

MARYLAND

DEPARTMENT OF BUDGET AND MANAGEMENT

Annual Statewide Equal Employment Opportunity Report

FISCAL YEAR 2006



Robert L. Ehrlich, Jr., Governor • Michael S. Steele, Lt. Governor • Cecilia Januszkiewicz, Secretary

TABLE OF CONTENTS

Section 1: STATEWIDE WORKFORCE STATISTICS	2
Total Full-time and Part-time Workforce Utilization ...	3
Statewide Workforce by Agency	4
Section 2: WORKFORCE UTILIZATION	9
Statewide Workforce Utilization Analysis	10
Section 3: REASONABLE ACCOMMODATION	11
Statewide Requests for Reasonable Accommodation	12
Section 4: DISTRIBUTION OF STATEWIDE EMPLOYEE WORKFORCE BY SALARY, GRADE, RACE AND GENDER	13
Chart A: Workforce by Salary, Race and Gender	14
Chart B: Workforce by Grade, Race and Gender	15
Chart C: Executive Pay Plan Workforce by Salary, Grade, Race and Gender	18
Section 5: STATEWIDE PERSONNEL TRANSACTIONS	19
Statewide Personnel Transactions	20
Statewide Separations and Terminations	20
Separations and Terminations by Age, Race and Gender.....	21
Section 6: STATEWIDE EEO COMPLAINTS	22
Statewide Discrimination Complaints by Agency, Basis, Issue and Disposition	23
Section 7: UNIVERSITY SYSTEM OF MARYLAND	25
Total Full-time and Part-time Workforce Utilization	26
Section 8: INDEPENDENT HIGHER EDUCATION INSTITUTIONS	27
Baltimore City Community College Full-time and Part-time Workforce Utilization	28
Baltimore City Community College Personnel Transactions Analysis	29
Summary of Separations and Terminations.....	29
Morgan State University Full-time and Part-time Workforce Utilization	30
Morgan State University Personnel Transactions Analysis	31
Summary of Separations and Terminations.....	31
Saint Mary’s College of Maryland Full-time and Part-time Workforce Utilization	32
Saint Mary’s College of Maryland Personnel Transactions Analysis	33
Separations and Terminations	33

SECTION 1: STATEWIDE WORKFORCE STATISTICS

The Annual Statewide Equal Employment Opportunity Report for fiscal year 2006 presents workforce statistics and information from the eighteen executive agencies under the State Personnel Management System, the independent agencies, the University System of Maryland, Baltimore City Community College, Morgan State University, and St. Mary's College. The statistical benchmark for this report is the 2006 Local Area Unemployment Statistics report from the Department of Labor, Licensing and Regulation for the Maryland Civilian Labor Force and the 2000 United States Census data for the percentage breakdown between males and females.

In fiscal year 2006, statewide discrimination complaints decreased in comparison to fiscal year 2005. This is the third consecutive year of decreasing complaints. Total complaints received were 402 as compared to 434 in fiscal year 2005 and 492 in fiscal year 2004.

In fiscal year 2006, 67.8% of the State workforce was over 40 years of age, and the average age was 46.

WORKFORCE	TOTAL	MALES	FEMALES
Maryland Civilian Labor Force	2,932,560	1,492,673 50.9%	1,439,887 49.1%
State of Maryland Employees Workforce	55,445	24,015 43.3%	31,430 56.7%

TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	4,134	2,343	1,791	1,830	1,214	263	395	2	4	24	12	3	1	209	144	6	6	6	15
		57%	43%	44%	29%	6%	10%	0.05%	0.1%	0.58%	0.29%	0.07%	0.02%	5.06%	3.48%	0.15%	0.15%	0.15%	0.36%
Professionals	22,345	7,778	14,567	4,922	7,564	2,011	5,751	18	28	151	136	6	7	563	918	29	52	78	111
		35%	65%	22%	34%	9%	26%	0.08%	0.13%	0.68%	0.61%	0.03%	0.03%	2.52%	4.11%	0.13%	0.23%	0.35%	0.50%
Technicians	3,457	1,712	1,745	1,287	875	323	751	6	6	19	7	2	1	43	81	19	8	13	16
		50%	50%	37%	25%	9%	22%	0.17%	0.17%	0.55%	0.20%	0.06%	0.03%	1.24%	2.34%	0.55%	0.23%	0.38%	0.46%
Protective Service Workers: Sworn	2,330	2,074	256	1,491	143	430	96	2	0	9	0	2	0	102	13	1	2	37	2
		89%	11%	64%	6%	18%	4%	0.09%	0.00%	0.39%	0.00%	0.09%	0.00%	4.38%	0.56%	0.04%	0.09%	1.59%	0.09%
Protective Service Workers: Non-Sworn	8,359	5,107	3,252	2,469	390	2,041	2,458	6	8	11	1	3	1	539	377	6	7	32	10
		61%	39%	30%	5%	24%	29%	0.07%	0.10%	0.13%	0.01%	0.04%	0.01%	6.45%	4.51%	0.07%	0.08%	0.38%	0.12%
Administrative Support	8,355	794	7,561	333	3,527	384	3,533	2	18	20	41	2	6	45	323	2	41	6	72
		10%	90%	4%	42%	5%	42%	0.02%	0.22%	0.24%	0.49%	0.02%	0.07%	0.54%	3.87%	0.02%	0.49%	0.07%	0.86%
Skilled Craft Workers	2,149	2,084	65	1,440	28	565	16	12	0	17	0	1	0	24	1	14	20	11	0
		97%	3%	67%	1%	26%	0.74%	0.56%	0.00%	0.79%	0.00%	0.05%	0.00%	1.12%	0.05%	0.65%	0.93%	0.51%	0.00%
Service-Maintenance	4,316	2,123	2,193	624	575	1,391	1,486	8	4	13	13	2	5	51	91	18	4	16	15
		49%	51%	14%	13%	32%	34%	0.19%	0.09%	0.30%	0.30%	0.05%	0.12%	1.18%	2.11%	0.42%	0.09%	0.37%	0.35%
TOTAL	55,445	24,015	31,430	14,396	14,316	7,408	14,486	56	68	264	210	21	21	1,576	1,948	95	140	199	241
		43%	57%	26%	26%	13%	26%	0.10%	0.12%	0.48%	0.38%	0.04%	0.04%	2.84%	3.51%	0.17%	0.25%	0.36%	0.43%

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

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2006

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Aging	206	40	166	25	94	11	53	0	0	2	0	0	2	2	17	0	0	0	0
Agriculture	403	228	175	194	128	18	31	1	1	1	0	0	0	12	14	0	0	2	1
Assessments and Taxation	637	228	409	194	203	26	188	1	0	2	0	0	0	4	11	1	4	0	3
Baltimore City Community College	491	193	298	48	64	104	199	1	1	4	1	0	0	34	31	1	0	1	2
Baltimore City Sheriff's Office	53	38	15	15	2	22	13	0	0	0	0	0	0	1	0	0	0	0	0
Board of Public Works	9	2	7	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Boards, Commissions and Offices	78	20	58	13	31	4	22	0	1	1	1	0	0	2	3	0	0	0	0
Budget and Management	404	130	274	77	143	37	108	0	0	1	1	0	0	14	20	0	1	1	1
Business and Economic Development	278	114	164	79	91	18	40	0	0	2	2	1	0	13	25	0	2	1	4
Canal Place Preservation and Development Authority	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Commission for Public School Construction	17	7	10	4	5	3	5	0	0	0	0	0	0	0	0	0	0	0	0
Comptroller	1,044	343	701	252	392	69	277	2	2	4	10	0	3	13	10	0	4	3	3
Education	1,522	419	1,103	267	575	92	393	1	3	3	5	0	0	54	120	0	0	2	7
Environment	898	502	396	386	274	59	90	2	1	9	6	0	0	43	20	0	0	3	5
Executive Department	78	37	41	32	25	1	9	0	0	0	0	0	0	3	7	0	0	1	0
General Services Department	596	388	208	215	75	145	122	2	0	1	1	1	0	21	7	0	1	3	2
Health and Mental Hygiene Department	10,222	2,595	7,627	1,467	4,464	854	2,523	6	14	61	84	1	7	168	462	3	9	35	64

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2006 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Higher Education Commission	69	23	46	17	31	3	12	0	1	0	0	0	0	3	1	0	0	0	1
Higher Education Labor Relations Board	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Historic St. Mary's City Commission	31	18	13	16	10	0	1	0	0	0	0	0	0	2	2	0	0	0	0
Housing and Community Development	333	114	219	69	112	22	66	0	1	2	2	0	0	21	35	0	2	0	1
Human Resources	6,687	1,181	5,506	472	1,959	642	3,310	0	11	7	12	2	2	46	163	1	8	11	41
Juvenile Services	1,896	815	1,081	329	301	368	632	2	0	4	8	1	1	107	133	0	4	4	2
Labor, Licensing and Regulation	1,416	576	840	394	347	154	454	2	1	16	16	0	0	0	0	4	3	6	19
Maryland Automobile Insurance Fund	477	153	324	108	184	31	116	2	4	5	3	0	1	0	0	5	12	2	4
Maryland Commission on Human Relations	41	13	28	4	6	7	18	0	0	0	0	0	0	2	3	0	0	0	1
Maryland Department of Disabilities	24	5	19	5	13	0	4	0	0	0	1	0	0	0	1	0	0	0	0
Maryland Energy Administration	13	7	6	6	3	0	2	0	0	1	0	0	0	0	0	0	0	0	1
Maryland Environmental Service	700	548	152	399	111	127	35	5	0	13	2	2	0	0	0	0	0	2	4
Maryland Food Center Authority	24	15	9	8	7	5	1	0	0	0	0	0	0	1	1	1	0	0	0
Maryland Institute for Emergency Medical Services System	92	48	44	39	27	5	12	0	0	0	0	0	0	4	5	0	0	0	0
Maryland Insurance Administration	266	106	160	74	88	23	65	0	0	3	3	0	0	3	3	3	0	0	1

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2006 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Maryland College Savings Plan	12	3	9	1	4	0	3	0	0	0	0	0	0	2	2	0	0	0	0
Maryland Judiciary System	3,298	802	2,496	513	1,265	185	803	1	3	8	16	1	3	87	380	0	0	7	26
Maryland Public Broadcasting Commission	174	89	85	60	53	13	12	0	0	0	0	0	0	16	20	0	0	0	0
Maryland School for the Deaf	301	89	212	72	185	14	18	0	0	0	0	0	0	3	3	0	0	0	6
Maryland Stadium Authority	73	48	25	33	14	15	10	0	0	0	0	0	0	0	1	0	0	0	0
Maryland State Archives	52	27	25	14	21	7	4	0	0	0	0	0	0	6	0	0	0	0	0
Maryland State Board of Contract Appeals	6	5	1	4	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Maryland State Lottery Agency	163	84	79	46	30	26	34	0	0	0	0	0	0	12	15	0	0	0	0
Maryland State Police	2,329	1,847	482	1,463	342	279	122	0	0	8	2	2	1	61	8	1	0	33	7
Maryland Tax Court	9	7	2	6	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Maryland Teachers & Employees Supplemental Retirement Plan	16	5	11	4	7	0	3	0	0	0	0	0	0	1	1	0	0	0	0
Military Department	308	229	79	143	44	66	30	0	0	0	0	1	0	15	4	0	0	4	1
Morgan State University	922	466	456	55	30	302	329	3	2	3	3	0	1	103	88	0	0	0	3
Natural Resources	1,235	789	446	619	329	68	73	2	2	2	0	0	0	91	35	0	1	7	6
Office of Administrative Hearings	117	33	84	26	40	2	23	0	0	1	0	0	0	4	21	0	0	0	0
Office of the Attorney General	225	73	152	63	114	8	30	0	0	0	0	0	0	2	6	0	1	0	1

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2006 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Office for Children	20	5	15	3	7	0	6	0	0	0	0	0	0	2	1	0	0	0	1
Office of Individuals with Disabilities	14	5	9	3	7	0	0	0	0	0	0	0	0	2	1	0	0	0	1
Office of People's Counsel	19	7	12	4	5	0	4	0	0	0	1	0	0	3	1	0	0	0	1
Office of the Public Defender	934	344	590	198	238	51	183	1	2	1	2	0	1	91	153	0	0	2	11
Office of the State Prosecutor	9	6	3	6	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Planning	166	79	87	59	51	5	19	1	0	1	0	0	0	13	17	0	0	0	0
Property Tax Assessments Appeal Board	105	73	32	38	20	5	4	0	0	0	0	0	0	30	8	0	0	0	0
Public Safety and Correctional Services	10,361	5,457	4,904	2,824	1,123	1,992	3,235	6	14	13	4	5	3	579	500	4	10	34	15
Public Service Commission	121	65	56	26	27	8	16	0	0	0	0	0	0	30	13	0	0	1	0
Saint Mary's College of Maryland	393	195	198	153	157	26	24	0	0	2	3	0	0	11	13	0	0	3	1
Secretary of State	32	9	23	7	13	1	4	0	1	0	1	0	0	0	4	0	0	1	0
State Board of Election Laws	168	34	134	19	92	7	23	0	0	0	0	0	0	8	17	0	0	0	2
State Retirement and Pensions	167	62	105	34	30	16	60	0	0	6	4	0	0	5	11	1	0	0	0

STATEWIDE WORKFORCE BY AGENCY — FISCAL YEAR 2006 (Continued)

Agency	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
State Treasurer	43	14	29	13	17	0	6	0	0	0	1	0	0	1	5	0	0	0	0
Subsequent Injury Fund	20	6	14	6	11	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Transportation	10,212	6,263	3,949	3,791	1,848	2,176	1,939	25	9	107	38	7	0	41	26	73	59	43	30
Uninsured Employers' Fund	14	9	5	7	2	2	2	0	0	0	0	0	0	0	1	0	0	0	0
University System of Maryland	33,006	15,804	17,202	10,147	10,271	2,398	4,048	43	49	2,236	1,656	0	0	569	611	0	0	411	567
Veterans Affairs	65	48	17	23	8	11	4	0	0	0	0	0	0	13	5	1	0	0	0
Worker's Compensation Commission	119	29	90	17	29	9	54	0	0	1	1	0	0	2	5	0	0	0	1
TOTAL	94,237	42,017	52,220	25,711	26,213	10,542	19,930	109	123	2,531	1,890	24	25	2,378	3,071	99	121	623	847
		44.6%	55.4%	27.3%	27.8%	11.2%	21.1%	0.1%	0.1%	2.7%	2.0%	0.0%	0.0%	2.5%	3.3%	0.1%	0.1%	0.7%	0.9%

NOTE: Data includes all State of Maryland employees: SPMS, MDOT, Independent Agencies, Colleges, and Universities.

SECTION 2: WORKFORCE UTILIZATION

Trends in this area for fiscal year 2006 are displayed in the chart on the succeeding pages, and are highlighted as follows:

- African-American males again exceeded their representation in the Civilian Labor Force in four job categories: Professional, Protective Service: Non-Sworn, Skilled Craft Workers and Service-Maintenance.
- African-American females again exceeded their representation in the Civilian Labor Force in five job categories: Professional, Technician, Protective Service: Non-Sworn, Administrative Support, and Service-Maintenance.
- White females exceeded their representation in the Civilian Labor Force in one job category: Officials and Administrators.
- Other Minorities-male exceeded their representation in the Civilian Labor Force in three job categories: Officials and Administrators, Protective Service Workers: Sworn, and Protective Service Workers: Non-Sworn.
- Other Minorities-female exceeded their representation in the Civilian Labor Force in five job categories: Officials and Administrators, Professionals, Protective Service Workers: Non-Sworn, Administrative Support, and Skilled Craft Workers.

STATEWIDE WORKFORCE UTILIZATION ANALYSIS — FISCAL YEAR 2006

EEO JOB CATEGORY		WHITE			AFRICAN-AMERICAN						OTHER MINORITIES						TOTAL PERMANENT POSITIONS
		FEMALE	STATE CLF	INDEX Under	MALE	STATE CLF	INDEX Under	FEMALE	STATE CLF	INDEX Under	MALE	STATE CLF	INDEX Under	FEMALE	STATE CLF	INDEX Under	
Officials and Administrators	#	1,214	29.2%		263	8.0%	x	395	10.9%	x	250	4.7%		182	3.4%		4,134
	%	29.4%		0.2%	6.4%		-1.6%	9.6%		-1.3%	5.0%		0.3%	4.4%		1.0%	
Professionals	#	7,564	35.5%	x	2,011	7.2%		5,751	12.6%		845	5.6%	x	1,252	5.1%		22,345
	%	33.9%		-1.6%	9.0%		1.8%	25.7%		13.1%	2.9%		-3%	5.6%		0.5%	
Technicians	#	875	33.3%	x	323	9.7%	x	751	18.0%		102	4.4%	x	119	5.6%	x	3,457
	%	25.3%		-8.0%	9.3%		-0.4%	21.7%		3.7%	2.2%		-2.21%	3.4%		-2.11%	
Protective Service Workers: Sworn	#	143	7.8%	x	430	29.1%	x	96	13.3%	x	153	3.2%		17	0.9%	x	2,330
	%	6.1%		-1.7%	18.5%		-10.6%	4.1%		-9.2%	3.4%		0.24%	0.7%		-0.2%	
Protective Service Workers: Non-Sworn	#	390	44.2%		2,041	10.2%		2,458	15.5%		597	2.3%		404	2.3%		8,359
	%	4.7%		-39.5%	24.4%		14.2%	29.4%		13.9%	4.6%		2%	4.8%		2.6%	
Administrative Support	#	3,527	43.0%	x	384	8.3%	x	3,533	21.4%		77	2.8%	x	501	5.3%		8,355
	%	42.2%		-0.8%	4.6%		-3.7%	42.3%		20.9%	0.6%		-2.19%	6.0%		0.7%	
Skilled Craft Workers	#	28	3.7%	x	565	16.7%		16	1.9%	x	79	9.3%	x	21	0.9%		2,149
	%	1.3%		-2.4%	26.3%		9.6%	0.7%		-1.2%	3.2%		-6.11%	0.98%		0.1%	
Service-Maintenance	#	575	23.2%	x	1,391	18.7%		1,486	14.3%		108	7.0%	x	132	6.3%	x	4,316
	%	13.3%		-9.88%	32.2%		13.5%	34.4%		20.1%	2.1%		-4.94%	3.1%		-3.2%	
TOTALS	#	14,316	30.2%	X	7,408	11.6%	X	14,486	14.2%	X	2,211	5.3%	X	2,628	4.7%	X	55,445
	%	25.8%		-4.38%	13.4%		1.8%	26%		11.9%	3%		-2.43%	4.7%		0.1%	

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

SECTION 3: REASONABLE ACCOMMODATION

In fiscal year 2006 there were 228 requests for reasonable accommodation from State employees and applicants for State employment and 212 or 93% of the requests were granted. There were eighteen agencies that reported data on reasonable accommodation requests, with the departments of Education, Health and Mental Hygiene, Public Safety and Correctional Services, Transportation and the Maryland Automobile Insurance Fund accounting for 153 or 67% of the total employee reasonable accommodation requests reported.

The Disability Employment Workgroup, an interagency initiative co-chaired by the Department of Budget and Management and the Department of Disabilities continued administering the Governor's Quality, Understanding, Excellence, Success and Training (QUEST) Internship Program. The QUEST Program provides employment opportunities in State government to qualified individuals with disabilities.

- On November 8, 2006, the Maryland State Rehabilitation Council awarded the Department of Budget and Management a Citation for Exemplary Service in Recognition of the Governor's QUEST Internship Program for Persons with Disabilities.

STATEWIDE REQUESTS FOR REASONABLE ACCOMMODATION — FISCAL YEAR 2006

Agency	Applicants	Employees	STATUS		
			Granted	Denied	Pending
Assessment and Taxation	0	4	3	1	
Automobile Insurance Fund	0	29	29		
Budget and Management	0	2	1	1	
Comptroller	0	1	1		
Education	0	28	27		1
Environment	0	5	1	2	2
Health and Mental Hygiene	0	32	29	2	1
Housing and Community Development	0	4	3	1	
Human Resources	0	12	12		
Insurance Administration	0	1	1		
Juvenile Services	0	13	12	1	
Labor, Licensing and Regulation	12	13	25		
Natural Resources	0	4	3	1	
Public Defenders	0	1		1	
Public Safety and Correctional Services	0	44	43	1	
State Retirement & Pension System	0	1	1		
Subsequent Injury Fund	0	2	2		
Transportation	0	20	19	1	
TOTAL	12	216	212	12	4

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

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

WORKFORCE BY SALARY, RACE AND GENDER — FISCAL YEAR 2006

Chart A

Salary	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$10,000 or Less	18	15	3	14	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		83%	17%	78%	17%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
\$10,001 - \$20,000	163	61	102	17	22	29	52	0	0	2	0	0	0	13	28	0	0	0	0
		37%	63%	10%	13%	18%	32%	0%	0%	1%	0%	0%	0%	8%	17%	0%	0%	0%	0%
\$20,001 - \$30,000	5,641	1,690	3,951	704	1,459	804	2,073	9	12	31	38	5	8	110	287	9	15	18	59
		30%	70%	12%	26%	14%	37%	0%	0%	1%	1%	0%	0%	2%	5%	0%	0%	0%	1%
\$30,001 - \$40,000	16,657	5,598	11,059	3,054	4,278	2,089	6,005	13	24	44	48	5	9	330	566	21	51	42	78
		34%	66%	18%	26%	13%	36%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	0%
\$40,001 - \$50,000	13,383	5,950	7,433	3,654	3,673	1,818	3,206	16	20	50	44	6	0	325	415	21	25	60	50
		44%	56%	27%	27%	14%	24%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	0%
\$50,001 - \$60,000	9,093	4,490	4,603	3,026	2,635	1,000	1,562	6	6	49	35	2	1	346	324	14	13	47	27
		49%	51%	33%	29%	11%	17%	0%	0%	1%	0%	0%	0%	4%	4%	0%	0%	1%	0%
\$60,001 and Over	7,584	4,479	3,105	3,401	2,096	554	617	5	2	75	41	3	2	404	291	14	30	23	26
		59%	41%	45%	28%	7%	8%	0%	0%	1%	1%	0%	0%	5%	4%	0%	0%	0%	0%
Hourly/Daily	2,906	1,732	1,174	526	150	1,113	971	7	4	13	4	0	1	48	37	16	6	9	1
		60%	40%	18%	5%	38%	33%	0%	0%	0%	0%	0%	0%	2%	1%	1%	0%	0%	0%
TOTAL	55,445	24,015	31,430	14,396	14,316	7,408	14,486	56	68	264	210	21	21	1,576	1,948	95	140	199	241
		43%	57%	26%	26%	13%	26%	0%	0%	0%	0%	0%	0%	3%	4%	0%	0%	0%	0%

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

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2006

Chart B

Grade	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Flat/Slope	33	28	5	26	4	1	1	0	0	1	0	0	0	0	0	0	0	0	0
		85%	15%	79%	12%	3%	3%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 1 — (\$15,363- \$22,936)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade 2 — (\$16,286- \$24,387)	8	0	8	0	0	0	6	0	0	0	0	0	0	0	2	0	0	0	0
		0%	100%	0%	0%	0%	75%	0%	0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%
Grade 3 — (\$17,275 - \$25,944)	4	0	4	0	0	0	3	0	0	0	0	0	0	0	1	0	0	0	0
		0%	100%	0%	0%	0%	75%	0%	0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%
Grade 4 — (\$18,332 - \$27,612)	113	46	67	12	15	18	32	0	0	2	1	0	0	13	19	0	0	1	0
		41%	59%	11%	13%	16%	28%	0%	0%	2%	1%	0%	0%	12%	17%	0%	0%	1%	0%
Grade 5 — (\$19,464 - \$29,390)	737	265	472	96	181	152	241	1	1	1	10	1	0	8	32	1	2	5	5
		36%	64%	13%	25%	21%	33%	0%	0%	0%	1%	0%	0%	1%	4%	0%	0%	1%	1%
Grade 6 — (\$20,675 - \$31,296)	779	369	410	147	138	196	235	1	2	5	3	0	2	18	25	2	0	0	5
		47%	53%	19%	18%	25%	30%	0%	0%	1%	0%	0%	0%	2%	3%	0%	0%	0%	1%
Grade 7 — (\$21,971- \$33,338)	2,018	481	1,537	189	511	257	921	2	3	3	10	1	2	25	71	0	2	4	17
		24%	76%	9%	25%	13%	46%	0%	0%	0%	0%	0%	0%	1%	4%	0%	0%	0%	1%
Grade 8 — (\$23,358 - \$35,518)	1,747	449	1,298	212	481	204	726	5	2	12	7	1	2	12	58	1	6	2	16
		26%	74%	12%	28%	12%	42%	0%	0%	1%	0%	0%	0%	1%	3%	0%	0%	0%	1%
Grade 9 — (\$24,842 - \$37,853)	2,002	368	1,634	218	727	129	794	0	5	3	9	1	1	11	81	1	6	5	11
		18%	82%	11%	36%	6%	40%	0%	0%	0%	0%	0%	0%	1%	4%	0%	0%	0%	1%

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2006 (Continued)

Grade	TOTAL		Race																Ethnicity	
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 10 — (\$26,429 - \$40,351)	3,233	954	2,279	593	1,098	294	1,014	3	5	14	16	1	3	28	98	13	20	8	25	
		29.51%	70.49%	18.34%	33.96%	9.09%	31.36%	0.09%	0.15%	0.43%	0.49%	0.03%	0.09%	0.87%	3.03%	0.40%	0.62%	0.25%	0.77%	
Grade 11 — (\$28,126 - \$43,029)	3,253	741	2,512	349	993	331	1,359	2	4	3	8	2	3	49	118	1	4	4	23	
		22.78%	77.22%	10.73%	30.53%	10.18%	41.78%	0.06%	0.12%	0.09%	0.25%	0.06%	0.09%	1.51%	3.63%	0.03%	0.12%	0.12%	0.71%	
Grade 12 — (\$29,944 - \$45,884)	4,475	1,745	2,730	969	1,123	634	1,384	4	10	8	9	1	1	112	179	6	6	11	18	
		38.99%	61.01%	21.65%	25.09%	14.17%	30.93%	0.09%	0.22%	0.18%	0.20%	0.02%	0.02%	2.50%	4.00%	0.13%	0.13%	0.25%	0.40%	
Grade 13 — (\$31,888 - \$48,944)	6,233	3,036	3,197	1,712	982	1,136	2,019	3	7	13	9	2	2	145	157	3	8	22	13	
		48.71%	51.29%	27.47%	15.75%	18.23%	32.39%	0.05%	0.11%	0.21%	0.14%	0.03%	0.03%	2.33%	2.52%	0.05%	0.13%	0.35%	0.21%	
Grade 14 — (\$33,970 - \$52,224)	4,367	1,866	2,501	1,027	1,052	621	1,243	4	4	12	12	1	0	178	163	5	7	18	20	
		42.73%	57.27%	23.52%	24.09%	14.22%	28.46%	0.09%	0.09%	0.27%	0.27%	0.02%	0.00%	4.08%	3.73%	0.11%	0.16%	0.41%	0.46%	
Grade 15 — (\$36,195 - \$55,723)	3,074	1,157	1,917	775	979	285	780	3	5	19	14	2	0	53	112	8	12	12	15	
		37.64%	62.36%	25.21%	31.85%	9.27%	25.37%	0.10%	0.16%	0.62%	0.46%	0.07%	0.00%	1.72%	3.64%	0.26%	0.39%	0.39%	0.49%	
Grade 16 — (\$38,578 - \$59,475)	4,917	2,011	2,906	1,198	1,611	581	1,017	4	4	20	19	2	0	175	224	3	10	28	21	
		40.90%	59.10%	24.36%	32.76%	11.82%	20.68%	0.08%	0.08%	0.41%	0.39%	0.04%	0.00%	3.56%	4.56%	0.06%	0.20%	0.57%	0.43%	
Grade 17 — (\$41,126 - \$63,485)	3,236	1,437	1,799	940	1,021	327	629	3	1	25	23	0	0	125	117	3	4	14	4	
		44.41%	55.59%	29.05%	31.55%	10.11%	19.44%	0.09%	0.03%	0.77%	0.71%	0.00%	0.00%	3.86%	3.62%	0.09%	0.12%	0.43%	0.12%	
Grade 18 — (\$43,854 - \$67,776)	2,052	996	1,056	707	695	165	262	3	4	25	14	0	1	87	74	6	1	3	5	
		48.54%	51.46%	34.45%	33.87%	8.04%	12.77%	0.15%	0.19%	1.22%	0.68%	0.00%	0.05%	4.24%	3.61%	0.29%	0.05%	0.15%	0.24%	
Grade 19 — (\$46,773 - \$72,369)	1,457	760	697	603	480	87	159	2	0	16	8	1	0	48	41	1	2	2	7	
		52.16%	47.84%	41.39%	32.94%	5.97%	10.91%	0.14%	0.00%	1.10%	0.55%	0.07%	0.00%	3.29%	2.81%	0.07%	0.14%	0.14%	0.48%	

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2006 (Continued)

Grade	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade 20 (\$49,895 - \$77,284)	952	530	422	396	250	68	102	0	1	8	3	1	0	54	60	2	1	1	5
		56%	44%	42%	26%	7%	11%	0%	0%	1%	0%	0%	0%	6%	6%	0%	0%	0%	1%
Grade 21 (\$53,236 - \$82,542)	724	389	335	294	220	43	54	0	2	3	0	0	0	48	53	0	1	1	5
		54%	46%	41%	30%	6%	7%	0%	0%	0%	0%	0%	0%	7%	7%	0%	0%	0%	1%
Grade 22 (\$56,811 - \$88,174)	910	481	429	368	281	49	77	0	0	4	4	0	0	53	59	3	2	4	6
		53%	47%	40%	31%	5%	8%	0%	0%	0%	0%	0%	0%	6%	6%	0%	0%	0%	1%
Grade 23 (\$60,637 - \$94,194)	355	208	147	169	106	18	11	0	0	0	0	0	0	21	29	0	0	0	1
		58.59%	41.41%	47.61%	29.86%	5.07%	3.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.92%	8.17%	0.00%	0.00%	0.00%	0.28%
Grade 24 (\$64,729 - \$100,636)	306	197	109	144	79	18	14	1	0	4	1	0	0	29	15	1	0	0	0
		64.38%	35.62%	47.06%	25.82%	5.88%	4.58%	0.33%	0.00%	1.31%	0.33%	0.00%	0.00%	9.48%	4.90%	0.33%	0.00%	0.00%	0.00%
Grade 25 (\$69,109 - \$107,525)	88	56	32	49	24	2	5	0	0	0	0	0	0	5	3	0	0	0	0
		63.64%	36.36%	55.68%	27.27%	2.27%	5.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.68%	3.41%	0.00%	0.00%	0.00%	0.00%
Grade 26 (\$73,661 - \$114,905)	74	41	33	36	24	3	7	0	0	0	0	0	0	2	1	0	1	0	0
		55.41%	44.59%	48.65%	32.43%	4.05%	9.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	1.35%	0.00%	1.35%	0.00%	0.00%
Hourly/ Daily	2,906	1,732	1,174	526	150	1,113	971	7	4	13	4	0	1	48	37	16	6	9	1
		59.60%	40.40%	18.10%	5.16%	38.30%	33.41%	0.24%	0.14%	0.45%	0.14%	0.00%	0.03%	1.65%	1.27%	0.55%	0.21%	0.31%	0.03%
MRT*	5,466	3,713	1,753	2,677	1,115	679	427	8	4	50	26	4	3	231	120	19	40	45	18
		67.93%	32.07%	48.98%	20.40%	12.42%	7.81%	0.15%	0.07%	0.91%	0.48%	0.07%	0.05%	4.23%	2.20%	0.35%	0.73%	0.82%	0.33%
TOTAL	55,445	24,015	31,430	14,396	14,316	7,408	14,486	56	68	264	210	21	21	1,576	1,948	95	140	199	241
		43.31%	56.69%	25.96%	25.82%	13.36%	26.13%	0.10%	0.12%	0.48%	0.38%	0.04%	0.04%	2.84%	3.51%	0.17%	0.25%	0.36%	0.43%

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

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

EXECUTIVE PAY PLAN WORKFORCE BY SALARY, GRADE, RACE AND GENDER — FISCAL YEAR 2006

Chart C

EPP Scale	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ES 4 — (\$70,310- \$94,214)	5	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
100%		0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ES 5 — (\$75,647- \$101,387)	27	20	7	16	5	0	0	0	0	0	0	1	0	3	2	0	0	0	0
74%		26%	59%	19%	0%	0%	0%	0%	0%	0%	4%	0%	11%	7%	0%	0%	0%	0%	0%
ES 6 — (\$81,414- \$109,134)	41	25	16	19	10	2	3	0	0	0	0	0	0	2	3	0	0	2	0
61%		39%	46%	24%	5%	7%	0%	0%	0%	0%	0%	0%	5%	7%	0%	0%	5%	0%	0%
ES 7 — (\$87,642- \$117,503)	38	32	6	21	5	2	1	0	0	1	0	0	0	8	0	0	0	0	0
84%		16%	55%	13%	5%	3%	0%	0%	3%	0%	0%	0%	21%	0%	0%	0%	0%	0%	0%
ES 8 — (\$94,367- \$126,542)	19	14	5	10	3	1	0	0	0	0	0	0	0	3	1	0	0	0	1
74%		26%	53%	16%	5%	0%	0%	0%	0%	0%	0%	0%	16%	5%	0%	0%	0%	0%	5%
ES 9 — (\$101,633- \$136,305)	29	19	10	11	5	0	4	0	0	2	0	0	1	6	0	0	0	0	0
66%		34%	38%	17%	0%	14%	0%	0%	7%	0%	0%	3%	21%	0%	0%	0%	0%	0%	0%
ES 10 — (\$109,476- \$146,845)	8	8	0	6	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
100%		0%	75%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ES 11 — (\$117,952- \$158,232)	6	4	2	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
67%		33%	50%	33%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	173	127	46	91	30	8	8	0	0	3	0	1	1	22	6	0	0	2	1
		73%	27%	53%	17%	5%	5%	0%	0%	2%	0%	1%	1%	13%	3%	0%	0%	1%	1%

SECTION 5: STATEWIDE PERSONNEL TRANSACTIONS

A comparison of personnel transactions from fiscal year 2005 to fiscal year 2006 indicates a slight increase in the number of appointments, an increase in promotions, and a decrease in reclassifications.

	FY 2005	FY 2006	Percent Change
Appointments	5,540	5,655	+2.1%
Promotions	2,717	3,633	+ 33.7%
Reclassifications	4,709	3,101	- 34.1%

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2006

Type of Transaction	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	5,655	2,150	3,505	973	1,144	742	1,634	9	10	66	49	4	6	322	607	9	24	25	31
		38%	62%	17%	20%	13%	29%	0%	0%	1%	1%	0%	0%	6%	11%	0%	0%	0%	1%
Reinstatements	569	196	373	64	124	87	180	0	3	4	0	0	0	41	65	0	0	0	1
		34%	66%	11%	22%	15%	32%	0%	1%	1%	0%	0%	0%	7%	11%	0%	0%	0%	0%
Promotions	3,633	1,622	2,011	753	658	521	1,023	2	7	20	28	3	2	299	269	7	13	17	11
		45%	55%	21%	18%	14%	28%	0.1%	0.2%	0.6%	0.8%	0.1%	0.1%	8.2%	7.4%	0.2%	0.4%	0.5%	0.3%
Reclassifications	3,101	1,327	1,774	882	972	305	630	2	2	40	23	2	1	73	120	10	11	13	15
		43%	57%	28%	31%	10%	20%	0.1%	0.1%	1.3%	0.7%	0.1%	0.0%	2.4%	3.9%	0.3%	0.4%	0.4%	0.5%
Demotions	321	113	208	70	94	19	73	0	0	2	2	0	1	21	35	0	0	1	3
		35%	65%	22%	29%	6%	23%	0.0%	0.0%	0.6%	0.6%	0.0%	0.3%	6.5%	10.9%	0.0%	0.0%	0.3%	0.9%
Suspensions	749	353	396	119	112	203	260	0	1	3	3	0	0	15	15	2	4	11	1
		47%	53%	16%	15%	27%	35%	0.0%	0.1%	0.4%	0.4%	0.0%	0.0%	2.0%	2.0%	0.3%	0.5%	1.5%	0.1%
TOTAL	14,028	5,761	8,267	2,861	3,104	1,877	3,800	13	23	135	105	9	10	771	1,111	28	52	67	62
		41%	59%	20%	22%	13%	27%	0.1%	0.2%	1.0%	0.7%	0.1%	0.1%	5.5%	7.9%	0.2%	0.4%	0.5%	0.4%

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2006

Type of Separations and Terminations	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	3,590	1,303	2,287	619	954	480	1,030	3	5	22	40	3	1	151	254	5	1	20	2
		36%	64%	17%	27%	13%	29%	0%	0%	1%	1%	0%	0%	4%	7%	0%	0%	1%	0%
Rejections on Probation	273	100	173	23	34	54	118	5	0	2	1	0	0	14	19	0	0	2	1
		37%	63%	8%	12%	20%	43%	2%	0%	1%	0%	0%	0%	5%	7%	0%	0%	1%	0%
Terminations	273	122	151	38	48	65	92	0	0	3	0	0	0	10	10	3	1	3	0
		45%	55%	14%	18%	24%	34%	0%	0%	1%	0%	0%	0%	4%	4%	1%	0%	1%	0%
TOTAL	4,136	1,525	2,611	680	1,036	599	1,240	8	5	27	41	3	1	175	283	8	2	25	3
		37%	63%	16%	25%	14%	30%	0.2%	0.1%	0.7%	1.0%	0.1%	0.0%	4.2%	6.8%	0.2%	0.0%	0.6%	0.1%

SEPARATIONS AND TERMINATIONS BY AGE, RACE AND GENDER — FISCAL YEAR 2006

AGE	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
RESIGNATIONS																			
19 OR LESS	21	7	14	4	6	2	5	0	0	0	1	0	0	1	2	0	0	0	0
20 - 29	836	300	536	152	187	100	273	0	2	3	11	1	1	41	60	1	1	2	1
30 - 39	1,183	434	749	194	234	170	399	1	0	9	15	2	0	46	100	3	0	9	1
40 - 49	919	341	578	131	278	158	238	1	0	5	4	0	0	39	58	1	0	6	0
50 - 59	517	177	340	108	205	48	95	1	3	2	7	0	0	16	30	0	0	2	0
60 - 69	104	38	66	26	43	1	17	0	0	3	2	0	0	7	4	0	0	1	0
70 PLUS	10	6	4	4	1	1	3	0	0	0	0	0	0	1	0	0	0	0	0
TOTAL	3,590	1,303	2,287	619	954	480	1,030	3	5	22	40	3	1	151	254	5	1	20	2
REJECTIONS ON PROBATION																			
19 OR LESS	6	0	6	0	0	0	5	0	0	0	1	0	0	0	0	0	0	0	0
20 - 29	108	42	66	12	5	22	59	0	0	2	0	0	0	5	1	0	0	1	1
30 - 39	59	26	33	3	4	16	20	5	0	0	0	0	0	2	9	0	0	0	0
40 - 49	54	11	43	3	17	6	22	0	0	0	0	0	0	1	4	0	0	1	0
50 - 59	40	18	22	3	5	9	12	0	0	0	0	0	0	6	5	0	0	0	0
60 - 69	4	1	3	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
70 PLUS	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	273	100	173	23	34	54	118	5	0	2	1	0	0	14	19	0	0	2	1
TERMINATIONS																			
19 OR LESS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20 - 29	54	26	28	5	7	16	20	0	0	2	0	0	0	1	1	1	0	1	0
30 - 39	69	32	37	7	11	20	24	0	0	1	0	0	0	4	2	0	0	0	0
40 - 49	85	34	51	13	17	17	29	0	0	0	0	0	0	3	4	1	1	0	0
50 - 59	56	24	32	11	11	9	18	0	0	0	0	0	0	1	3	1	0	2	0
60 - 69	8	5	3	2	2	2	1	0	0	0	0	0	0	1	0	0	0	0	0
70 PLUS	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	273	122	151	38	48	65	92	0	0	3	0	0	0	10	10	3	1	3	0
GRAND TOTAL	4,136	1,525	2,611	680	1,036	599	1,240	8	5	27	41	3	1	175	283	8	2	25	3

SECTION 6: STATEWIDE EEO COMPLAINTS

- The total number of discrimination complaints received statewide in fiscal year 2006 was 402. Of that total 295 or 73.4% were internal complaints and 107 or 26.6% were external complaints.
- The primary basis for internal complaints was race.
- 91 or 22.6% of the total complaints did not allege a legal protected basis.

Type of Complaint	FY 2005	FY 2006
Disability	16	16
National Origin	12	8
Race	62	80
Sex	71	56
Sexual Harassment	37	47

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

External complaints are those filed with the Maryland Commission on Human Relations or Equal Employment Opportunity Commission.

STATEWIDE DISCRIMINATION COMPLAINTS BY AGENCY, BASIS, ISSUE AND DISPOSITION — FISCAL YEAR 2006

Agency	External	Internal	Basis											Issue			Disposition							
			ADA	Age	Ancestry	Color	Disability	National Origin	Race	Religious Affiliation	Sex/Gender	Sexual Orientation	Other	Harassment	Sexual Harassment	Retaliation	Probable Cause	No Cause	Administrative Closure	Mediation/Settlement	Open/Pending	Other	Withdrawn	
Agriculture	403	2	1											1	1									1
Automobile Insurance Fund	471	0	4							2		1		1		1	3							
Attorney General	225	0	1							1							1							
Assessment and Taxation	637	0	1							1				1							1			
Business and Economic Development	278	1	0																					
Education	1,520	2	5							3				2	3	2					3	2		
Environment	898	0	16					1		9	2	4			2	1					16			
General Services	596	1	5											5	2	1		2	1	2				
Health and Mental Hygiene	10,222	21	18		3					4	1	5		5	2	5	3	1	4	4	4	4		1
Housing and Community Development	333	1	6							5		1			2	1				3	1	1		1
Human Resources	6,687	7	10							2	3	4	1		6			1	8	1				
Juvenile Services	1,896	4	25					6	1	6		7		5	8	4		1	11	4	1	1	1	3
Labor, Licensing and Regulation	1,416	5	2							1		1				1	1		2					
Lottery	163	0	1							1							1					1		
Military	308	0	1									1		1	1	1		1						1
Natural Resources	1,235	2	3				1			1		1			1			1	1					
Public Broadcasting Commission	174	0	1									1				1			1					
Public Defender	934	0	1					1										1						
Public Safety and Correctional Services	10,361	34	156	1	5		16	5	7	24	2	24	2	70	90	29	23	13	80	42	21			
Retirement	167	0	1							1								1						
Stadium Authority	73	0	1											1	1					1				
State Police	2,329	4	4	0	0	0	0	0	0	2	0	2	0	0	2	1	1		2			1		1
Transportation	10,212	20	29	1	4	0	1	3	0	16	0	3	1	0	4	2	2	3	2	9	2	6	0	7
All Other Agencies	3,907	3	3							1	1	1			1			1				2		
TOTAL	55,445	107	295	2	12	0	18	16	8	80	9	56	4	91	127	1	34	21	120	82	35	18	1	15

NOTE: In order to avoid duplication, Bases, Issues, and Dispositions are counted on Internal complaints only.

- (1) "Internal" complaints are those filed at the agency level, with a State agency's Fair Practices Officer or Equal Employment Opportunity Officer.
- (2) "External" complaints are those filed with the Maryland Commission on Human Relations, Department of Justice, Courts, and/or Equal Employment Opportunity Commission.
- (3) "Other" Complaints include employment related complaints, not discriminatory in basis.

- The Office of the Statewide Equal Employment Opportunity Coordinator processed a total of 52 EEO appeals and complaints in fiscal year 2006.
- There were 46 appeals of agency level EEO complaints; all 46 were “no probable cause.”
- The Office investigated four Whistleblower complaints: all four were “no probable cause.”

SECTION 7: UNIVERSITY SYSTEM OF MARYLAND

The University System of Maryland includes the headquarters and the following institutions: Bowie State University, Coppin State College, Frostburg State University, Salisbury University, Towson University, University of Baltimore, University of Maryland at Baltimore, University of Maryland Baltimore County, University of Maryland Biotechnology Institute, University of Maryland Center for Environmental Science, University of Maryland College Park, University of Maryland Eastern Shore, and University of Maryland University College.

- There were a total of 33,006 employees in the University System of Maryland.
 - Of the total employees, 20,418 or 61.9% were White, 6,446 or 19.5% were African-American, 92 or .3% were American Indian and Alaska Native, 3,892 or 11.8% were Asian, 978 or 3% were Hispanic or Latino, and 1,180 or 3.6% had no race checked.
 - Males comprised 15,804 or 47.9% of the workforce.
 - Females comprised 17,202 or 52.1% of the workforce.

UNIVERSITY SYSTEM OF MARYLAND

TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION - FISCAL YEAR 2006

EEO Job Category	TOTAL		Race																Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)				
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Administrators	1,292	653	639	505	448	114	156	2	1	15	13	0	0	9	13	0	0	8	8		
		51%	49%	39%	35%	9%	12%	0%	0%	1%	1%	0%	0%	1%	1%	0%	0%	1%	1%		
Faculty and Instructors	9,367	5,402	3,965	4,075	2,856	558	606	14	11	454	231	0	0	194	168	0	0	107	93		
		58%	42%	44%	30%	6%	6%	0%	0%	5%	2%	0%	0%	2%	2%	0%	0%	1%	1%		
Faculty/Research	2,542	1,538	1,004	1,016	713	40	75	4	2	403	158	0	0	38	29	0	0	37	27		
		61%	39%	40%	28%	2%	3%	0%	0%	16%	6%	0%	0%	1%	1%	0%	0%	1%	1%		
Faculty/Public Service	20	6	14	5	8	1	6	0	0	0	0	0	0	0	0	0	0	0	0		
		30%	70%	25%	40%	5%	30%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Teachers' Assistants/Assoc.	5,995	3,008	2,987	1,473	1,593	155	290	9	5	1,059	781	0	0	206	198	0	0	106	120		
		50%	50%	25%	27%	3%	5%	0%	0%	18%	13%	0%	0%	3%	3%	0%	0%	2%	2%		
Professionals	6,223	2,480	3,743	1,716	2,382	447	906	6	6	191	274	0	0	57	100	0	0	63	75		
		40%	60%	28%	38%	7%	15%	0%	0%	3%	4%	0%	0%	1%	2%	0%	0%	1%	1%		
Clerical-Secretarial	3,549	574	2,975	274	1,567	228	1,169	2	15	32	110	0	0	24	65	0	0	14	49		
		16%	84%	8%	44%	6%	33%	0%	0%	1%	3%	0%	0%	1%	2%	0%	0%	0%	0%		
Technical-Paraprofessionals	1,609	662	947	394	535	187	304	1	6	41	57	0	0	24	25	0	0	15	20		
		41%	59%	24%	33%	12%	19%	0%	0%	3%	4%	0%	0%	1%	2%	0%	0%	1%	1%		
Skilled Craft	748	713	35	478	14	180	19	4	0	18	0	0	0	11	1	0	0	22	1		
		95%	5%	64%	2%	24%	3%	1%	0%	2%	0%	0%	0%	1%	0%	0%	0%	3%	0%		
Service-Maintenance	1,661	768	893	211	155	488	517	1	3	23	32	0	0	6	12	0	0	39	174		
		46%	54%	13%	9%	29%	31%	0%	0%	1%	2%	0%	0%	0%	1%	0%	0%	2%	10%		
TOTAL	33,006	15,804	17,202	10,147	10,271	2,398	4,048	43	49	2,236	1,656	0	0	569	611	0	0	411	567		
		48%	52%	31%	31%	7%	12%	0%	0%	7%	5%	0%	0%	2%	2%	0%	0%	1%	2%		

SECTION 8: INDEPENDENT HIGHER EDUCATION INSTITUTIONS

BALTIMORE CITY COMMUNITY COLLEGE

- There are 491 employees in the Baltimore City Community College workforce.
 - 303 or 61.7% are African-American employees
 - 298 or 60.7% are female employees

MORGAN STATE UNIVERSITY

- There are 922 employees in the Morgan State University workforce.
 - 631 or 68.4% are African-American employees
 - 456 or 49.5% are female employees

SAINT MARY'S COLLEGE OF MARYLAND

- There are 393 employees in the St. Mary's College of Maryland workforce.
 - 50 or 12.7% are African-American employees
 - 198 or 50.4% are female employees

BALTIMORE CITY COMMUNITY COLLEGE
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2006

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Professionals	381	155	226	42	54	75	141	1	1	4	1	0	0	31	27	1	0	1	2
		40.68%	59.32%	11.02%	14.17%	19.69%	37.01%	0.26%	0.26%	1.05%	0.26%	0%	0%	8.14%	7.09%	0.26%	0.00%	0.26%	0.52%
Technicians	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	105	33	72	4	10	26	58	0	0	0	0	0	0	3	4	0	0	0	0
		31.43%	68.57%	3.81%	9.52%	24.76%	55.24%	0%	0%	0%	0%	0%	0%	3%	3.81%	0%	0%	0%	0%
Skilled Craft Workers	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%
Service-Maintenance	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%	0%
TOTAL	491	193	298	48	64	104	199	1	1	4	1	0	0	34	31	1	0	1	2
		39.31%	60.69%	9.78%	13.03%	21.18%	40.53%	0.20%	0.20%	0.81%	0.20%	0%	0%	6.92%	6.31%	0.20%	0%	0.20%	0.41%

**BALTIMORE CITY COMMUNITY COLLEGE
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2006**

Type of Transaction	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Appointments	35	21	14	5	0	9	12	0	0	2	0	0	0	5	2	0	0	0	0
		60%	40%	14%	0%	26%	34%	0%	0%	6%	0%	0%	0%	14%	6%	0%	0%	0%	0%
Reinstatements	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	4	2	2	0	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0
		50%	50%	0%	0%	50%	25%	0%	0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%
Reclassifications	111	34	77	5	11	26	62	0	0	0	0	0	0	3	4	0	0	0	0
		31%	69%	5%	10%	23%	56%	0%	0%	0%	0%	0%	0%	3%	4%	0%	0%	0%	0%
Demotions	4	3	1	0	0	0	0	0	0	1	0	0	0	2	1	0	0	0	0
		75%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	50%	25%	0%	0%	0%	0%
Transfers	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	156	60	96	10	11	37	77	0	0	3	0	0	0	10	8	0	0	0	0
		38%	62%	6%	7%	24%	49%	0%	0%	2%	0%	0%	0%	6%	5%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2006

Type of Separations and Terminations	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Resignations	18	9	9	1	1	7	5	0	0	0	0	0	0	1	3	0	0	0	0
		50%	50%	6%	6%	39%	28%	0%	0%	0%	0%	0%	0%	6%	17%	0%	0%	0%	0%
Terminations	8	6	2	0	0	1	1	0	0	0	0	0	0	5	1	0	0	0	0
		75%	25%	0%	0%	13%	13%	0%	0%	0%	0%	0%	0%	63%	13%	0%	0%	0%	0%
TOTAL	26	15	11	1	1	8	6	0	0	0	0	0	0	6	4	0	0	0	0
		58%	42%	4%	4%	31%	23%	0%	0%	0%	0%	0%	0%	23%	15%	0%	0%	0%	0%

MORGAN STATE UNIVERSITY
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2006

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Professionals	652	354	298	48	29	218	211	3	2	3	3	0	1	82	51	0	0	0	1
		54%	46%	7%	4%	33%	32%	0%	0%	0%	0%	0%	0%	13%	8%	0%	0%	0%	0.2%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	30	26	4	4	0	14	2	0	0	0	0	0	0	8	2	0	0	0	0
		87%	13%	13%	0%	47%	7%	0%	0%	0%	0%	0%	0%	27%	7%	0%	0%	0%	0%
Administrative Support	240	86	154	3	1	70	116	0	0	0	0	0	0	13	35	0	0	0	2
		36%	64%	1%	0%	29%	48%	0%	0%	0%	0%	0%	0%	5%	15%	0%	0%	0%	1%
Skilled Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service-Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	922	466	456	55	30	302	329	3	2	3	3	0	1	103	88	0	0	0	3
		51%	49%	6%	3%	33%	36%	0%	0%	0%	0%	0%	0%	0%	11%	10%	0%	0%	0%

**MORGAN STATE UNIVERSITY
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2006**

Type of Transaction	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Appointments	89	44	45	4	6	20	26	0	0	1	0	0	0	19	13	0	0	0	0
		49%	51%	4%	7%	22%	29%	0%	0%	1%	0%	0%	0%	21%	15%	0%	0%	0%	0%
Reinstatements	5	4	1	0	0	2	1	0	0	0	0	0	0	2	0	0	0	0	0
		80%	20%	0%	0%	40%	20%	0%	0%	0%	0%	0%	0%	40%	0%	0%	0%	0%	0%
Promotions	5	1	4	0	0	0	2	0	0	0	0	0	0	1	2	0	0	0	0
		20%	80%	0%	0%	0%	40%	0%	0%	0%	0%	0%	0%	20%	40%	0%	0%	0%	0%
Reclassifications	3	2	1	0	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0
		67%	33%	0%	0%	33%	33%	0%	0%	0%	0%	0%	0%	33%	0%	0%	0%	0%	0%
Demotions	4	3	1	0	0	1	0	0	0	0	0	0	0	2	1	0	0	0	0
		75%	25%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	50%	25%	0%	0%	0%	0%
Suspensions	2	1	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transfers	3	2	1	0	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0
		67%	33%	0%	0%	33%	0%	0%	0%	0%	0%	0%	0%	33%	33%	0%	0%	0%	0%
TOTAL	111	57	54	4	6	25	31	0	0	1	0	0	0	27	17	0	0	0	0
		51%	49%	4%	5%	23%	28%	0%	0%	1%	0%	0%	0%	24%	15%	0%	0%	0%	0%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2006

Type of Separations and Terminations	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Resignations	42	22	20	2	2	13	13	0	0	0	1	0	0	7	4	0	0	0	0
		52%	48%	5%	5%	31%	31%	0%	0%	0%	2%	0%	0%	17%	10%	0%	0%	0%	0%
Rejection on Probation	2	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0
		0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
Terminations	11	8	3	0	2	3	1	0	0	0	0	0	0	5	0	0	0	0	0
		73%	27%	0%	18%	27%	9%	0%	0%	0%	0%	0%	0%	45%	0%	0%	0%	0%	0%
TOTAL	55	30	25	2	4	16	14	0	0	0	1	0	0	12	6	0	0	0	0
		55%	45%	4%	7%	29%	25%	0%	0%	0%	2%	0%	0%	22%	11%	0%	0%	0%	0%

SAINT MARY'S COLLEGE OF MARYLAND
TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION — FISCAL YEAR 2006

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Professionals	291	147	144	123	126	11	6	0	0	2	3	0	0	9	9	0	0	2	0
		51%	49%	42%	43%	4%	2%	0%	0%	1%	1%	0%	0%	3%	3%	0%	0%	1%	0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Service Workers: Non-Sworn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Skilled Craft Workers	102	48	54	30	31	15	18	0	0	0	0	0	0	2	4	0	0	1	1
		47%	53%	29%	30%	15%	18%	0%	0%	0%	0%	0%	0%	2%	4%	0%	0%	1%	1%
Service-Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	393	195	198	153	157	26	24	0	0	2	3	0	0	11	13	0	0	3	1
		50%	50%	39%	40%	7%	6%	0%	0%	1%	1%	0%	0%	3%	3%	0%	0%	1%	0%

**SAINT MARY'S COLLEGE OF MARYLAND
PERSONNEL TRANSACTIONS ANALYSIS — FISCAL YEAR 2006**

Type of Transaction	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	62	30	32	21	19	4	4	0	0	1	1	0	0	4	7	0	0	0	1
		48%	52%	34%	31%	6%	6%	0%	0%	2%	2%	0%	0%	6%	11%	0%	0%	0%	2%
Reinstatements	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reclassifications	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		67%	33%	67%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	68	32	36	23	23	4	4	0	0	1	1	0	0	4	7	0	0	0	1
		47%	53%	34%	34%	6%	6%	0%	0%	1%	1%	0%	0%	6%	10%	0%	0%	0%	1%

SUMMARY OF SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2006

Type of Separations and Terminations	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	43	17	26	11	18	4	5	0	1	0	0	1	0	1	2	0	0	0	0
		40%	60%	26%	42%	9%	12%	0%	2%	0%	0%	2%	0%	2%	5%	0%	0%	0%	0%
Rejection on Probation	4	3	1	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		75%	25%	75%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Terminations	12	6	6	4	5	1	0	0	0	1	0	0	0	0	1	0	0	0	0
		50%	50%	33%	42%	8%	0%	0%	0%	8%	0%	0%	0%	0%	8%	0%	0%	0%	0%
TOTAL	59	26	33	18	24	5	5	0	1	1	0	1	0	1	3	0	0	0	0
		44%	56%	31%	41%	8%	8%	0%	2%	2%	0%	2%	0%	2%	5%	0%	0%	0%	0%