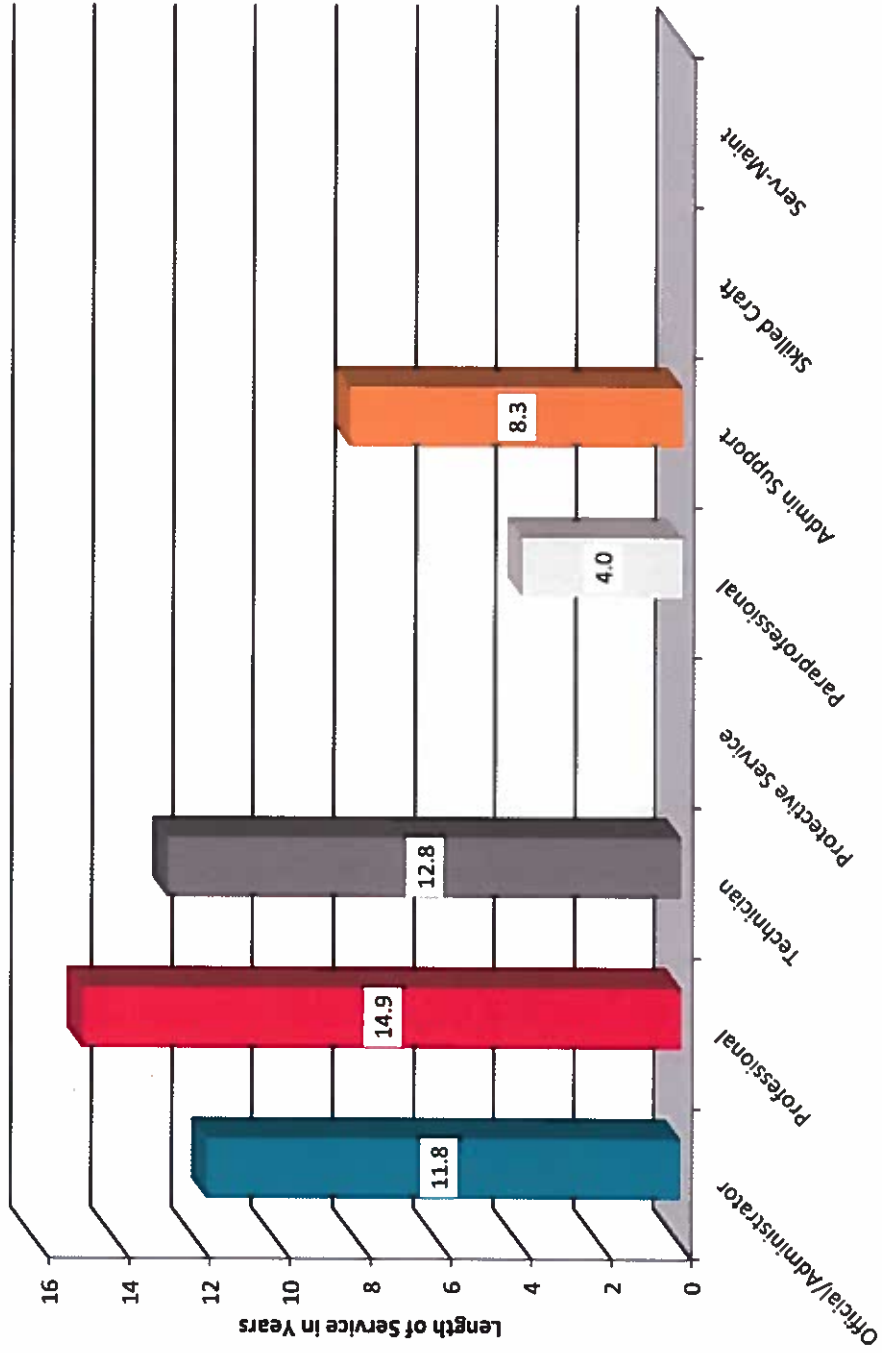


**Length of Service
Career Employees
Prince George's County Planning**



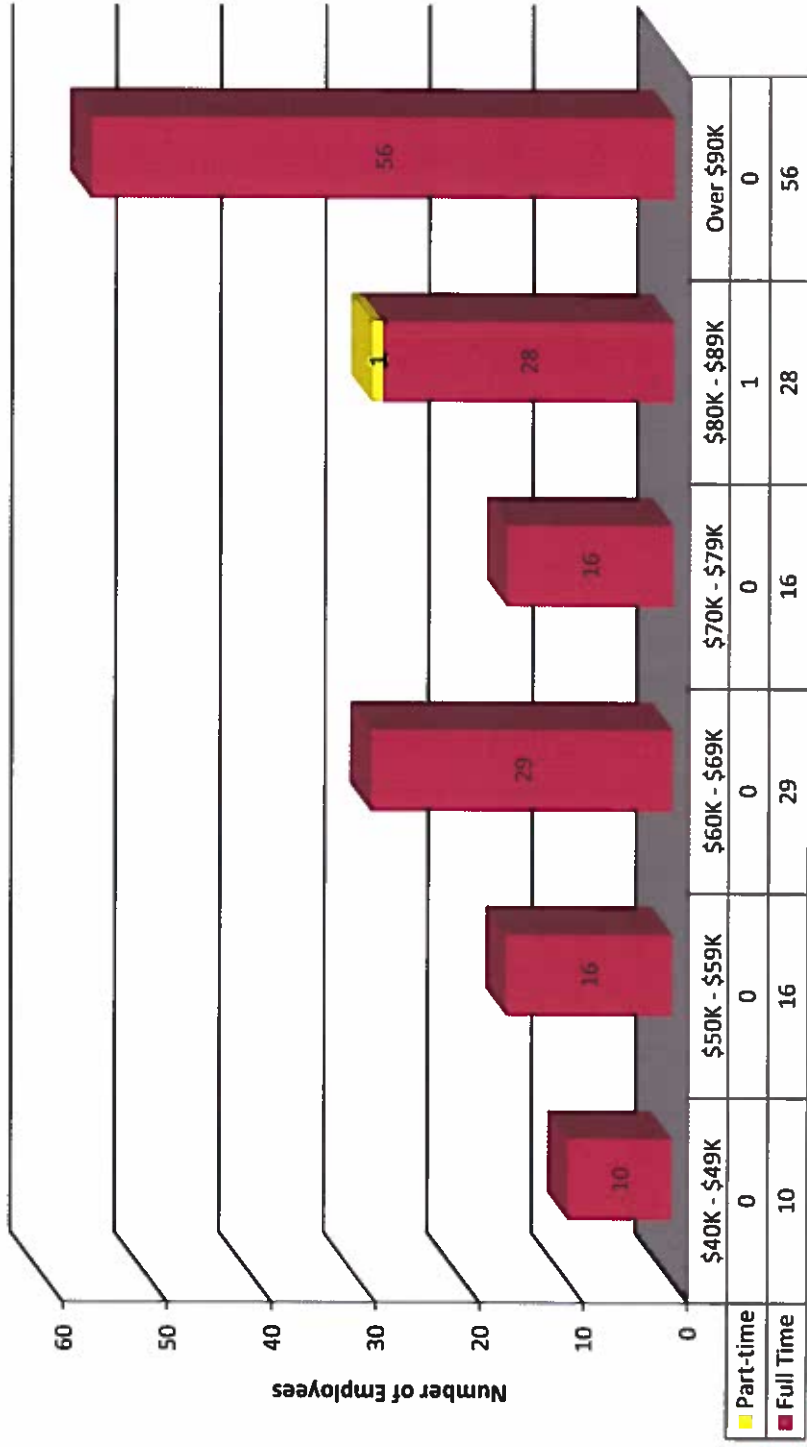
Total Employees = 156

**Average Length of Service by Employee Job Category
 Career Employees
 Prince George's County Planning**



Total Employees: 156
 Average Length of Service for all Employees: 13.3 years

**Salary Range
Career Full-Time and Part-Time Employees
Prince George's County Planning**



Total Full-Time Career Employees: 155
 Total Part-Time Career Employees: 1
 Average Salary: \$82,321 (includes part-time annualized salaries)

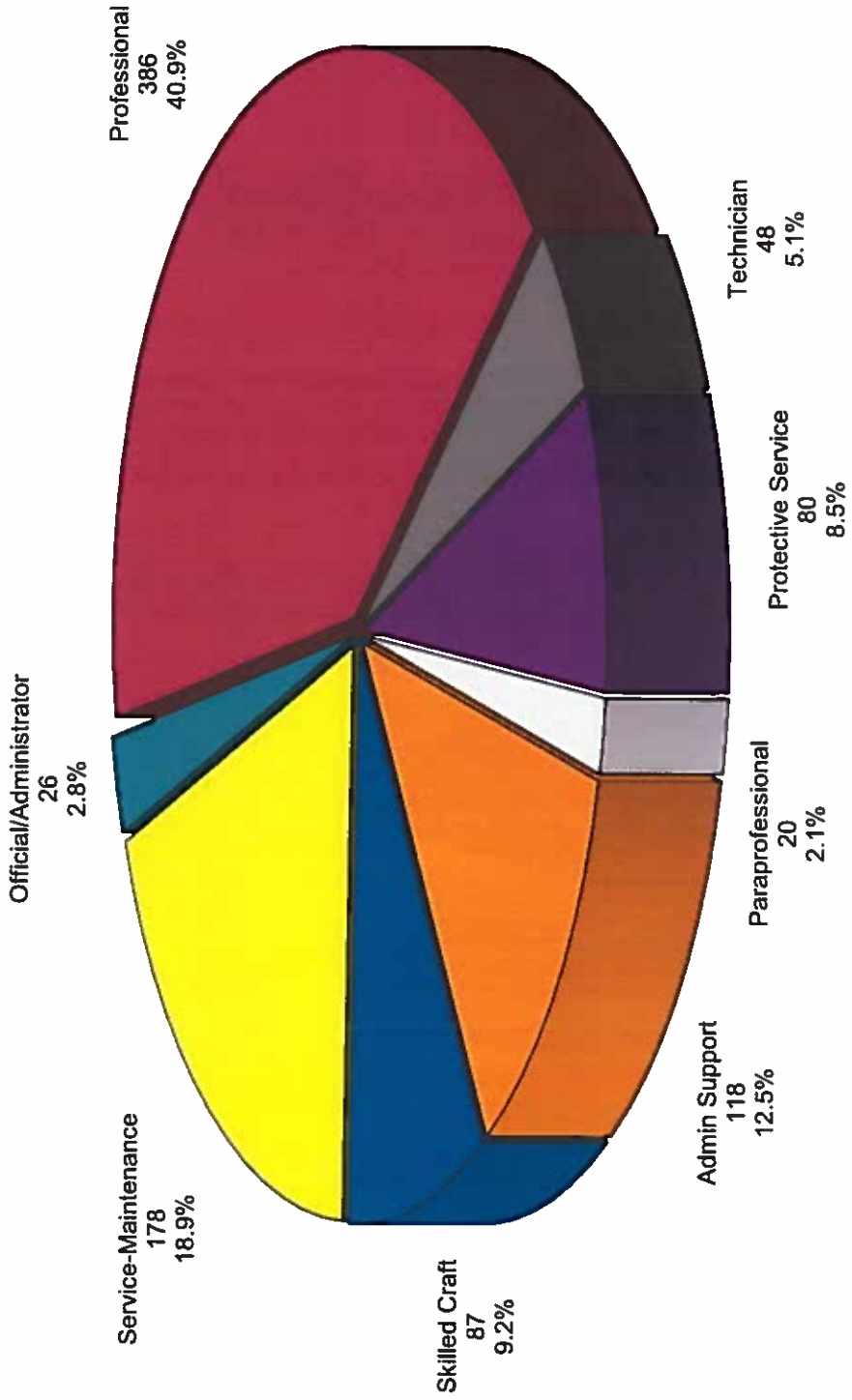
Average Annual Salary for Career Employees by Grade Prince George's County Planning

<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>
Office/Clerical		General Service		Information Technology	
HC3	52,566	HE	\$48,126	EGT	\$61,259
HC5	52,194	HF	\$57,070	EHT	\$79,481
HC6	62,838	EG/HG	\$64,382	EIT	\$101,025
		EH	\$78,443	EJT	\$127,239
Average for all Office/Clerical		EI	\$91,659		
Employees:	\$53,187	EJ	\$107,288	Average for all Info Technology	
		EK	\$133,473	Employees:	\$92,553
		Average for all General Service			
		Employees:	\$82,571		

Average Departmental Salary: \$82,321

Note: Part-time salaries were annualized

Career Employees by Employment Category Prince George's County Parks and Recreation



Total Employees = 943

Employment Category, Race/Ethnicity and Gender Prince George's County Parks and Recreation

Official/Administrator

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	4	0	0	1	4
Male	8	0	0	1	8
Total	12	0	0	2	26
% Total Pop 1.3% 0.0% 0.0% 0.2% 1.3%					

Professional

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	93	2	7	7	87
Male	102	2	7	8	71
Total	195	4	14	15	366
% Total Pop 20.7% 0.4% 1.5% 1.6% 16.8%					

Technician

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	2	0	0	0	11
Male	8	0	2	3	22
Total	10	0	2	3	48
% Total Pop 1.1% 0.0% 0.2% 0.3% 3.5%					

Protective Service

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	9	0	0	1	4
Male	31	1	1	7	26
Total	40	1	1	8	80
% Total Pop 4.2% 0.1% 0.1% 0.8% 3.2%					

Paraprofessional

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	0	0	0	0	3
Male	6	0	0	2	9
Total	6	0	0	2	20
% Total Pop 0.6% 0.0% 0.0% 0.2% 1.3%					

Admin Support

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	59	0	1	4	41
Male	7	0	0	2	4
Total	66	0	1	6	118
% Total Pop 7.0% 0.0% 0.1% 0.6% 4.8%					

Skilled Craft

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	0	0	0	0	0
Male	27	0	1	2	57
Total	27	0	1	2	87
% Total Pop 2.8% 0.0% 0.1% 0.2% 6.0%					

Service-Maintenance

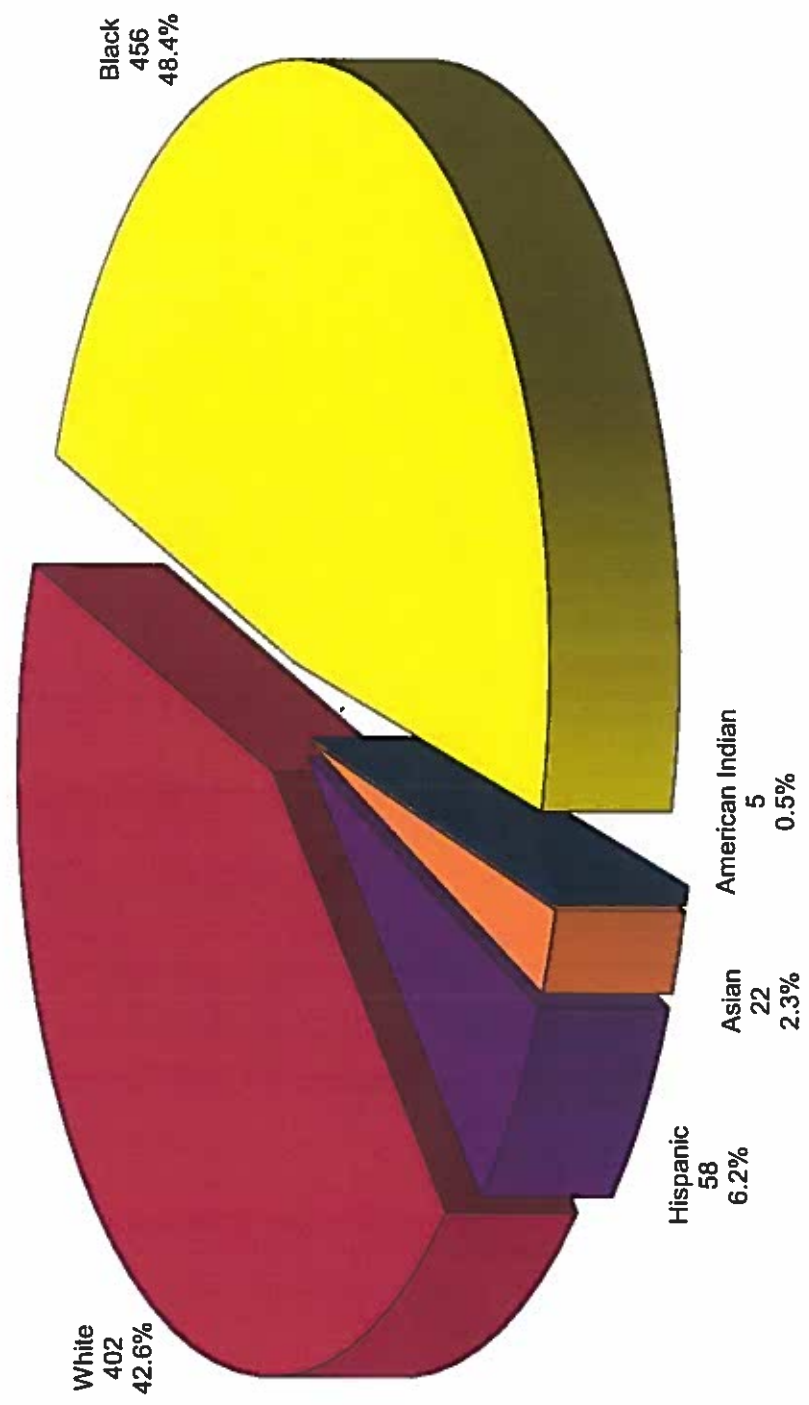
Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	13	0	0	4	11
Male	87	0	3	16	44
Total	100	0	3	20	178
% Total Pop 10.6% 0.0% 0.3% 2.1% 5.8%					

Total Population

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic White	
Female	180	2	8	17	161
Male	276	3	14	41	241
Total	456	5	22	58	943
% Total Pop 48.4% 0.5% 2.3% 6.2% 42.6%					

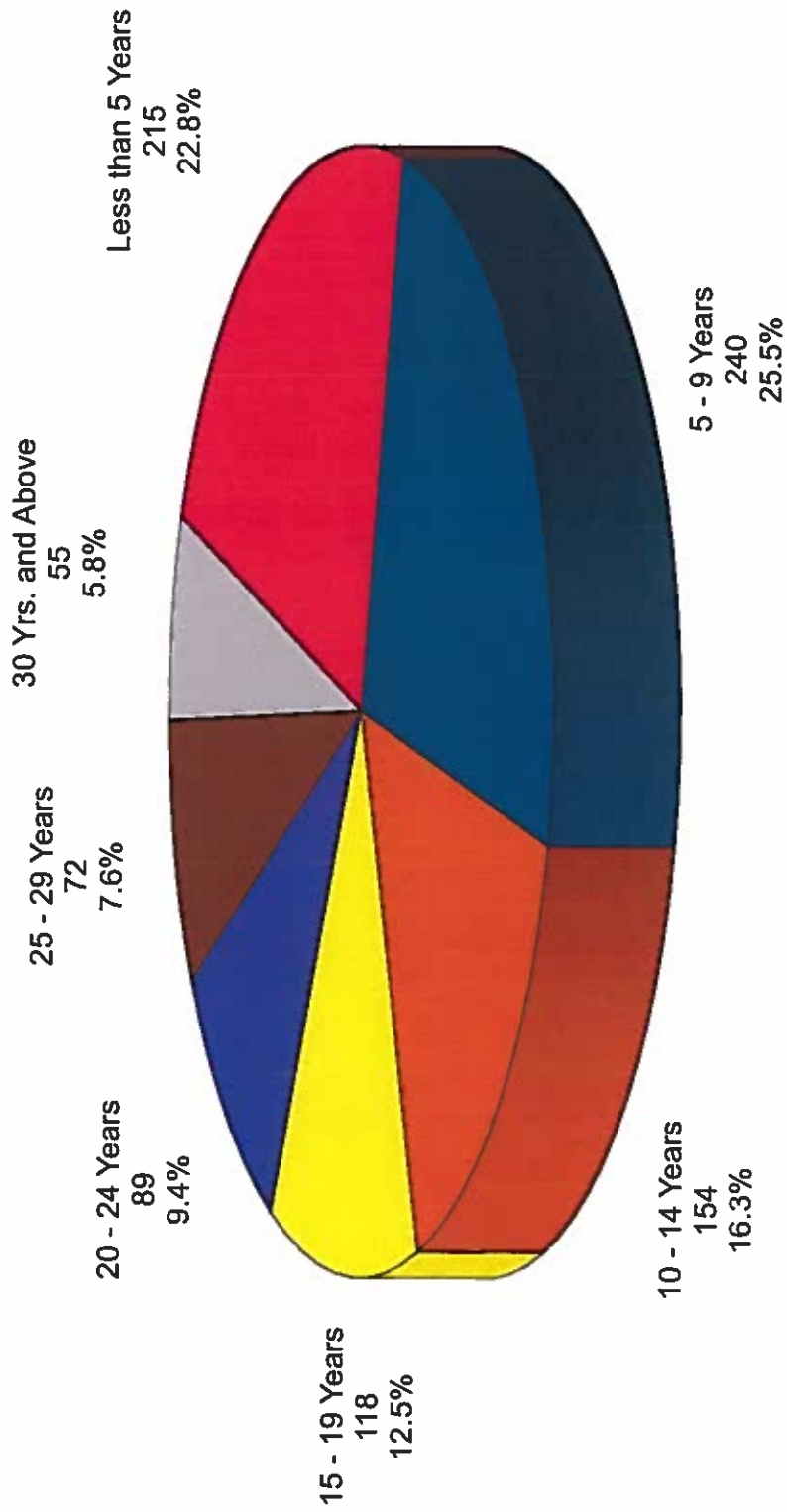
Percentages are based on total number of employees

Race/Ethnicity Career Employees Prince George's County Parks and Recreation



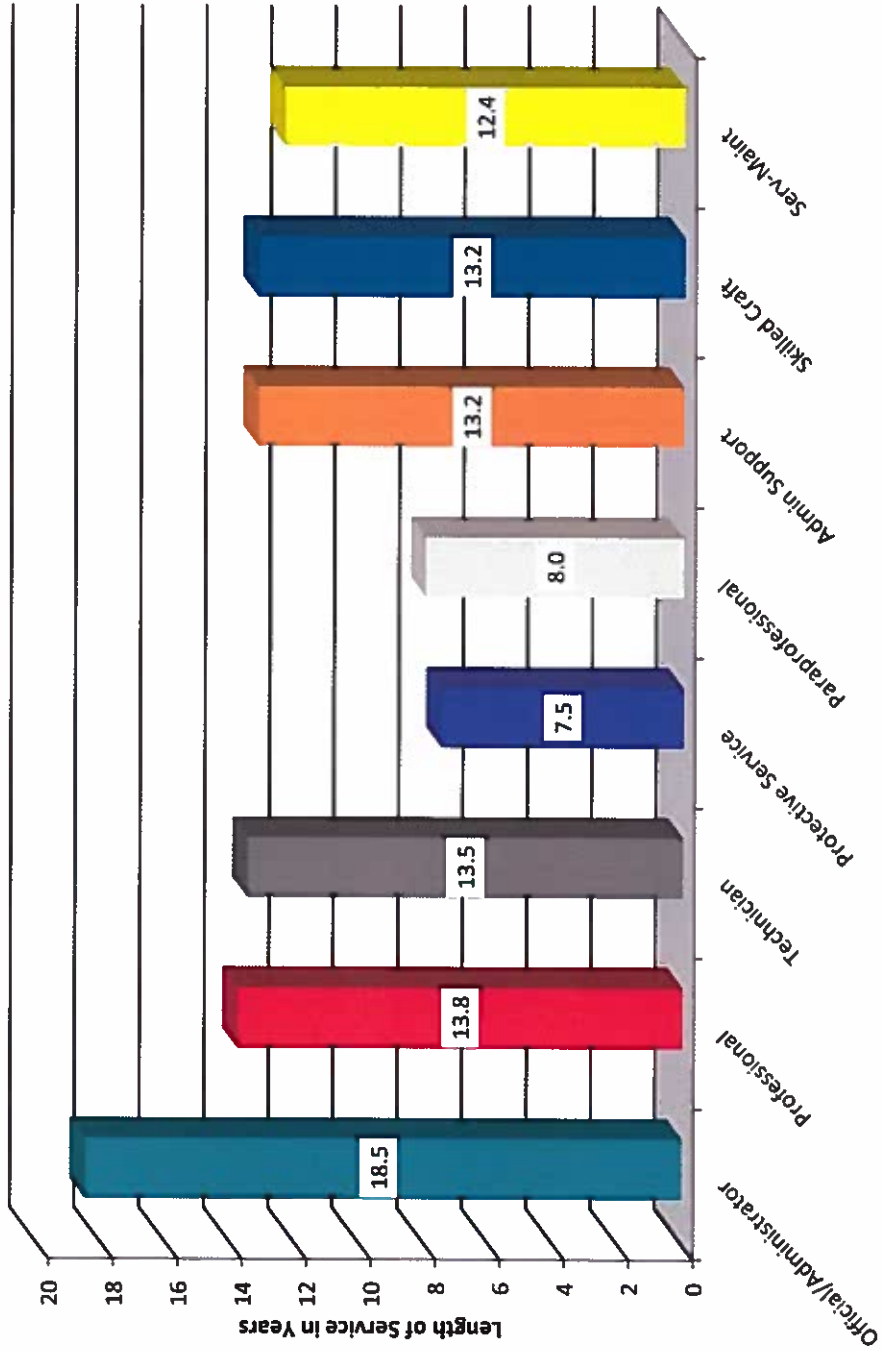
Total Employees = 943

**Length of Service
Career Employees
Prince George's County Parks and Recreation**



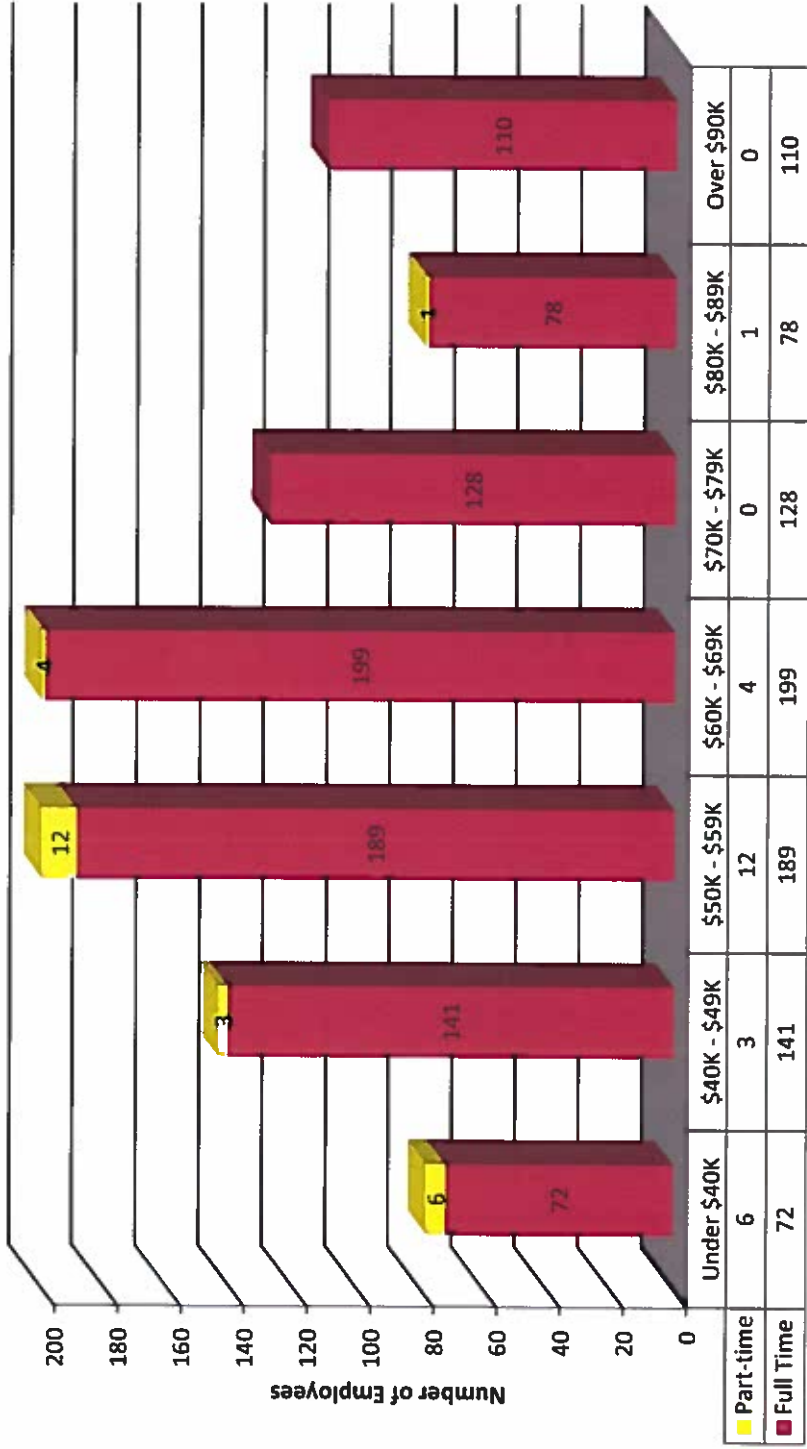
Total Employees = 943

**Average Length of Service by Employee Job Category
Career Employees
Prince George's County Parks and Recreation**



Total Employees: 943
Average Length of Service for all Employees: 12.9 years

**Salary Range
Career Full-Time and Part-Time Employees
Prince George's County Parks and Recreation**



Total Full-Time Career Employees: 917
 Total Part-Time Career Employees: 26
 Average Salary: \$65,231 (includes part-time annualized salaries)

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

<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>
Office/Clerical		Service/Labor		Trades	
HC2	\$38,421	HL2	\$47,294	HT2	\$54,578
HC3	\$50,433	HL3	\$40,018	HT3	\$47,537
HC4	\$47,304	HL5	\$47,891	HT4	\$59,061
HC5	\$50,439	HL6	\$46,168		
HC6	\$55,400	HL7	\$55,593		
Average for all Office/Clerical Employees:		Average for all Service/Labor Employees:		Average for all Trades Employees:	
\$51,940		\$43,883		\$56,323	

<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>
General Service		Information Technology		Park Police	
HE	38,421	EGT	\$61,989	Candidate	\$49,184
HF	55,624	EHT	\$62,525	P02	\$57,413
HG/EG	60,838	EIT	\$87,281	P03	\$62,965
EH	71,031	EJT	\$103,657	P04	\$76,040
EI	84,628			P05	\$87,580
EJ	104,082	Average for all Info Techn Employees:		P06	\$105,456
EK	121,682	\$86,794		P07	\$126,134
Average for all General Service Employees:				P09	\$151,092
\$71,813				Avg Cand Salary	\$49,184
				Average FOP Salary	\$72,066
				Avg Command Staff	\$151,092

Average Departmental Salary: \$65,231

Note: Part-time salaries were annualized

CENTRAL ADMINISTRATIVE SERVICES

DEPARTMENT OF HUMAN RESOURCES AND MANAGEMENT

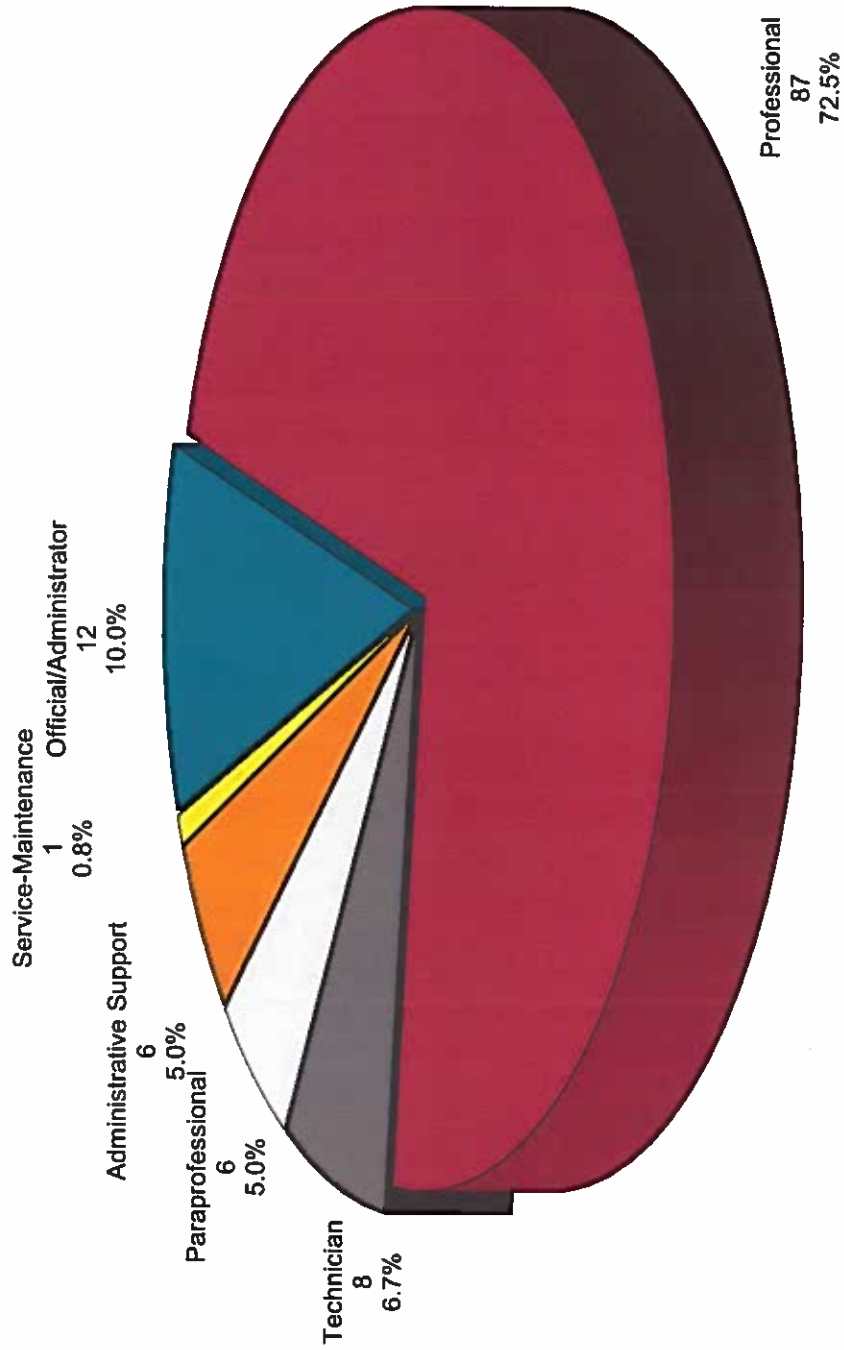
DEPARTMENT OF FINANCE

LEGAL DEPARTMENT

INTERNAL AUDIT

MERIT SYSTEM BOARD

Employees by Employment Category
Central Administrative Services
 Human Resources and Management, Finance, Legal,
 Internal Audit and Merit System Board



Total Employees = 120

Employment Category, Race/Ethnicity and Gender
Central Administrative Services
Human Resources and Management, Finance, Legal, Internal Audit and Merit System Board

Official/Administrator

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic	
Female	2	0	1	0	4
Male	1	0	0	0	4
Total	3	0	1	0	8
% Total Pop 2.5% 0.0% 0.8% 0.0% 6.7%					

Professional

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic	
Female	38	0	7	1	15
Male	9	0	2	3	12
Total	47	0	9	4	27
% Total Pop 39.2% 0.0% 7.5% 3.3% 22.5%					

Technician

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic	
Female	3	0	1	1	3
Male	0	0	0	0	0
Total	3	0	1	1	3
% Total Pop 2.5% 0.0% 0.8% 0.8% 2.5%					

Paraprofessional

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic	
Female	6	0	0	0	0
Male	0	0	0	0	0
Total	6	0	0	0	0
% Total Pop 5.0% 0.0% 0.0% 0.0% 0.0%					

Admin Support

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic	
Female	3	0	0	0	1
Male	0	0	0	0	2
Total	3	0	0	0	3
% Total Pop 2.5% 0.0% 0.0% 0.0% 2.5%					

Service-Maintenance

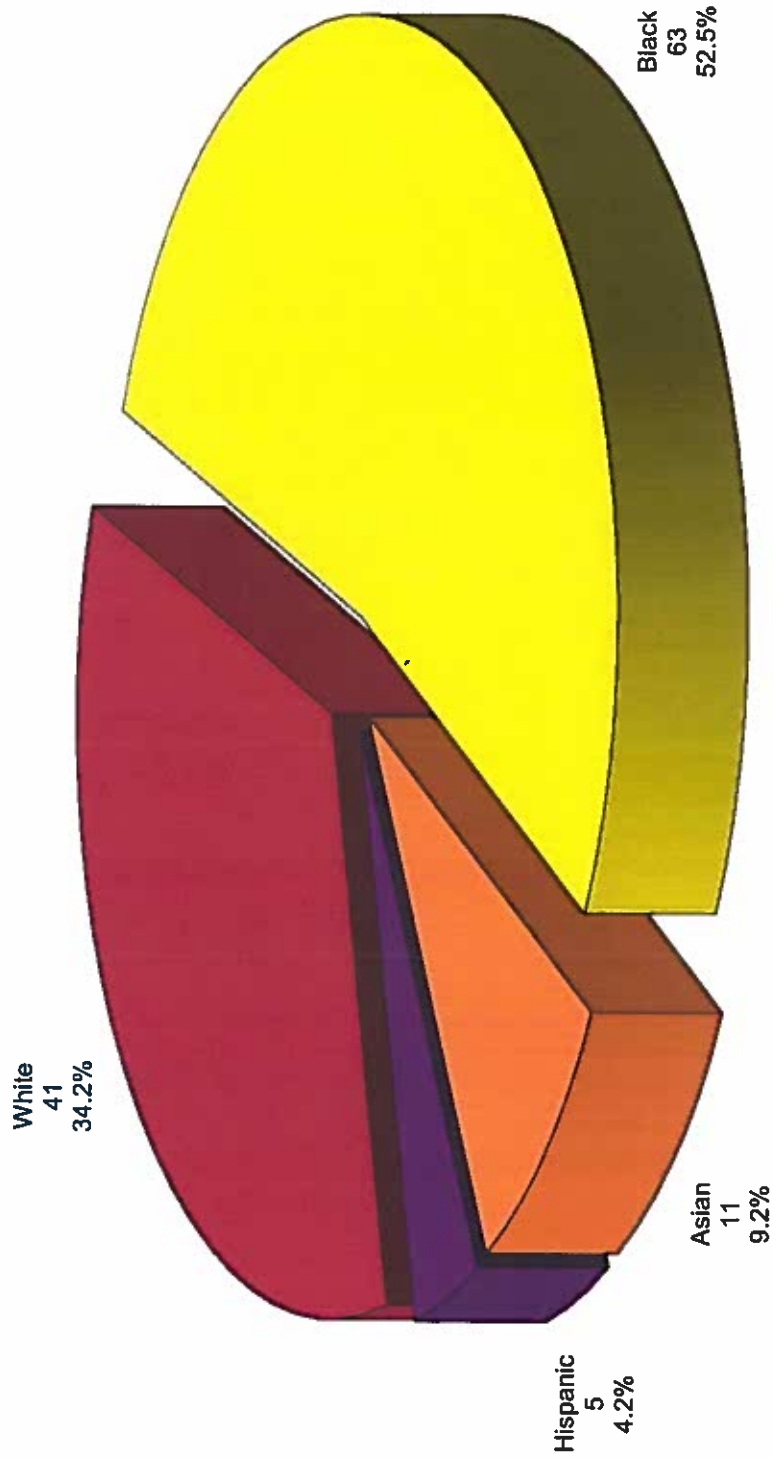
Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic	
Female	0	0	0	0	0
Male	1	0	0	0	0
Total	1	0	0	0	0
% Total Pop 0.8% 0.0% 0.0% 0.0% 0.0%					

Total Population

Gender	Race/Ethnicity				Total
	Black	American Indian	Asian	Hispanic	
Female	52	0	9	2	23
Male	11	0	2	3	18
Total	63	0	11	5	41
% Total Pop 52.5% 0.0% 9.2% 4.2% 34.2%					

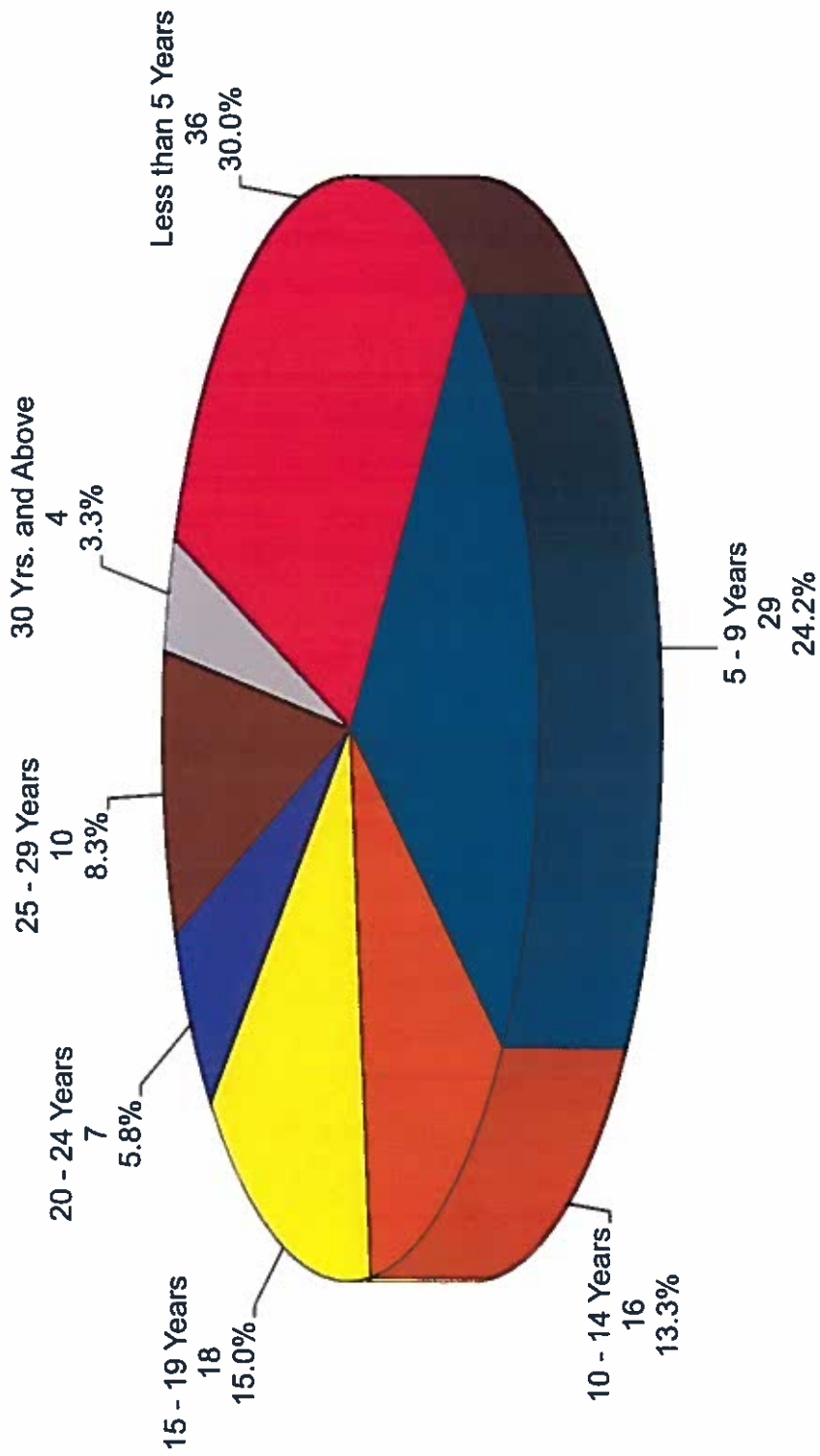
Percentages are based on total number of employees

Race/Ethnicity of Employees
Central Administrative Services
Human Resources and Management, Finance, Legal
Internal Audit and Merit System Board



Total Employees = 120

Length of Service
Central Administrative Services
 Human Resources and Management, Finance, Legal
 Internal Audit and Merit System Board



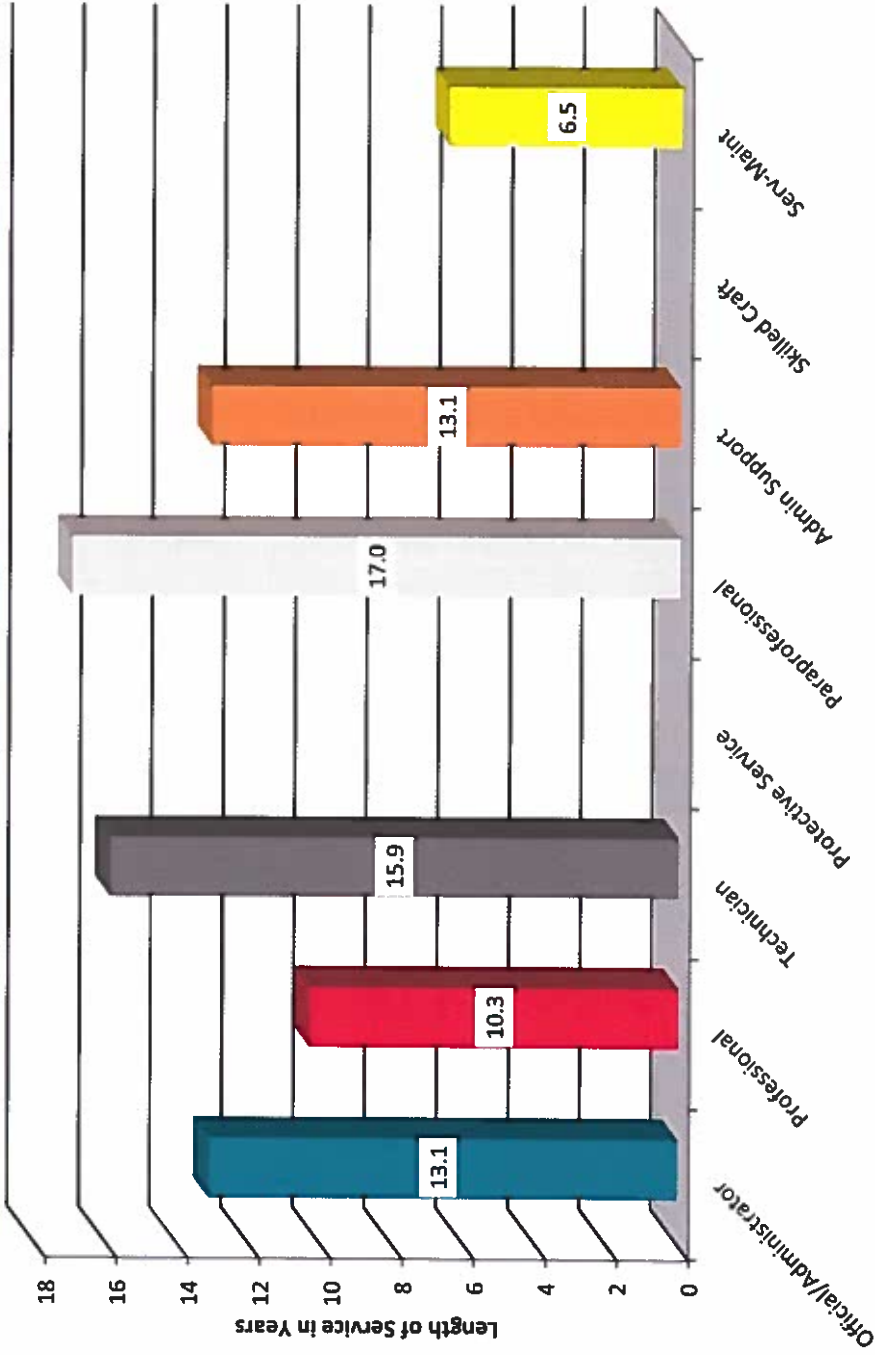
Total Employees = 120

Average Length of Service by Employee Job Category

Career Employees

Central Administrative Services

Human Resources and Management, Finance, Legal, Internal Audit and Merit System Board

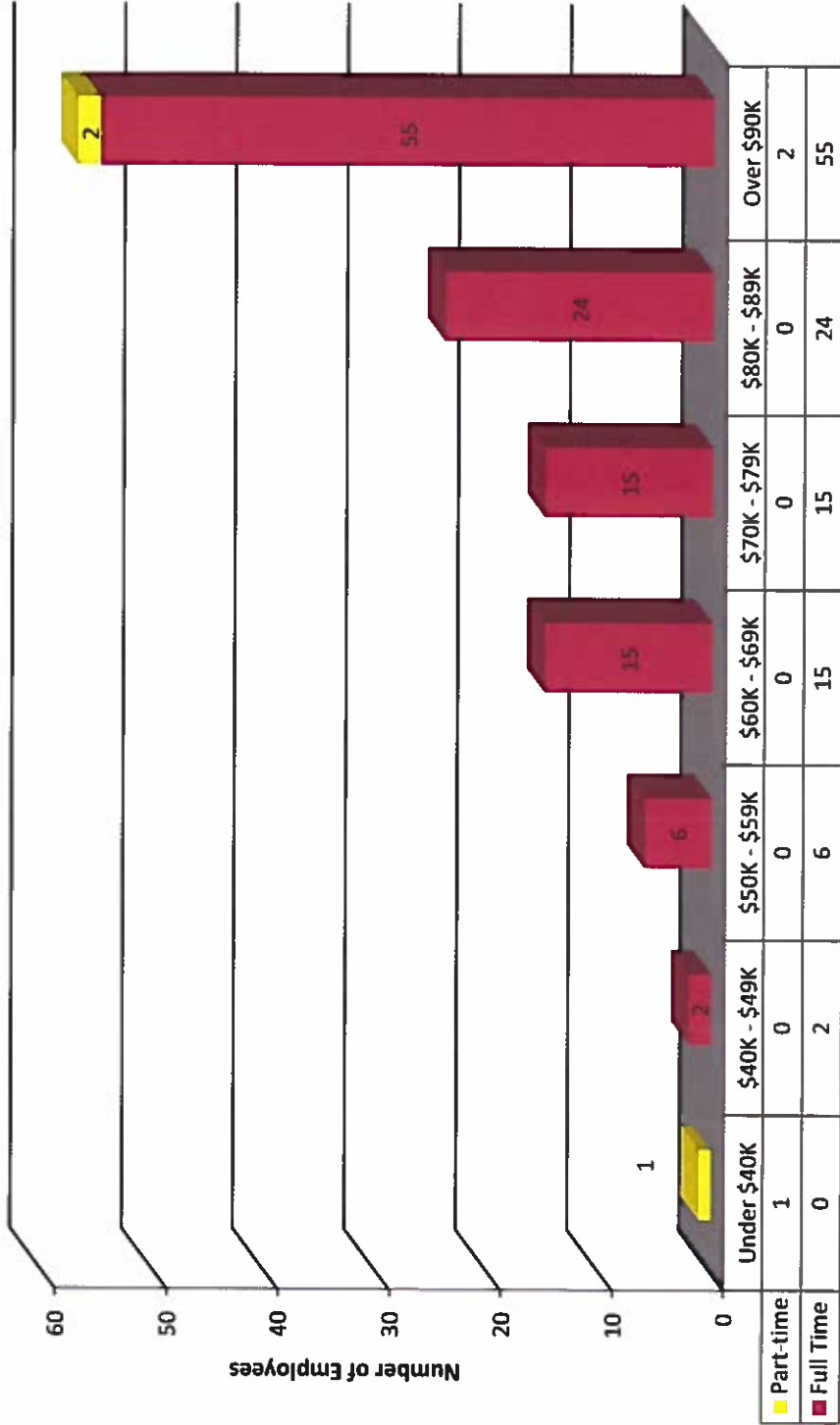


Total Employees: 120

Average Length of Service for all Employees: 11.4 years

Salary Range Full-Time and Part-Time Career Employees Central Administrative Services

Human Resources and Management, Finance, Legal, Internal Audit and Merit System Board



Total Full-Time Career Employees: 117

Total Part-Time Career Employees: 3

Average Salary: \$91,594 (includes part-time annualized salaries)

Average Annual Salary for Career Employees by Grade Central Administrative Services

Human Resources and Management, Finance, Legal, Internal Audit and Merit System Board

<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>	<u>Grade</u>	<u>Avg. Salary</u>
Office/Clerical		General Service		Service/Labor	
HC4	\$36,400	HE	\$55,504	HL3	\$48,707
HC5	\$50,258	HF	\$67,727		
HC6	\$61,810	HG/EG	\$67,037		
		EH	\$77,435	Average for all Service/Labor	
Average for all Office/Clerical		EI	\$91,005	Employees:	\$48,707
Employees:	\$57,190	EJ	\$110,002		
		EK	\$126,010		
		EL	\$146,322		

**Average for all General Service
Employees: \$93,201**

<u>Grade</u>	<u>Avg. Salary</u>
Information Technology	
EHT	\$88,841
EIT	\$91,784
EJT	\$119,355

**Average for all Info Techn
Employees: \$103,180**

Average Departmental Salary: \$91,594

Note: Part -time salaries were annualized

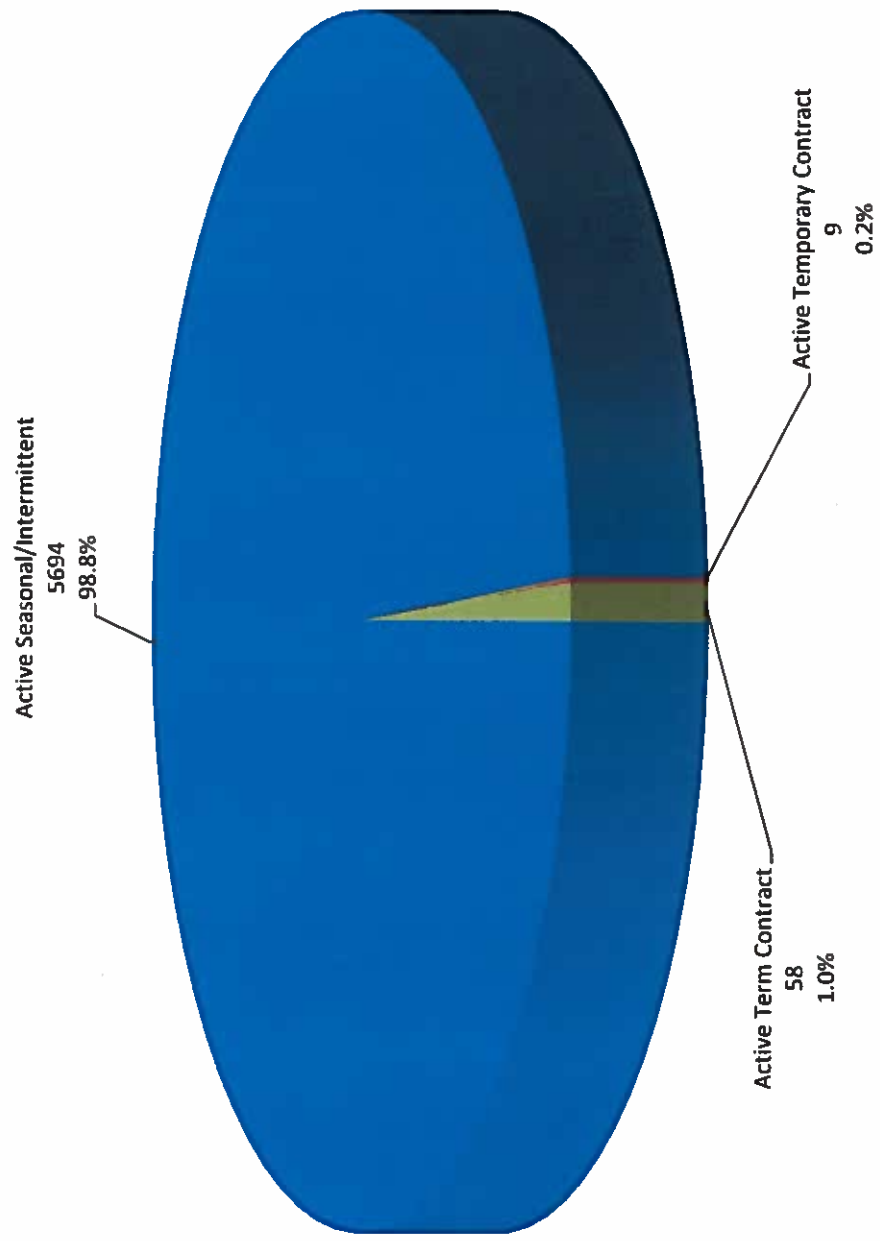
NON-CAREER EMPLOYEE PROFILE

COMPOSITION

SALARY

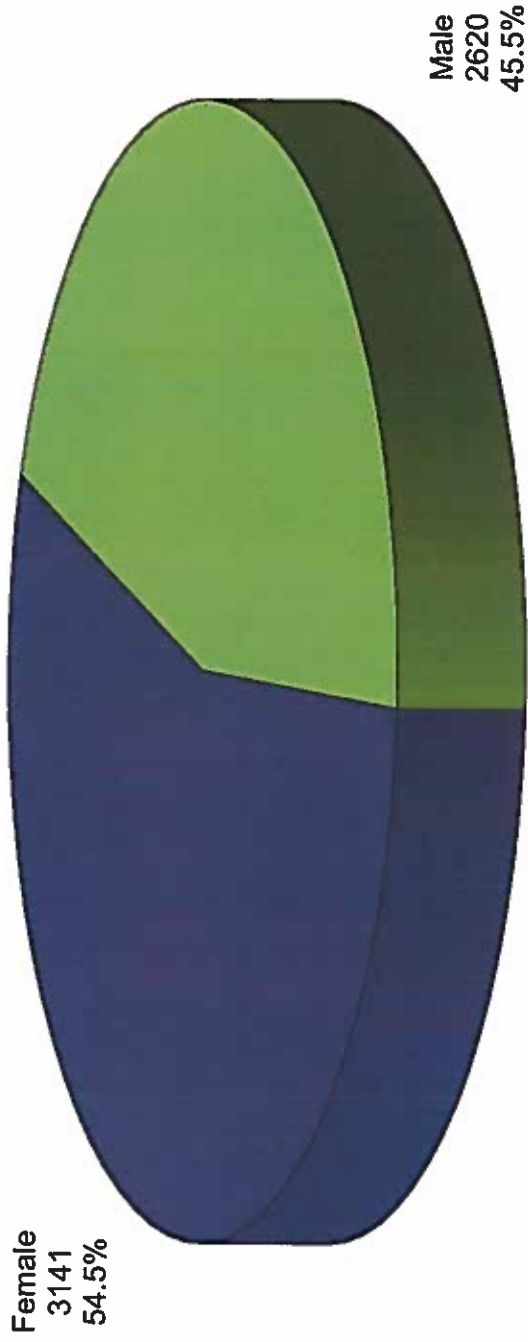
BENEFITS

Non-Career Employees by Type



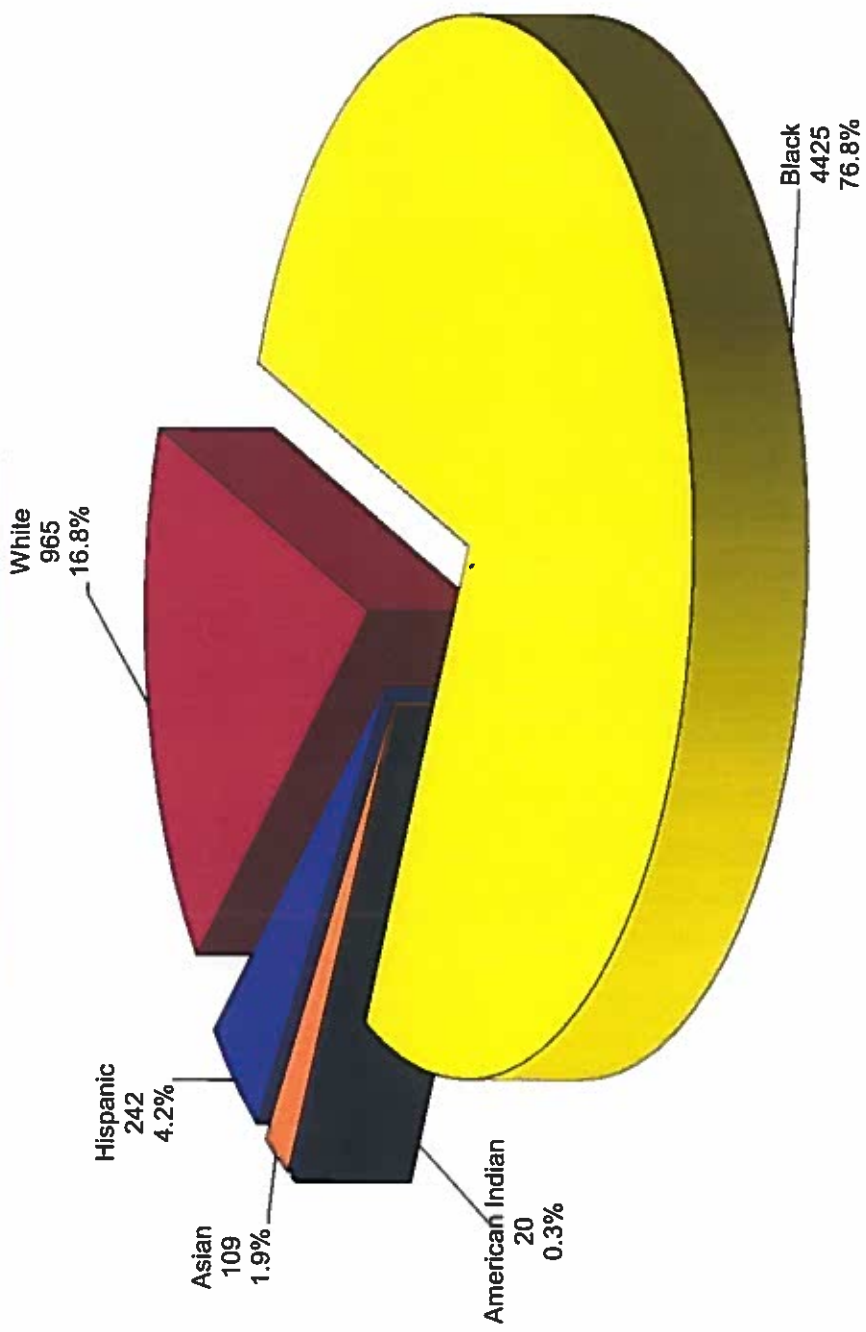
Total Non-Career Employees: 5,761

Non-Career Employees by Gender



Total Non-Career Employees: 5,761

**Race/Ethnicity
Non-Career Employees**



Total Employees = 5,761

Non-Career Employees Distribution by Grade

<u>Grade</u>	<u>Number</u>
Seasonal/Intermittent	
S1	715
S2	418
S3	591
S4	547
S5	952
S7	826
S8	256
S11	353
S12	4
S13	331
S15	130
Total:	5123

<u>Grade</u>	<u>Number</u>
Service/Labor	
HL2	1
Total:	1

<u>Grade</u>	<u>Number</u>
Revenue Sharing	
RS1	30
Total:	30

<u>Grade</u>	<u>Number</u>
Tennis Instructors	
T1	1
T3	9
T4	5
Total:	15

<u>Grade</u>	<u>Number</u>
Specialty Services Instructors	
SS2	19
SS3	18
SS4	3
SS5	1
Total:	41

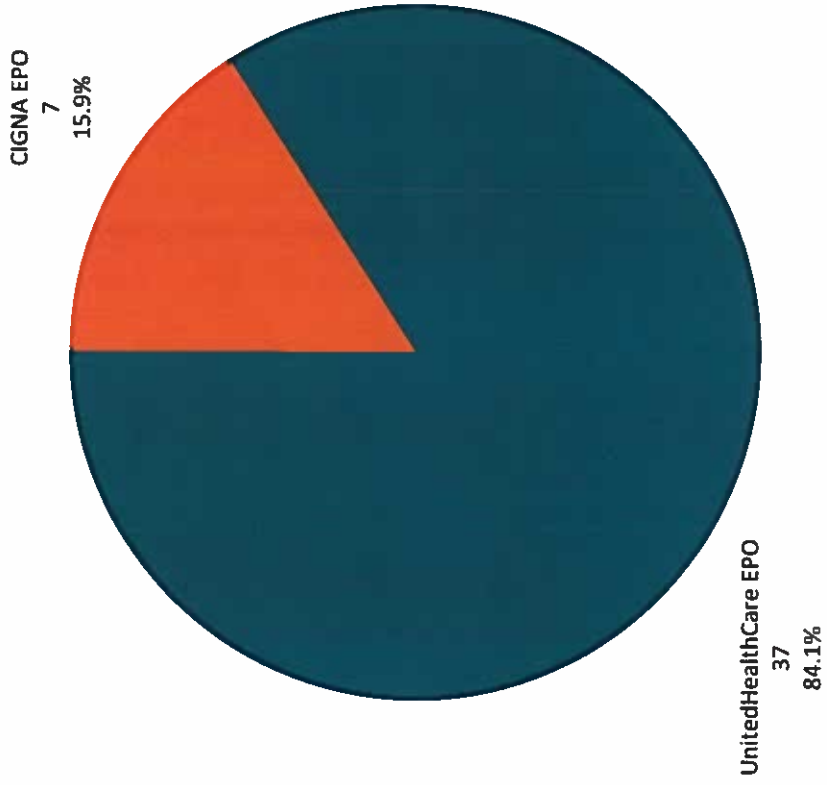
<u>Grade</u>	<u>Number</u>
General Service	
HC	6
HD	7
HE	2
HF	6
HG/EG	25
EH	7
EI	7
EJ	1
EK	3
EL	1
Total:	65

<u>Grade</u>	<u>Number</u>
Information Technology	
EJT	1
Total:	1

<u>Grade</u>	<u>Number</u>
Aquatics	
HA2	5
HA3	342
HA4	59
HA5	10
HA6	69
Total:	485

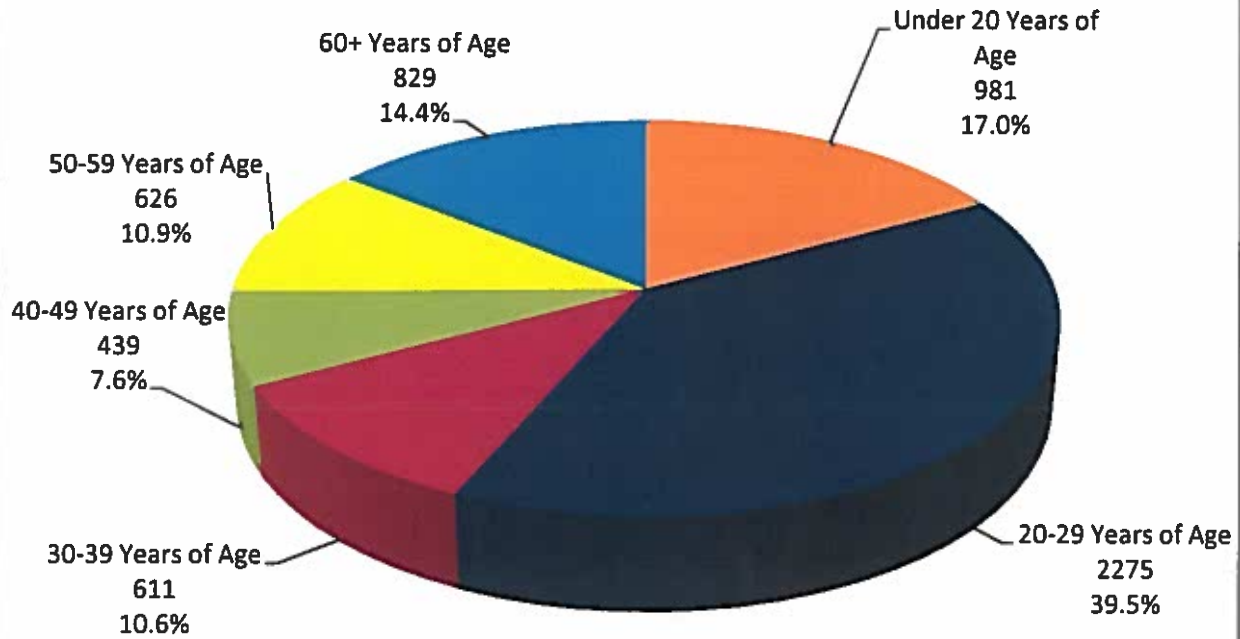
Total Non-Career Employees: 5,761

Non-Career (Term) Employee Medical Health Plan Participation



Total Term Contract Eligible Employees = 58

Non-Career Employees by Age



Total Non-Career Employees: 5,761

Non-Career Employees Distribution by Department

Central Administrative Services	9	0.2%
Montgomery County Commissioners' Office	1	0.0%
Montgomery County Parks	462	8.0%
Montgomery County Planning	12	0.2%
Prince George's County Commissioners' Office	3	0.1%
Prince George's County Parks and Recreation	5,263	91.4%
Prince George's County Planning	11	0.2%
M-NCPPC Non-Career Employees - Total	5,761	100.0%

APPENDIX

EEOC DEFINITIONS

PAY SCHEDULES

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 of 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.

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 September 21, 2016
12 to 16 Grade Structure**

<u>New Grade</u>	<u>Lawson Grade</u>	<u>ePersonality Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
10	HC	C	\$28,873 \$13,8813	\$40,388 \$19,4173	\$51,901 \$24,9524
12	HD	D	\$32,438 \$15,5952	\$43,972 \$21,1404	\$55,506 \$26,6856
14	HE	E	\$35,890 \$17,2548	\$48,651 \$23,3899	\$61,413 \$29,5255
16	HF	F	\$40,273 \$19,3620	\$54,593 \$26,2466	\$68,912 \$33,1308
18	HG/EG	G	\$45,609 \$21,9274	\$61,826 \$29,7240	\$78,042 \$37,5202
20			\$47,889 \$23,0234	\$64,918 \$31,2103	\$81,946 \$39,3973
22	HH/EH	H	\$51,704 \$24,8577	\$70,088 \$33,6962	\$88,476 \$42,5365
24			\$54,289 \$28,1003	\$73,592 \$35,3806	\$92,895 \$44,6609
26	EI	I	\$58,556 \$28,1519	\$79,475 \$38,2091	\$100,394 \$48,2663
28			\$62,475 \$30,0358	\$85,674 \$41,1892	\$108,873 \$52,3425
30	EJ	J	\$68,153 \$32,7659	\$93,466 \$44,9356	\$118,777 \$57,1043
32			\$75,702 \$36,3952	\$102,584 \$49,3192	\$129,466 \$62,2431
34	EK	K	\$81,617 \$39,2389	\$110,637 \$53,1909	\$139,659 \$67,1438
36			\$90,306 \$43,4184	\$122,418 \$58,8548	\$154,530 \$74,2932
38	EL	L	\$98,996 \$47,5942	\$134,198 \$64,5183	\$169,401 \$81,4428
40			\$108,895 \$52,3533	\$143,383 \$68,9339	\$177,870 \$85,5145

Approved by the Commission
September 21, 2016

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Special Salary Range Pay Schedule for Select Career IT Positions ONLY
Effective September 11, 2016
1.75% COLA

<u>Lawson Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
EGT	\$47,889 \$23.0236	\$63,533 \$30.5447	\$81,946 \$39.3971
EHT	\$54,289 \$26.1005	\$72,021 \$34.6255	\$92,895 \$44.6611
EIT	\$61,482 \$29.5587	\$81,666 \$39.2625	\$105,413 \$50.6793
EJT	\$74,288 \$35.7154	\$99,689 \$47.9274	\$129,466 \$62.2433

<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
June 15, 2016

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Office/Clerical Bargaining Unit Pay Schedule
Effective September 11, 2016
1.75% COLA

<u>Legacy Grade</u>	<u>Lawson Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
C01	HC1	\$25,866 \$12.4356	\$35,064 \$16.8577	\$44,262 \$21.2798	\$45,591 \$21.9188
C02	HC2	\$27,630 \$13.2837	\$37,455 \$18.0072	\$47,279 \$22.7303	\$48,698 \$23.4125
C03	HC3	\$28,887 \$13.8880	\$40,407 \$19.4264	\$51,927 \$24.9649	\$53,486 \$25.7144
C04	HC4	\$32,454 \$15.6029	\$43,994 \$21.1510	\$55,533 \$26.6986	\$57,199 \$27.4995
C05	HC5	\$35,908 \$17.2635	\$48,676 \$23.4019	\$61,445 \$29.5409	\$63,287 \$30.4264
C06	HC6	\$40,293 \$19.3716	\$54,620 \$26.2596	\$68,949 \$33.1486	\$71,016 \$34.1423

Approved by the Commission
June 15, 2016

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Trades Bargaining Unit Pay Schedule
Effective September 11, 2016
1.75% COLA

<u>Legacy Grade</u>	<u>Lawson Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
T01	HT1	\$27,630 \$13.2837	\$37,455 \$18.0072	\$47,279 \$22.7303	\$48,698 \$23.4125
T02	HT2	\$32,454 \$15.6029	\$43,994 \$21.1510	\$55,533 \$26.6986	\$57,199 \$27.4995
T03	HT3	\$35,908 \$17.2635	\$48,676 \$23.4019	\$61,444 \$29.5404	\$63,287 \$30.4264
T04	HT4	\$40,293 \$19.3716	\$54,620 \$26.2596	\$68,949 \$33.1486	\$71,017 \$34.1428

Approved by the Commission
June 15, 2016

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Service/Labor Bargaining Unit Pay Schedule
Effective September 11, 2016
1.75% COLA

<u>Legacy Grade</u>	<u>Lawson Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
L01	HL1	\$25,789 \$12.3986	\$34,961 \$16.8082	\$44,133 \$21.2178	\$45,456 \$21.8538
L02	HL2	\$28,802 \$13.8471	\$40,288 \$19.3692	\$51,774 \$24.8913	\$53,327 \$25.6380
L03,L04	HL3/HL4	\$32,360 \$15.5577	\$43,866 \$21.0894	\$55,372 \$26.6212	\$57,034 \$27.4202
L05,L06	HL5/HL6	\$35,803 \$17.2130	\$48,534 \$23.3337	\$61,265 \$29.4543	\$63,102 \$30.3375
L07	HL7	\$40,174 \$19.3144	\$54,461 \$26.1832	\$68,746 \$33.0510	\$70,809 \$34.0428

Approved by the Commission
June 15, 2016

The Maryland-National Capital Park and Planning Commission
 FOP Park Police
 Effective July 3, 2016 (1.5% COLA)

Rank	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
P02 (annual) (hourly)	\$51,034 \$24,5356	\$52,826 \$25,3971	\$54,675 \$26,2861	\$56,587 \$27,2053	\$58,565 \$28,1563	\$60,618 \$29,1433	\$62,738 \$30,1625	\$64,933 \$31,2178	\$67,205 \$32,3101	\$69,562 \$33,4433	\$71,997 \$34,6139	\$74,512 \$35,8231	\$77,120 \$37,0769	\$79,821 \$38,3755		
P03 (annual) (hourly)	\$53,588 \$24.5255	\$55,467 \$26.6668	\$57,415 \$27.6034	\$59,416 \$28.5654	\$61,490 \$29.5625	\$63,647 \$30.5995	\$65,874 \$31.6702	\$68,185 \$32.7613	\$70,568 \$33.9269	\$73,038 \$35.1144	\$75,598 \$36.3452	\$78,245 \$37.6178	\$80,977 \$38.9313	\$83,812 \$40.2942		
P04 (annual) (hourly)	\$53,564 \$25.7519	\$56,265 \$27.0505	\$58,240 \$28.0000	\$60,278 \$28.9798	\$62,384 \$31.0433	\$64,570 \$32.1293	\$66,829 \$33.2529	\$69,166 \$34.4183	\$71,590 \$35.6212	\$73,9476 \$37.9476	\$76,689 \$39.4952	\$79,374 \$40.8784	\$82,150 \$42.3101	\$85,027 \$44.1111		
P05 (annual) (hourly)	\$59,053 \$28.3909	\$62,039 \$29.8264	\$64,208 \$30.8692	\$66,455 \$31.9495	\$68,778 \$33.0663	\$71,187 \$34.2245	\$73,679 \$35.4226	\$76,261 \$37.8639	\$78,931 \$39.2740	\$81,690 \$40.6505	\$84,553 \$42.0745	\$87,515 \$43.5438	\$90,571 \$45.0683	\$93,742 \$46.6442	\$97,020 \$49.447	\$99,447 \$47.8111
Rank	ASI 1*	ASI 2**														
P02 (annual) (hourly)	\$81,816 \$39,3346	\$83,861 \$40,3178														
P03 (annual) (hourly)	\$85,907 \$41,3014	\$88,055 \$42,3341														
P04 (annual) (hourly)	\$90,206 \$43,3683	\$92,460 \$44,4519														
P05 (annual) (hourly)	\$101,932 \$49,0058	\$104,481 \$50,2313														

*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.

Contract Approved by Commission May 1, 2014
 Pay Schedule Approved by the Commission April 28, 2016

**Park Police Command Officers
Effective July 3, 2016
0.5% COLA**

Title		Minimum	Midpoint	Maximum
Lieutenant [P06]	(annual)	\$68,839	\$93,016	\$117,195
	(hourly)	\$ 33.0957	\$ 44.7192	\$ 56.3438
Captain [P07]	(annual)	\$79,643	\$107,611	\$135,579
	(hourly)	\$ 38.2899	\$ 51.7361	\$ 65.1822
Commander [P09]	(annual)	\$97,294	\$126,448	\$155,598
	(hourly)	\$ 46.7760	\$ 60.7923	\$ 74.8067

**Officer Candidate Pay Scale
Effective July 3, 2016
0.5% COLA**

<u>Position</u>		<u>Scale</u>
Candidate [PC]	(annual)	\$49,430
	(hourly)	\$ 23.7644

Approved by the Commission June 15, 2016

**The Maryland-National Capital Park and Planning Commission
Aquatics Seasonal/Intermittent Pay Schedule
Effective First Full Pay Period in October 2016
Minimum Wage and Schedule Adjustments**

<u>Grade</u>	<u>First Year</u>	<u>Second Year</u>	<u>Third Year</u>
A02	\$10.75	\$11.30	\$11.80
A03	\$10.80	\$11.60	\$12.40
A04	\$11.45	\$12.41	\$13.40
A05	\$12.68	\$13.71	\$14.82
A06	\$14.58	\$15.76	\$17.06
A07	\$16.77	\$18.13	\$19.61

Approved by Commission on September 21, 2016

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Seasonal/Intermittent Pay Schedule
Effective First Full Pay Period in October 2016
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	\$10.7500	\$11.5500	\$12.3500	950	I
PFA II - 921	N02	\$10.8000	\$11.8750	\$12.9500		
PFA III - 922	N03	\$10.8500	\$12.2250	\$13.6000		
PFMA I - 930	N04	\$10.9000	\$12.6000	\$14.3000	951	II
PFMA II - 931	N05	\$10.9500	\$12.9750	\$15.0000		
	N06	DELETED				
PFMA III - 932	N07	\$11.0000	\$13.3750	\$15.7500		
Help Desk Rep I - 933	N08	\$11.0500	\$13.8000	\$16.5500	952	III
	N09	DELETED				
	N10	\$11.3703	\$14.4971	\$17.6242		
Intern I/Playground Manager	N11	\$12.2800	\$15.6567	\$19.0335	953	IV
Help Desk Rep II - 934	N12	\$13.2626	\$16.9100	\$20.5574		
Intern II/Help Desk Rep III - 935	N13	\$15.2514	\$19.4455	\$23.6396	954	V
	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 September 21, 2016

B1 effective 10/9/16
B2 effective 10/2/16

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Tennis Instructor Pay Schedule
Effective First Full Pay Period in October 2016
Minimum Wage Update and Schedule Adjustments

	<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Tennis Instructor 1	TI1	\$10.7500	\$13.3750	\$16.0000
Tennis Instructor 2	TI2	\$14.0000	\$18.0000	\$22.0000
Tennis Instructor 3	TI3	\$20.0000	\$27.0000	\$34.0000
Tennis Instructor 4	TI4	\$32.0000	\$36.0000	\$40.0000

Approved by the Commission September 21, 2016

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Specialty Services Pay Schedule
Effective First Full Pay Period in October 2016
Minimum Wage Update and Schedule Adjustments

	<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Spec Svcs Instructor 1	SS1	\$10.7500	\$15.8750	\$21.0000
Spec Svcs Instructor 2	SS2	\$12.0000	\$19.0000	\$26.0000
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 September 21, 2016

**Municipal and County Government Employees Organization (MCGEO) Local 1994,
Non-Union Represented and Contract Employees
Premium Rates Effective January 1, 2016**

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 2015	Monthly COBRA Rates
Caremark Prescription	85%/15%	\$202.00	\$93.24	\$79.26	\$13.98	\$2.21	\$206.04
Caremark Prescription - Contract	65%/35%	\$202.00	\$93.24	\$60.61	\$32.63	(\$6.60)	\$206.04
CIGNA Open Access Plus In EPO	80%/20%	\$606.00	\$279.70	\$223.76	\$55.94	\$4.99	\$618.12
CIGNA OAPIN EPO - Contract	65%/35%	\$606.00	\$279.70	\$181.81	\$97.89	(\$29.49)	\$618.12
UnitedHealthcare Choice Plus POS	80%/20%	\$578.00	\$266.77	\$213.42	\$63.35	\$0.00	\$589.56
UHC Medicare Complement Plan (LTD only)*	80%/20%	\$261.00	\$120.47	\$96.38	\$24.09	\$1.48	\$266.22
UnitedHealthcare Select EPO	85%/15%	\$434.00	\$200.31	\$170.27	\$30.04	\$0.00	\$442.68
UHC Select EPO - Contract	65%/35%	\$434.00	\$200.31	\$130.21	\$70.10	(\$30.05)	\$442.68
United Concordia Dental	80%/20%	\$36.93	\$17.05	\$13.64	\$3.41	\$0.00	\$37.67
Vision Service Plan - Low	80%/20%	\$3.90	\$1.80	\$1.44	\$0.36	\$0.00	\$3.98
Vision Service Plan - Moderate	See notes	\$6.94	\$3.21	\$1.44	\$1.77	\$0.00	\$7.08
Vision Service Plan - High	See notes	\$10.13	\$4.68	\$1.44	\$3.24	\$0.00	\$10.33

TWO-MEMBER COVERAGE							
Caremark Prescription	85%/15%	\$404.00	\$186.47	\$158.50	\$27.97	\$4.44	\$412.08
Caremark Prescription - Contract	65%/35%	\$404.00	\$186.47	\$121.21	\$66.26	(\$13.20)	\$412.08
CIGNA Open Access Plus In EPO	80%/20%	\$1,212.00	\$559.39	\$447.52	\$111.87	\$9.97	\$1,236.24
CIGNA OAPIN EPO - Contract	65%/35%	\$1,212.00	\$559.39	\$363.61	\$195.78	(\$58.99)	\$1,236.24
UnitedHealthcare Choice Plus POS	80%/20%	\$1,156.00	\$533.54	\$426.84	\$106.70	\$0.00	\$1,179.12
UHC Medicare Complement Plan (LTD only)*	80%/20%	\$575.00	\$265.39	\$212.32	\$53.07	\$7.84	\$586.50
UnitedHealthcare Select EPO	85%/15%	\$868.00	\$400.62	\$340.53	\$60.09	\$0.00	\$885.36
UHC Select EPO - Contract	65%/35%	\$868.00	\$400.62	\$260.41	\$140.21	(\$60.10)	\$885.36
United Concordia Dental	80%/20%	\$73.85	\$34.09	\$27.28	\$6.81	\$0.00	\$75.33
Vision Service Plan - Low	80%/20%	\$7.83	\$3.62	\$2.90	\$0.72	\$0.00	\$7.99
Vision Service Plan - Moderate	See notes	\$13.89	\$6.42	\$2.90	\$3.52	\$0.00	\$14.17
Vision Service Plan - High	See notes	\$20.27	\$9.36	\$2.90	\$6.46	\$0.00	\$20.68

FAMILY COVERAGE							
Caremark Prescription	85%/15%	\$606.00	\$279.70	\$237.75	\$41.95	\$6.65	\$618.12
Caremark Prescription - Contract	65%/35%	\$606.00	\$279.70	\$181.81	\$97.89	(\$19.80)	\$618.12
CIGNA Open Access Plus In EPO	80%/20%	\$1,818.00	\$839.08	\$671.27	\$167.81	\$14.95	\$1,854.36
CIGNA OAPIN EPO - Contract	65%/35%	\$1,818.00	\$839.08	\$545.41	\$293.67	(\$88.48)	\$1,854.36
UnitedHealthcare Choice Plus POS	80%/20%	\$1,734.00	\$800.31	\$640.25	\$160.06	\$0.00	\$1,768.68
UHC Medicare Complement Plan (LTD only)	80%/20%	\$783.00	\$381.39	\$289.12	\$72.27	\$4.43	\$798.66
UnitedHealthcare Select EPO	85%/15%	\$1,302.00	\$600.93	\$510.80	\$90.13	\$0.00	\$1,328.04
UHC Select EPO - Contract	65%/35%	\$1,302.00	\$600.93	\$390.61	\$210.32	(\$90.14)	\$1,328.04
United Concordia Dental	80%/20%	\$110.78	\$51.13	\$40.91	\$10.22	\$0.00	\$113.00
Vision Service Plan - Low	80%/20%	\$11.73	\$5.42	\$4.34	\$1.08	\$0.00	\$11.96
Vision Service Plan - Moderate	See notes	\$20.84	\$9.62	\$4.34	\$5.28	\$0.00	\$21.26
Vision Service Plan - High	See notes	\$30.41	\$14.04	\$4.34	\$9.70	\$0.00	\$31.02

OTHER BENEFIT PLAN RATES							
CIGNA - Long Term Disability	80%/20%	\$1.44					
Legal Resources	0%/100%	\$17.00		\$0.00	\$8.50	(\$1.00)	
U. S. Legal Service - Legal Services	0%/100%	\$15.50		\$0.00	\$7.75		
Life Insurance	80%/20%	\$0.204					
AD&D	80%/20%	\$0.025					

Notes:

- Employees on long term disability pay premiums on a monthly basis. Contact the Health & Benefits office for the monthly contribution.
- Prescription drug coverage is separate from medical plans.
- 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, 2016

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 2015	Monthly COBRA Rates
Caremark Prescription	80%/20%	\$202.00	\$93.24	\$74.60	\$18.84	\$2.95	\$206.04
CIGNA Open Access Plus In EPO	80%/20%	\$606.00	\$279.70	\$223.76	\$55.94	\$4.99	\$618.12
UnitedHealthcare Choice Plus POS	80%/20%	\$578.00	\$266.77	\$213.42	\$53.35	\$0.00	\$589.56
UHC Medicare Complement (LTD only)	80%/20%	\$261.00	\$120.47	\$96.38	\$24.09	\$1.48	\$266.22
UnitedHealthcare Select EPO	80%/20%	\$434.00	\$200.31	\$160.25	\$40.06	\$0.00	\$442.68
United Concordia Dental	80%/20%	\$36.93	\$17.05	\$13.64	\$3.41	\$0.00	\$37.67
Vision Service Plan - Low	80%/20%	\$3.90	\$1.80	\$1.44	\$0.36	\$0.00	\$3.98
Vision Service Plan - Moderate	See notes	\$6.94	\$3.21	\$1.44	\$1.77	\$0.00	\$7.08
Vision Service Plan - High	See notes	\$10.13	\$4.68	\$1.44	\$3.24	\$0.00	\$10.33

TWO-MEMBER COVERAGE							
Caremark Prescription	80%/20%	\$404.00	\$186.47	\$149.18	\$37.29	\$5.91	\$412.08
CIGNA Open Access Plus In EPO	80%/20%	\$1,212.00	\$559.39	\$447.52	\$111.87	\$9.97	\$1,238.24
UnitedHealthcare Choice Plus POS	80%/20%	\$1,156.00	\$533.54	\$426.84	\$106.70	\$0.00	\$1,179.12
UHC Medicare Complement (LTD only)	80%/20%	\$522.00	\$240.93	\$192.75	\$48.18	\$2.95	\$532.44
UnitedHealthcare Select EPO	80%/20%	\$888.00	\$400.62	\$320.50	\$80.12	\$0.00	\$885.36
United Concordia Dental	80%/20%	\$73.85	\$34.09	\$27.28	\$6.81	\$0.00	\$75.33
Vision Service Plan - Low	80%/20%	\$7.83	\$3.62	\$2.90	\$0.72	\$0.00	\$7.99
Vision Service Plan - Moderate	See notes	\$13.89	\$6.42	\$2.90	\$3.52	\$0.00	\$14.17
Vision Service Plan - High	See notes	\$20.27	\$9.36	\$2.90	\$6.46	\$0.00	\$20.68

FAMILY COVERAGE							
Caremark Prescription	80%/20%	\$606.00	\$279.70	\$223.76	\$55.94	\$8.87	\$618.12
CIGNA Open Access Plus In EPO	80%/20%	\$1,818.00	\$839.08	\$671.27	\$167.81	\$15.00	\$1,854.36
UnitedHealthcare Choice Plus POS	80%/20%	\$1,734.00	\$800.31	\$640.25	\$160.06	\$0.00	\$1,768.68
UHC Medicare Complement (LTD only)	80%/20%	\$783.00	\$361.39	\$289.12	\$72.27	\$4.43	\$798.66
UnitedHealthcare Select EPO	80%/20%	\$1,302.00	\$600.93	\$480.75	\$120.18	\$0.00	\$1,328.04
United Concordia Dental	80%/20%	\$110.78	\$51.13	\$40.91	\$10.22	\$0.00	\$113.00
Vision Service Plan - Low	80%/20%	\$11.73	\$5.42	\$4.34	\$1.08	\$0.00	\$11.96
Vision Service Plan - Moderate	See notes	\$20.84	\$9.62	\$4.34	\$5.28	\$0.00	\$21.26
Vision Service Plan - High	See notes	\$30.41	\$14.04	\$4.34	\$9.70	\$0.00	\$31.02

OTHER BENEFIT PLAN RATES							
CIGNA - Long Term Disability - FOP	0%/100%	\$2.13					
Legal Resources	0%/100%	\$17.00		\$0.00	\$8.50	(\$1.00)	
U. S. Legal Service - Legal Services	0%/100%	\$15.50		\$0.00	\$7.75	\$0.00	
Basic Life Insurance	80%/20%	\$0.204					
AD&D	80%/20%	\$0.025					

Notes:
Employees on long term disability pay premiums on a monthly basis. Contact the Health & Benefits office for the monthly contribution.
Prescription drug coverage is separate from medical plans.
Vision: (Commission/ Employee) Low Option: 80%/20%. Moderate and High Options: 80% of low plan/Employee pays balance.
Basic Life Insurance: Commission 80%, Employee 20%; dependent life 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.