

Women Employed In Maryland State Government In 1979



Maryland Commission for Women

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**“Equality of rights under the law shall not be
abridged or denied because of sex.”**

**Article 46, Declaration of Rights of the
Maryland State Constitution.**

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FOREWORD

Since its inception in 1965, the Maryland Commission for Women has sought to identify problems, define issues, and recommend policies and solutions that would change those practices which prevent the full participation of women in today's society. In pursuit of this goal, the Maryland Commission for Women has periodically produced reports on the topic of "Women in Maryland State Government."

The women of Maryland must not be lulled into a false sense of complacency because this State has passed the ERA, or because women hold half the jobs in State government. These jobs are mainly in the low-paying and often dead-end fields of office/clerical work and service/maintenance work rather than in the area of officials/administrators which entails a high level of responsibility with a commensurate salary. It is the hope of the Maryland Commission for Women that this report will:

- . educate and inform women employed in State government.
- . encourage State agencies and departments to develop training programs for the employment and promotion of women in policy-making and managerial positions.
- . stimulate and enable female employees to avail themselves of career management training programs.

Jo-Ann Orlinsky
Chairwoman
Maryland Commission for Women

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INTRODUCTION

This report begins with the fact that over half the full-time employees of the government of the State of Maryland in 1979 were women. It seeks to examine:

- . The distribution of women in each job category (Were there equal numbers of men and women in each job category?)
- . The composition of the female work force (Were women disproportionately represented in particular job categories?)
- . The salaries paid to women (Did a salary gap exist between men and women?)
- . Changes in employment patterns (Have women made progress in achieving greater representation in the higher paying job categories?)
- . The status of minority women (Were they at a disadvantage compared to other State employees?)

The work force which is examined in this report does not include appointed and elected officials (and/or advisors) or employees of the University of Maryland. It does include employees at other state educational institutions.

In order to clarify job titles, it is necessary to point out that the definitions of job categories were developed by the United States Equal Employment Opportunity Commission. Specifically, the absence of a "mid-management" category tends to group many obvious manager-type positions into the "professional" category. This appears to be true because the "officials and administrators" category is restricted to very high-level administrators in state departments. For example, in the State Classification Series, the Administrator Category has five pay levels: I, II, III, IV, and V. By Department of Personnel interpretation of this category, only the Administrator III and above qualify to be included in the "officials and administrators" category; the Administrator I and II levels are grouped in the "professional" category.

There are two appendices to the report. Appendix A includes a Guide to Job Categories, the Definition of Minority Employees, and a copy of the State Salary Plan in effect from July 1, 1979 to June 30, 1980. Appendix B includes the various tables supplied by the State Department of Personnel which were used in developing this report but which were not cited in the text of the report.

OVERVIEW OF WOMEN IN STATE EMPLOYMENT

In June 1979, the State of Maryland employed 51,587 full-time workers, of whom slightly over half (51.3%) were women. While this figure might appear to indicate that women employed by the State have achieved equality with men, an analysis of employment by job category indicates otherwise.

A majority of women work because of economic need, according to the U.S. Department of Labor. A study conducted by the Roper Corporation in 1979, with results published in the "1980 Virginia Slims American Women's Opinion Poll," found that when women were asked why they worked, the primary reason cited was money. More than two-fifths (43%) said they were working to bring in extra money (probably to supplement family income), more than one-fourth (27%) said they were working to support themselves, and nearly one-fifth (19%) said they were working to support their families. (The remainder either said they were working in order to have something interesting to do or did not answer.) Thus, although it is impossible to determine which job categories are the most desirable to most employees, if it is assumed that people work because of monetary incentive, then it would not be unreasonable to assume that the most desirable jobs are the higher-paying jobs. In Table 1, the official job categories used by the State Department of Personnel have been ranked according to the average salary paid in each category. (Appendix A contains a Guide to Job Categories.) As of June 29, 1979 in Maryland State Government:

- . A total of 1,370 persons were employed as officials/administrators, of whom only 12% were women. Along with the high level of responsibility in these positions goes a correspondingly high salary level: In 1979 the average annual salary of an official or administrator was \$33,068.
- . Women comprised 42% (6,730 of 15,834) of the professional positions.
- . Women constituted only 9% (419) of the protective service workers, a field that has traditionally been dominated by males.
- . Of the 4,634 technicians, 37% were women.
- . Only 2% of the skilled craft workers were women. This job category, which pays more on the average than the office/clerical worker job category, has traditionally been populated primarily by males.
- . Of the 4,019 paraprofessionals, about four-fifths were women.
- . Of the 11,685 office/clerical workers, the vast majority (10,420 or 89%) were women. Traditionally, this category has been the bastion of low-paying, dead-end jobs.
- . Over half (52%) of the 7,119 service/maintenance workers were women.

Thus, it is apparent that men and women are not distributed equally among the various job categories. The only job categories in which the percentage of women reached or exceeded their share of the State government's work force were those of paraprofessionals, office/clerical workers, and service/maintenance workers.

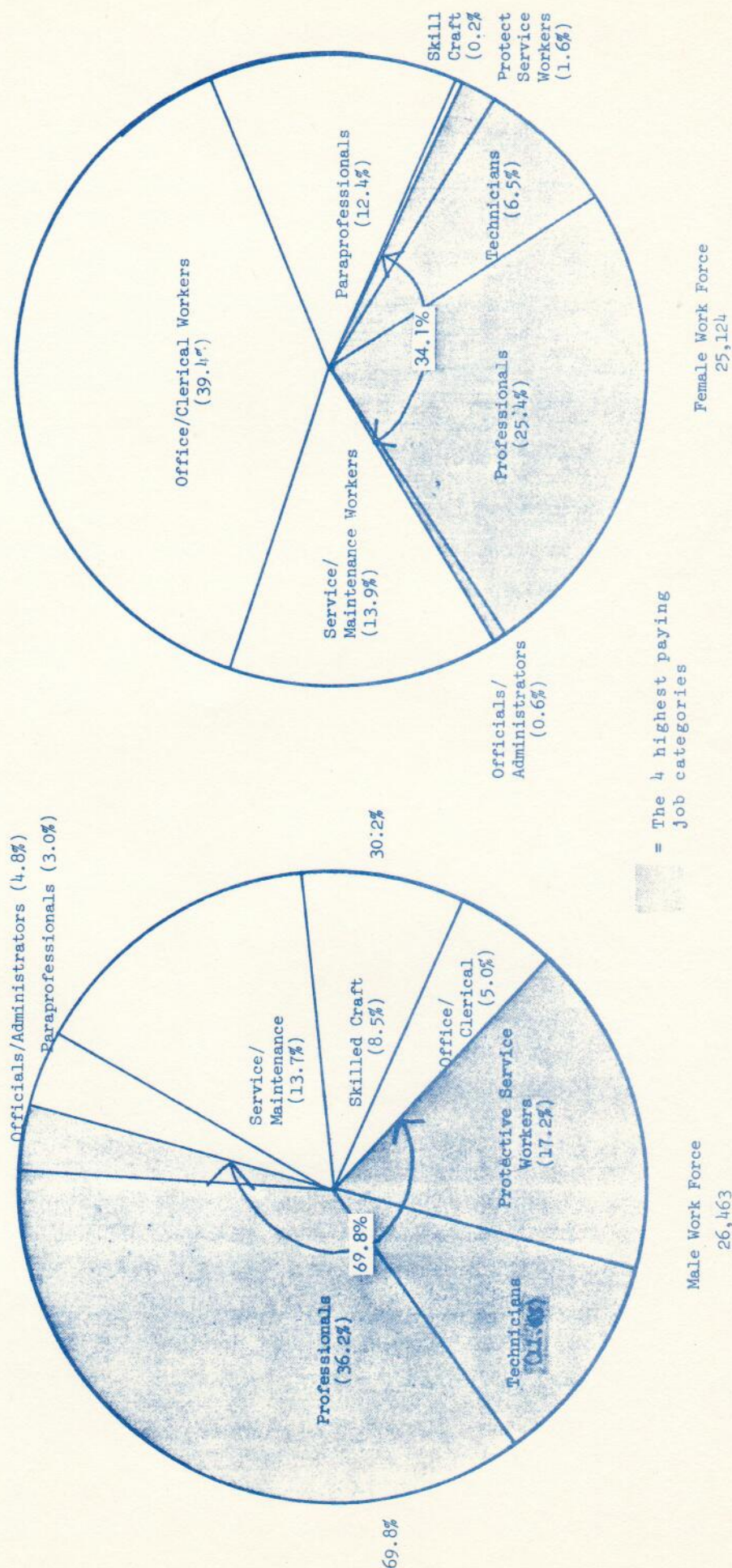
A comparison of the composition (by job category) of the male and the female work forces likewise reflects this discrepancy between the sexes. The occupational distribution of women was very different from that of men. As Figure 1 reflects, the vast majority of women occupied positions with little authority and low pay. Over half (53.3%) of all women employed by the State of Maryland were office/clerical and service/maintenance workers; less than one percent were officials/administrators. In contrast, only 18.7% of all male employees held positions as office/clerical and service/maintenance workers; nearly five percent served as officials/administrators. The single job category in which the greatest number of males (9,104 or 36.2% of all male State employees) was employed was professionals. The job category in which the greatest number of females (10,420 or 39.4% of all female State employees) was employed was office/clerical workers.

Table 1
FULL-TIME EMPLOYMENT IN MARYLAND STATE GOVERNMENT
BY SEX, JOB CATEGORY, AND AVERAGE SALARY AS OF
JUNE 29, 1979

JOB CATEGORY	AVERAGE SALARY (\$)	ALL EMPLOYEES						
		TOTAL	NUMBER MALES	PERCENT MALES IN CATEGORY	PERCENT OF TOTAL MALE WORK FORCE	NUMBER FEMALES	PERCENT FEMALES IN CATEGORY	PERCENT OF TOTAL FEMALE WORK FORCE
Officials/ Administrators	\$33,068	1,370	1210	88 %	4.8 %	160	12 %	0.6 %
Professionals	18,609	15,834	9104	58	36.2	6,730	42	25.4
Protective Service Workers	15,339	4,739	4320	91	17.2	419	9	1.6
Technicians	12,660	4,634	2903	63	11.6	1728	37	6.5
Skilled Craft Workers	12,102	2,187	2140	98	8.5	47	2	0.2
Paraprofessionals	11,520	4,019	743	18	3.0	3,276	82	12.4
Office/Clerical Workers	10,807	11,685	1265	11	5.0	10,420	89	39.4
Service/Maintenance Workers	9,833	7,119	3436	48	13.7	3,683	52	13.9
TOTALS		51,587	25,124	49 %	100 %	26,463	51%	100 %

Figure 1

Composition of the Full-time Male and Female Work Forces
Employed by
The State of Maryland
As of June 29, 1979



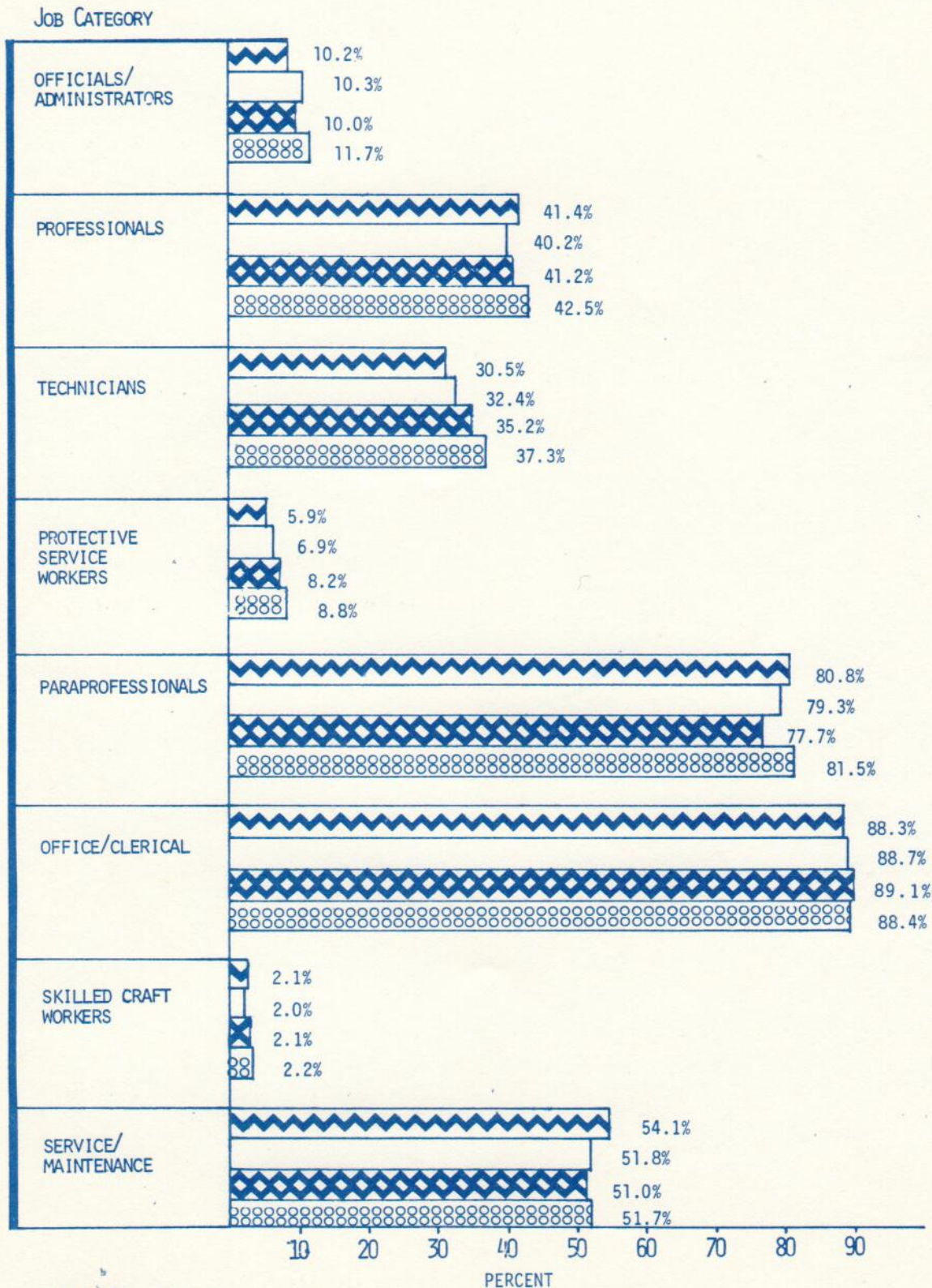
WOMEN EMPLOYED IN MARYLAND STATE GOVERNMENT
1975 -- 1979

From 1975 to 1979, women consistently accounted for about half the full-time State work force. Analysis of the female composition of the State job categories during that period indicates that among the four highest paying job categories (officials/administrators, professionals, technicians, and protective service workers), women registered some advances. (See Figure 2.) In particular, the percentage of protective service workers who were female increased by nearly 50 percent, while for technicians the increase was 22% and for officials/administrators it was almost 15%. However, since these three job categories accounted for less than nine percent of the total female work force in 1979, these changes did not significantly alter the inequities in the State's work force (see Table 2). Thus, as Table 3 indicates, the relative composition of males and females in the job category of officials/administrators remained almost constant from 1975 to 1979, with males continuing to hold almost 90% of these positions. During the same period, women continued to hold only 2% of the skilled craft workers positions, but they did increase their share of technicians (from 30.5% in 1975 to 37.3% in 1979). In short, there was no dramatic redistribution of males and females within the various job categories; the composition of the categories, for the most part, remained the same.

Similarly, an evaluation of the composition of the total female full-time work force employed by Maryland State Government reveals that the distribution of women among the various job categories during the period 1975 -- 1979 underwent only slight changes. As Table 2 indicates, in 1979 as in 1975, only one-half of one percent of all female employees held positions as officials/administrators. One-third of all male employees, versus one-fourth of all female employees, held professional positions.

Figure 2

FEMALE COMPOSITION OF
FULL-TIME STATE JOB CATEGORIES
1975 - 1979



 JULY 31, '75
 NOV. 1, '76
 JUNE 30, '78
 JUNE 29, '79

Table 2

COMPOSITION OF MALE AND FEMALE FULL-TIME WORKFORCES
IN MARYLAND STATE EMPLOYMENT 1975 - 1979

Job Category	JULY 1975				NOV. 1976				JUNE 1978				JUNE 1979			
	# Males	% of all Males	# Females	% of all Females	# Males	% of all Males	# Females	% of all Females	# Males	% of all Males	# Females	% of all Females	# Males	% of all Males	# Females	% of all Females
OFFICIALS/ ADMINISTRATORS	1,035	4.46	117	0.50	1,089	4.56	125	0.52	1,174	4.82	130	0.52	1,210	4.81	160	0.60
PROFESSIONALS	8,095	34.85	5,724	24.25	8,367	35.03	5,619	23.37	8,738	35.87	6,134	24.38	9,104	36.24	6,730	25.43
PROTECTIVE SERVICE WORKERS	4,175	17.97	263	1.11	4,202	17.59	309	1.29	4,263	17.50	379	1.51	4,320	17.19	419	1.58
TECHNICIANS	2,554	10.99	1,118	4.74	2,622	10.98	1,254	5.22	2,513	10.31	1,364	5.42	2,906	11.57	1,728	6.53
SKILLED CRAFT WORKERS	2,128	9.16	45	0.19	2,187	9.16	45	0.19	2,147	8.81	46	0.18	2,140	8.52	47	0.18
PARAPROFESSIONALS	614	2.64	2,588	10.96	728	3.05	2,785	11.59	892	3.66	3,104	12.34	743	2.96	3,276	12.38
OFFICE/CLERICAL WORKERS	1,305	5.62	9,829	41.64	1,302	5.45	10,257	42.67	1,286	5.28	10,519	41.81	1,265	5.03	10,420	39.38
SERVICE/ MAINTENANCE WORKERS	3,324	14.31	3,920	16.61	3,387	14.18	3,645	15.16	3,350	13.75	3,483	13.84	3,436	13.68	3,683	13.92
TOTALS	23,230	100.0	23,604	100.0	23,884	100.0	24,039	100.0	24,363	100.0	25,159	100.0	25,124	100.0	26,463	100.0

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Y E A R	J O B C A T E G O R Y																	
	ALL EMPLOYEES		OFFICIALS/ ADMINISTRATORS		PROFESSIONALS		PROTECTIVE SERVICE WORKERS		TECHNICIANS		SKILLED CRAFT WORKERS		PARAPROFESSIONALS		OFFICE/CLERICAL WORKERS		SERVICE/MAINTENANCE WORKERS	
	Males Percent	Females Percent	Males Percent	Females Percent	Males Percent	Females Percent	Males Percent	Females Percent	Males Percent	Females Percent	Males Percent	Females Percent	Males Percent	Females Percent	Males Percent	Females Percent	Males Percent	Females Percent
July 1975	49.6	50.4	89.8	10.2	58.6	41.4	94.1	5.9	69.6	30.5	97.9	2.0	19.2	80.8	11.7	88.3	45.9	54.1
Nov. 1976	49.8	50.2	89.7	10.3	59.8	40.2	93.1	6.9	67.7	32.3	98.0	2.0	20.7	79.3	11.3	88.7	48.2	51.8
June 1978	49.2	50.8	90.0	10.0	58.8	41.2	91.8	8.2	64.8	35.2	97.9	2.1	22.3	77.7	10.9	89.1	49.0	51.0
June 1979	48.7	51.3	88.3	11.7	57.5	42.5	91.2	8.8	62.7	37.3	97.9	2.1	18.5	81.5	11.6	88.4	48.3	51.3

THE EARNINGS GAP BETWEEN MEN AND WOMEN

Along with the essentially minimal gains women made during the period 1976-1979 in the number and kinds of jobs they held, there existed a sustained earnings differential between men and women. As Table 4 indicates, the average salary of all men employed full-time by Maryland State Government in 1976 was \$13,658. The average salary of all females was \$10,620 -- a gap of \$3,038. In 1979, the average salary of all full-time male employees was \$16,254, while the average salary of all full-time female employees was \$12,545 -- a gap of \$3,709. Thus, in 1976, the average female earned 77.8 cents for every dollar the average male earned; in 1979, the average female earned 77.2 cents for every dollar the average male earned. In 1976, a male's earnings exceeded a woman's earnings, on the average, by 28.6%; by 1979, this figure increased to 29.6%. This gap may be attributed to two factors:

- . Despite the fact that increasing numbers of women are attaining higher level and better paying positions, the majority are still concentrated in lower paying job categories of a traditional nature which offer limited or no opportunity for advancement.
- . It is possible that women are more likely to be in or near the entry levels, thus accounting for their lower average salary within a job category.

The predominance of women in the lower paying jobs is reflected in Table 1, in which the various job categories are ranked according to average salary. More than half all women employed by the State of Maryland in 1979 were in the two lowest paying job categories (office/clerical workers and service/maintenance workers), while less than 20% of all men were in these job categories. Approximately two-thirds of all male employees held positions in the four highest paying job categories (officials/administrators, professionals, protective service workers, and technicians) compared to one-third of all female employees. The situation was the reverse for the four lowest paying job categories (skilled craft workers, paraprofessionals, office/clerical, and service/maintenance workers): approximately one-third of all men and two-thirds of all women fell into this group. (See Figure 1.)

As Table 5 indicates, in all job categories except service/maintenance and paraprofessionals, the average salaries of women were lower than the average salaries of men in both 1976 and 1979. Interestingly, even in women's traditional job category of office/clerical worker, the minority of men in this group earned more on the average than did women. In the four highest paying job categories (officials/administrators, professionals, protective service workers, and technicians), the relative positions of women's earnings as a percent of men's earnings improved from 1976 to 1979 in all job categories except protective service workers. The fact that men's earnings as protective service workers exceeded women's earnings, on the average, by an even greater percentage in 1979 than in 1976 (19% versus 17%) may be attributable to the fact that the increased number of women in this job category meant that many were at or near entry level salaries. Although the percent by which men's earnings exceeded women's earnings within the various job categories generally diminished from 1976 to 1979,

men nonetheless continued to earn more on the average than did women. Therefore, although men comprised only 49% of the total State work force in 1979, they earned 55% of the total dollars in salaries (see Table 6).

Analysis of statewide annual salary comparison by grade level groups shows that in 1979, over half the full-time female State employees were concentrated in the lowest grades -- grades 3-8 -- where base salaries ranged from \$7,153 to \$9,603 (see Table 7). Nine percent of all full-time male employees, compared to less than 2% of all female employees, were concentrated in the highest salary grade levels -- grades 17-23 -- where base salaries ranged from \$18,208 to \$28,828. In addition, of those employees in flat rate (i.e., appointed positions) or hourly positions which paid more than \$25,000 annually, only 15% were females.

Table 4
COMPARISON OF AVERAGE EARNINGS OF FULL-TIME EMPLOYEES
BY SEX, DURING 1976 AND 1979

YEAR	AVERAGE SALARY OF ALL EMPLOYEES	AVERAGE SALARY OF ALL MALE EMPLOYEES	AVERAGE SALARY OF ALL FEMALE EMPLOYEES	EARNINGS GAP* IN DOLLARS	WOMEN'S EARNINGS AS A PERCENT OF MEN'S	PERCENT MEN'S EARNINGS EXCEEDED WOMEN'S
1976	\$12,135	\$13,658	\$10,620	\$3,038	77.8%	28.6%
1979	\$14,352	\$16,254	\$12,545	\$3,709	77.2%	29.6%

* Average salary of all males
- Average salary of all females
Earnings Gap

Table 5

AVERAGE SALARY COMPARISON OF ALL FULL-TIME STATE
EMPLOYEES IN 1976 AND 1979

JOB CATEGORY	AVERAGE SALARY OF ALL EMPLOYEES		AVERAGE SALARY OF MALE EMPLOYEES		AVERAGE SALARY OF FEMALE EMPLOYEES		EARNINGS GAP IN DOLLARS BETWEEN MALE AND FEMALE EMPLOYEES		WOMEN'S EARNINGS AS A PERCENT OF MEN'S		PERCENT MEN'S EARNINGS EXCEEDED WOMEN'S	
	1976	1979	1976	1979	1976	1979	1976	1979	1976	1979	1976	1979
OFFICIALS/ ADMINISTRATORS	\$22,661	\$33,068	\$23,062	\$33,356	\$19,164	\$30,887	\$3,898	\$2,469	83%	93%	20%	8%
PROFESSIONALS	16,195	18,609	17,212	19,779	14,680	17,026	2,532	2,753	85	86	17	16
PROTECTIVE SERVICE WORKERS	12,556	15,339	12,683	15,556	10,832	13,098	1,851	2,458	85	84	17	19
TECHNICIANS	11,821	12,660	12,209	13,110	11,009	11,904	1,200	1,206	90	91	11	10
SKILLED CRAFT WORKERS	10,283	12,102	10,317	12,121	8,611	11,191	1,706	930	83	92	20	8
PARAPROFESSIONALS	9,715	11,520	10,346	10,793	9,550	11,684	796	891	92	108	8	---
OFFICE/CLERICAL WORKERS	9,358	10,807	9,907	11,536	9,288	10,719	619	817	94	93	7	8
SERVICE/ MAINTENANCE WORKERS	8,505	9,833	8,499	9,921	8,511	9,751	-12	170	100	98	---	2
ALL EMPLOYEES	\$12,135	\$14,352	\$13,658	\$16,254	\$10,620	\$12,545	\$3,038	\$3,709	77.8%	77.2%	28.6%	29.6%

* Women's Average Salary Exceeded Men's By 0.1%

** Women's Average Salary Exceeded Men's by 8%

Table 6
STATEWIDE ANNUAL SALARY COMPARISON BY JOB CATEGORY
(Full-Time Employees)

JOB CATEGORY	WHITE				BLACK				HISPANIC				ASIAN-PACIFIC ISL.				AMERICAN INDIAN OR ALASKAN NATIVE				TOTALS		
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
OFFICIALS/ ADMINISTRATORS	1,107	80	136	10	82	6	21	1	8	1	0	0	13	1	3	0	0	0	1,210	88	160	12	1,370
	\$ 36,853	81	\$ 4,228	9	\$ 2,656	6	\$ 582	1	\$ 323	1	\$ 0	0	\$ 529	1	\$ 132	0	\$ 0	0	\$ 40,361	89	\$ 4,942	11	\$ 45,303
PROFESSIONALS	7,742	49	\$ 4,835	31	\$ 1,173	7	\$ 1,759	11	\$ 36	0	\$ 25	0	\$ 143	1	\$ 107	1	\$ 4	0	\$ 9,104	58	\$ 6,730	42	\$ 15,834
	\$ 153,677		\$ 82,094	28	\$ 22,092	8	\$ 29,611	10	\$ 923	0	\$ 470	0	\$ 3,172	1	\$ 2,344	1	\$ 65	0	\$ 180,064	61	\$ 114,584	39	\$ 294,648
TECHNICIANS	2,632	57	\$ 1,166	25	\$ 261	6	\$ 556	12	\$ 3	0	\$ 1	0	\$ 8	0	\$ 5	0	\$ 2	0	\$ 2,906	63	\$ 1,728	37	\$ 4,634
	\$ 34,790	59	\$ 13,497	23	\$ 3,154	5	\$ 6,994	12	\$ 33	0	\$ 13	0	\$ 100	0	\$ 66	0	\$ 21	0	\$ 38,098	65	\$ 20,570	35	\$ 58,668
PROTECTIVE SERVICE WORKERS	3,231	68	\$ 131	3	\$ 1,081	23	\$ 288	6	\$ 5	0	\$ 0	0	\$ 2	0	\$ 0	0	\$ 1	0	\$ 4,320	91	\$ 419	9	\$ 4,739
	\$ 51,744	71	\$ 1,752	2	\$ 15,367	21	\$ 3,736	5	\$ 71	0	\$ 0	0	\$ 9	0	\$ 0	0	\$ 13	0	\$ 67,204	92	\$ 5,488	8	\$ 72,692
PARA PROFESSIONALS	419	10	\$ 1,623	41	\$ 310	8	\$ 1,631	41	\$ 4	0	\$ 11	0	\$ 8	0	\$ 8	0	\$ 2	0	\$ 743	18	\$ 3,276	82	\$ 4,019
	\$ 4,745	10	\$ 18,461	40	\$ 3,136	7	\$ 19,590	42	\$ 43	1	\$ 118	3	\$ 76	2	\$ 73	2	\$ 19	0	\$ 36	0	\$ 8,019	17	\$ 38,278
OFFICE/ CLERICAL	907	8	\$ 7,560	65	\$ 346	3	\$ 2,827	24	\$ 3	0	\$ 11	0	\$ 9	0	\$ 17	0	\$ 5	0	\$ 1,265	11	\$ 10,420	89	\$ 11,685
	\$ 10,792	9	\$ 82,188	65	\$ 3,678	3	\$ 29,173	23	\$ 28	0	\$ 106	0	\$ 95	0	\$ 169	0	\$ 53	0	\$ 14,593	12	\$ 111,689	88	\$ 126,282
SKILLED CRAFT WORKERS	1,673	77	\$ 28	1	\$ 452	21	\$ 19	1	\$ 6	0	\$ 0	0	\$ 7	0	\$ 0	0	\$ 2	1	\$ 2,140	98	\$ 47	2	\$ 2,187
	\$ 20,776	79	\$ 305	1	\$ 4,971	19	\$ 221	1	\$ 75	0	\$ 0	0	\$ 95	0	\$ 0	0	\$ 23	0	\$ 25,940	98	\$ 526	2	\$ 26,466
SERVICE/ MAINTENANCE	2,036	29	\$ 1,384	19	\$ 1,383	19	\$ 2,268	32	\$ 5	0	\$ 8	0	\$ 11	0	\$ 21	0	\$ 2	0	\$ 3,436	48	\$ 3,683	52	\$ 7,119
	\$ 20,536	29	\$ 12,709	18	\$ 13,393	19	\$ 22,919	33	\$ 45	0	\$ 87	0	\$ 103	0	\$ 184	0	\$ 11	0	\$ 34,088	49	\$ 35,913	51	\$ 70,001
TOTALS	19,747	38	\$ 16,863	33	\$ 5,088	10	\$ 9,369	18	\$ 70	0	\$ 56	0	\$ 201	0	\$ 161	0	\$ 18	0	\$ 25,124	49	\$ 26,463	51	\$ 51,587
	\$ 333,913	45	\$ 215,234	29	\$ 68,447	9	\$ 112,826	15	\$ 1,541	0	\$ 794	0	\$ 4,179	2	\$ 2,968	0	\$ 287	0	\$ 408,367	55	\$ 331,990	45	\$ 740,357

= Number of incumbents in workforce

\$ = Total annual salary of incumbents in thousands (Percentages and totals may not add up, due to rounding)

Table 7

STATEWIDE ANNUAL FULL-TIME SALARY COMPARISON
BY GRADE LEVEL GROUP. AS OF JUNE 29, 1979

GRADES (Base Salary Range)	Total Employees		M A L E S			F E M A L E S			S A L A R Y		
	#		#	Percent Of Category	Percent of Total Male Work Force	#	Percent Of Category	Percent Of Total Female Work Force	Average Male Salary	Average Female Salary	Salary* Differential
3-8 (\$7,153-9,603)	20,513		5,762	28%	22.9%	14,751	72%	55.7%	\$9,952	\$10,323	\$-371
9-12 (10,231-12,574)	12,592		6,622	53%	26.4%	5,970	47%	22.6%	\$14,048	\$14,048	\$ 250
13-16 (13,534-16,901)	8,075		5,101	63%	20.3%	2,974	37%	11.2%	\$18,819	\$18,239	\$ 580
17-20 (18,208-22,882)	2,514		2,063	82%	8.2%	451	18%	1.7%	\$25,388	\$24,499	\$ 889
21-23 (24,713-28,828)	223		198	89%	0.8%	25	11%	0.1%	\$35,152	\$33,280	\$-128
Flat Rate or Hourly-Less Than \$25,000 Annually	6,343		4,245	67%	16.9%	2,098	33%	7.9%	\$14,827	\$11,016	\$3,811
Flat Rate or Hourly-Greater Than \$25,000 Annually	1,327		1,133	85%	4.5%	194	15%	0.7%	\$35,552	\$33,871	\$1,681
T O T A L S	51,587		25,124	49%	100%	26,463	51%	100%	--	--	--

*Average Male Salary - Average Female Salary = Salary Differential

MINORITY WOMEN

Minority women (Blacks, Hispanics, Asian or Pacific Islanders, and American Indians or Alaskan Natives) accounted for nearly one out of five of all State employees in 1979. Because minority women have the obvious problem of belonging to two groups which have been subject to discrimination in employment -- minorities and women -- it is appropriate to compare their job status to both other women and to minority men.

Analysis of Table 8* reveals that minority females fared worse than any other group -- white males, minority males, or white females -- insofar as being under-represented in the two highest paying job categories (officials/administrators and professionals), and being over-represented in the two lowest paying job categories (office/clerical workers and service/maintenance workers). Of the total minority female work force, 20% were officials/administrators and professionals and 53.7% were office/clerical workers and service/maintenance workers. In contrast, 27.2% of all minority males and 29.4% of all white females were officials/administrators and professionals; 32.7% of all minority men and 53% of all white women were office/clerical workers and service/maintenance workers.

A comparison of average salaries of the various work force groups reveals that minority women again were at the bottom rung of the ladder. The 1979 average annual full-time salaries were \$16,910 for white males, \$13,846 for minority males, \$12,764 for white females, and \$12,148 for minority females.

* - Part A and Part B

Table 8 Part A - Females
STATEWIDE FULL-TIME SALARY COMPARISON BY JOB CATEGORY, SEX, AND
RACE/ETHNIC GROUP AS OF JUNE 29, 1979

JOB CATEGORY	ALL EMPLOYEES Total	Average Salary	ALL FEMALES Number	Percent Of Category	Percent Of Total Female Work Force	Average Salary	WHITE FEMALES Number	Percent Of Category	Percent Of Total White Female Work Force	Average Salary	MINORITY FEMALES Number	Percent Of Category	Percent of Total Minority Female Work Force	Average Salary
OFFICIALS/ ADMINISTRATORS	1,370	\$33,068	160	12%	0.6%	\$30,887	136	10%	0.8%	\$31,088	24	2%	0.3%	\$29,750
PROFESSIONALS	15,834	18,609	6,730	42	25.4	17,026	4,835	31	28.6	16,979	1,895	12	19.7	17,145
PROTECTIVE SERVICE WORKERS	4,739	15,339	419	9	1.6	13,098	131	3	0.8	13,374	288	6	3	12,972
TECHNICIANS	4,634	12,660	1,728	37	6.5	11,904	1,166	25	6.9	11,575	562	12	5.9	12,585
SKILLED CRAFT WORKERS	2,187	12,102	47	2	0.2	11,191	28	1	0.2	10,893	19	1	0.2	11,632
PARA- PROFESSIONALS	4,019	11,520	3,276	82	12.4	11,684	1,623	41	9.6	11,375	1,653	41	17.2	11,989
OFFICE/CLERICAL WORKERS	11,685	10,807	10,420	89	39.4	10,719	7,560	65	44.8	10,871	1,860	25	29.8	10,326
SERVICE/ MAINTENANCE WORKERS	7,119	9,833	3,683	52	13.9	9,751	1,384	19	8.2	9,183	2,299	32	23.9	10,093
TOTALS	51,587	\$14,352	26,463	51.2%*	100%*	\$12,545	16,863	32.6%*	100%*	\$12,764	9,600	18.6%*	100%*	\$12,148

*PERCENT OF TOTAL WORK FORCE

Table 8 Part B - Males
STATEWIDE FULL-TIME SALARY COMPARISON BY JOB CATEGORY, SEX, AND
RACE/ETHNIC GROUP AS OF JUNE 29, 1979

JOB CATEGORY	ALL EMPLOYEES			ALL MALES			WHITE MALES			MINORITY MALES		
	Total	Average Salary		Number	Percent Of Category	Percent Of Total Male Work Force	Average Salary	Number	Percent Of Category	Percent Of Total White Male Work Force	Number	Percent Of Category
OFFICIALS/ ADMINISTRATORS	1,370	\$33,068		1,210	88%	4.8%	\$33,356	1,107	80%	1.9%	103	8%
PROFESSIONALS	15,834	18,609		9,104	58	36.2	19,779	7,742	49	39.2	1,362	8
PROTECTIVE SERVICE WORKERS	4,739	15,339		4,320	92	17.2	1,556	3,231	68	16.4	1,089	23
TECHNICIANS	4,634	12,660		2,906	63	11.6	13,110	2,632	59	13.3	274	6
SKILLED CRAFT WORKERS	2,187	12,102		2,140	98	8.5	12,121	1,673	77	8.4	467	21
PARA- PROFESSIONALS	4,019	11,520		743	18	3.0	10,793	419	10	2.1	324	8
OFFICE/CLERICAL WORKERS	11,685	10,807		1,265	11	5.0	11,536	907	8	4.6	358	3
SERVICE/ MAINTENANCE WORKERS	7,119	9,833		3,436	48	13.7	9,921	2,036	29	10.3	1,400	19
TOTALS	51,587	\$14,352		25,124	48.7%	100%*	\$16,254	19,747	38.2%*	100%*	5,377	10.4%*
* PERCENT OF TOTAL WORK FORCE												26
												100%*
												\$13,846

EMPLOYMENT WITHIN DEPARTMENTS OF STATE GOVERNMENT

In order to evaluate the representation of women in various departments of State government, it is necessary to look beyond total numbers and percentages and to examine the composition of the various job categories. For example, as Table 9 indicates, 44% of all employees in the Department of Budget and Fiscal Planning were female. However, a closer examination reveals that most of the women worked as paraprofessionals or as office/clerical workers. All of the officials/administrators and 87% of the professionals in that department were males. Therefore, it appears that women rarely held positions of responsibility and authority within the Department of Budget and Fiscal Planning.

Some State agencies and departments represent traditionally male domains, whereas others represent traditionally female domains. In the Department of General Services, women comprised roughly one-fourth of all employees; however, most of them worked as office/clerical workers and service/maintenance workers. A similar situation existed in the Department of Transportation: women worked mainly as paraprofessionals and as office/clerical workers. Of the departments* listed in Table 9, there were no female officials/administrators in the following departments: Agriculture, Budget and Fiscal Planning, General Services, and Legislative Reference. Fewer than 10% of the officials/administrators were women in the following departments: Fiscal Services, Licensing and Regulation, Planning, and Transportation. The largest percentage of female officials/administrators were found in the traditionally female domains: Department of Health and Mental Hygiene (22%) and the Department of Human Resources (17%). These 78 female officials/administrators, concentrated in these two departments, accounted for nearly half (48%) of all female State employees in this job category.

*NOTE: Appendix B contains additional data regarding full-time employees -- classified and unclassified -- in the departments listed in Table 9. For information about part-time and emergency force employees in these and other departments and agencies, as well as information about full-time employees in other departments and agencies, contact the Maryland Commission for Women or the Maryland Department of Personnel.

Table 9
FULL-TIME EMPLOYMENT BY SEX AND BY DEPARTMENT AS OF JUNE 29, 1979

	ALL EMPLOYEES		OFFICIALS/ ADMINISTRATORS		PROFESSIONALS		PROTECTIVE SERVICE WORKERS		TECHNICIANS		SKILLED CRAFT WORKERS		PARAPROFESSIONALS		OFFICE/CLERICAL WORKERS		SERVICE/MAINTENANCE WORKERS	
	Males #	Females #	Males #	Females #	Males #	Females #	Males #	Females #	Males #	Females #	Males #	Females #	Males #	Females #	Males #	Females #	Males #	Females #
Total	69	66	27	21	36	95	2	5										
Agriculture	350	242	69	108	31	13	100	0	-	101	92	9	8	48	92	4	8	42
Budget	105	66	46	44	15	100	0	-	41	87	6	13	0	-	0	0	0	0
Fiscal Services	126	99	79	27	21	36	95	2	5	63	84	12	16	-	-	-	-	-
General	643	463	72	180	28	28	100	-	-	106	88	14	12	80	88	11	12	17
Health & Mental Hygiene	14,626	4874	33	9752	67	199	78	56	22	1891	42	2580	58	477	71	191	29	72
Human Resources	7,138	1544	22	5594	78	59	83	22	17	943	34	1808	66	23	79	6	21	27
Licensing & Regulation	639	416	65	223	35	41	95	2	5	226	89	29	11	17	94	1	6	0
Legislative Reference	63	23	37	40	63	3	100	0	0	18	56	14	44	0	0	0	0	0
Natural Resources	1,436	1132	79	304	21	41	100	0	-	458	91	44	9	150	99	2	1	5
Personnel	368	149	40	219	60	23	88	3	12	114	70	49	30	0	0	0	0	0
Public Safety & Correctional Services	4324	76	1401	24	79	98	2	2	808	72	316	28	2975	95	158	5	93	4
Planning	163	94	58	69	42	20	95	1	5	67	74	24	26	0	0	0	0	0
Transportation	7,699	5725	74	1974	26	116	96	5	4	1008	93	77	7	259	93	21	7	13

PART-TIME EMPLOYEES

The State of Maryland employed 1,020 part-time employees as of June 29, 1979. The State thus had a combined (full and part-time) work force of 52,607 employees, of whom 1.9% were part-time workers.

As Table 10 indicates, three-fourths (760) of the part-time employees were women. Women represented the vast majority of part-time workers in every job category except officials/administrators, where there were three times as many men as women. (This does not include protective service workers, where there were only two part-time workers.)

Women, on the average, were paid lower earnings than were men for their part-time work, particularly in the three highest paying job categories (officials/administrators, professionals, and technicians). However, it must be noted that since the data supplied by the Department of Personnel does not specify the amount of part-time work done by these employees, it is possible that the number of hours worked by males part-time exceeded the number of hours worked by the women, thus accounting for the salary differential.

Table 10

PART-TIME EMPLOYEES BY SEX, JOB CATEGORY,
AND SALARY AS OF JUNE 29, 1979

JOB CATEGORY	P A R T - T I M E E M P L O Y E E S							S A L A R Y		
	Total	Number Males	Percent Males	Percent Of Male Work Force	Number Females	Percent Females	Percent Of Female Work Force	Average Male Salary (\$)	Average Female Salary (\$)	Salary Gap (\$)
Officials/ Administrators	24	18	75%	6.9%	6	25%	0.8%	\$19,777	\$16,666	\$3,111
Professionals	369	87	24	33.5	282	76	37.1	13,195	8,957	4,238
Protective Service Workers	2	2	100	0.8	0	0	0	5,500	-----	-----
Technicians	37	2	5	0.8	35	95	4.6	8,500	6,085	2,415
Skilled Craft Workers	0	--	--	---	--	--	---	-----	-----	-----
Paraprofessionals	96	18	19	6.9	78	81	10.3	5,388	5,666	-278
Office/Clerical Workers	298	55	18	21.2	243	82	32.0	4,927	4,979	- 52
Service/ Maintenance Workers	194	78	40	30.0	116	60	15.3	4,372	4,206	166
T O T A L S	1,020	260	25%	100%	760	75%	100%	-----	-----	---

APPENDIX A

Figure 3

GUIDE TO JOB CATEGORIES

- A. OFFICIALS AND ADMINISTRATORS: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, 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, wardens, superintendents, police and fire chiefs, 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, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains/lieutenants and kindred workers.
- C. PROTECTIVE SERVICE WORKERS: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire-fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.
- D. 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 and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, technicians (medical, dental electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.
- E. SKILLED CRAFT WORKERS: Occupations in which workers perform jobs which require special manual skills and a thorough and comprehensive knowledge of the process involved in the work, which are acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairmen, electricians, heavy equipment operators, stationary engineers, skilled machine occupations, carpenters, compositors and type-setters and kindred workers.
- F. 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 than normally required for professional or technical status. Such positions may fall within an identified pattern of staff development under promotion under a "New Careers" concept. Includes: library assistants, research assistants, medical aides, police auxiliary, welfare service aides, recreation assistants, home health aides, and kindred workers.

- G. OFFICE AND CLERICAL: Occupations in which workers are responsible for internal and external communications, recording and retrieval of data and/or information and other paper work required in an office. Includes: bookkeepers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, 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 or public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry operators, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundkeepers, refuse collectors, construction laborers.

Figure 4

DEFINITION OF MINORITY EMPLOYEES

The following race/ethnic groups are recognized as minorities by the State of Maryland:

- . Blacks (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.
- . Hispanics: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origin, regardless of race.
- . Asian or Pacific Islanders: All persons having origins in any of the original peoples of the Far East, Southeast Asian, the Indian Subcontinent, or the Pacific Islands. This area includes for example, China, Japan, Korea, the Phillippine Islands, and Samoa.
- . American Indians or Alaskan Natives: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

STATE SALARY PLAN
Effective July 1, 1979 -- June 30, 1980

GRADE	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
3	7153	7480	7833	8254	8703	8863	9035
4	7541	7889	8289	8739	9239	9418	9601
5	7971	8350	8775	9280	9818	10009	10203
6	8457	8881	9361	9905	10482	10684	10893
7	8995	9482	10004	10587	11212	11436	11666
8	9603	10128	10692	11329	12007	12247	12494
9	10231	10791	11410	12905	12821	13078	13340
10	10903	11523	12201	12934	13711	13985	14265
11	11697	12364	13107	13894	14727	15022	15322
12	12574	13306	14104	14950	15849	16165	16491
13	13534	14333	15193	16103	17073	17416	17764
14	14571	15439	16366	17347	18389	18758	19133
15	15692	16631	17630	18689	19811	20207	20611
16	16901	17916	18991	20134	21341	21769	22205
17	18208	19300	20457	21684	22987	23447	23915
18	19619	20796	22044	23367	24770	25265	25770
19	21189	22459	23807	25236	26750	27287	27832
20	22882	24255	25712	27254	28889	29468	30058
21	24713	26196	27770	29436	31203	31828	32463
22	26692	28292	29988	31790	33697	34373	35061
23	28828	30557	32390	34335	36396	37125	37867

APPENDIX B

Table 12
STATEWIDE ANNUAL SALARY COMPARISON BY JOB CATEGORY
(Part-Time Employees)

	WHITE		BLACK		HISPANIC		ASIAN-PACIFIC ISL.		AMERICAN INDIAN OR ALASKAN NATIVE		TOTAL MALE		TOTAL FEMALE		TOTALS
	MALE %	FEMALE %	MALE %	FEMALE %	MALE %	FEMALE %	MALE %	FEMALE %	MALE %	FEMALE %	%	%	%	%	
OFFICIALS/ #	14	58	2	8	2	8	0	0	0	0	18	75	6	25	24
ADMINISTRATORS \$	264	58	42	9	48	11	0	0	0	0	356	78	100	22	456
PROFESSIONALS #	71	19	11	3	2	0	0	1	0	0	87	24	282	76	369
\$	892	24	2,329	63	161	4	189	5	0	0	1,148	31	3,526	69	3,674
TECHNICIANS #	2	5	33	89	0	0	2	5	0	0	2	5	35	95	37
\$	17	7	200	87	0	0	12	5	0	0	17	7	213	93	230
PROTECTIVE SERVICE WORKERS #	1	50	0	0	0	0	0	0	0	0	2	100	0	0	2
\$	7	64	0	0	4	36	0	0	0	0	11	100	0	0	11
PARA PROFESSIONALS #	7	7	38	40	11	11	40	42	0	0	18	19	78	81	96
\$	39	7	202	37	58	11	240	45	0	0	97	18	442	82	539
OFFICE/CLERICAL #	50	17	197	66	5	2	45	15	0	0	55	18	243	82	298
\$	249	17	1,006	68	22	1	200	14	0	0	271	18	1,210	82	1,481
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
SERVICE/MAINTENANCE #	22	11	53	27	56	29	63	32	0	0	78	40	116	60	194
\$	90	11	224	27	251	30	264	32	0	0	341	41	488	59	829
TOTALS #	167	16	584	57	86	8	174	17	4	0	260	25	760	75	1,020
\$	1,294	19	4,061	59	538	8	905	13	88	1	1,955	28	4,978	72	6,933

= Number of incumbents in workforce
\$ = Total annual salary of incumbents in thousands (Percentages and totals may not add up, due to rounding)

Table 13
STATEWIDE ANNUAL SALARY COMPARISONS BY JOB CATEGORY
(Full and Part-Time Employees, Combined)

	W H I T E				B L A C K				H I S P A N I C				A S I A N - P A C I F I C I S L .				A M E R I C A N I N D I A N O R A L A S K A N N A T I V E				T O T A L S			
	M A L E		F E M A L E		M A L E		F E M A L E		M A L E		F E M A L E		M A L E		F E M A L E		M A L E		F E M A L E		T O T A L M A L E		T O T A L F E M A L E	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
OFFICIALS/ ADMINISTRATORS	1,121	80	142	10	84	6	21	2	10	1	0	0	13	1	3	0	0	0	0	0	1,228	88	166	12
	\$ 37,117	81	\$ 4,328	10	\$ 2,698	6	\$ 582	1	\$ 371	1	0	0	\$ 529	1	\$ 132	0	0	0	0	0	\$ 40,717	89	\$ 5,042	11
PROFESSIONALS	7,813	48	5,092	31	1,184	7	1,783	11	38	0	25	0	146	1	108	1	10	0	4	0	9,191	57	7,012	43
	\$ 154,569	52	\$ 84,423	28	\$ 22,253	8	\$ 29,800	10	\$ 963	0	\$ 470	0	\$ 3,227	1	\$ 2,352	1	200	0	65	0	\$ 181,212	61	\$ 117,110	39
TECHNICIANS	2,634	56	1,199	26	261	6	558	12	3	0	1	0	8	0	5	0	2	0	0	0	2,908	62	1,763	38
	\$ 34,807	59	\$ 13,697	23	\$ 3,154	5	\$ 6,996	12	\$ 33	0	\$ 13	0	\$ 100	0	\$ 66	0	21	0	0	0	\$ 38,115	65	\$ 20,783	35
PROTECTIVE SERVICE WORKERS	3,232	68	131	3	1,082	23	288	6	5	0	0	0	2	0	0	0	1	0	0	0	4,322	91	419	9
	\$ 51,751	71	\$ 1,752	2	\$ 15,371	21	\$ 3,736	5	\$ 71	0	0	0	\$ 9	0	0	0	13	0	0	0	\$ 67,215	92	\$ 5,488	8
PARA PROFESSIONALS	426	10	1,661	40	321	8	1,671	41	4	0	11	0	8	0	8	0	2	0	3	0	761	18	3,354	82
	\$ 4,784	10	\$ 18,663	40	\$ 3,194	7	\$ 19,830	42	\$ 43	0	\$ 118	0	\$ 76	0	\$ 73	0	19	0	36	0	\$ 8,116	17	\$ 38,720	83
OFFICE/ CLERICAL	957	8	7,757	65	351	3	2,872	24	3	0	11	0	9	0	18	0	0	0	5	0	1,320	11	10,663	89
	\$ 11,041	9	\$ 83,194	65	\$ 3,700	3	\$ 29,373	23	\$ 28	0	\$ 106	0	\$ 95	0	\$ 173	0	0	0	53	0	\$ 14,864	12	\$ 112,899	88
SKILLED CRAFT WORKERS	1,673	77	28	1	452	21	19	1	6	0	0	0	7	0	0	0	2	0	0	0	2,140	98	47	2
	\$ 20,776	79	\$ 305	1	\$ 4,971	19	\$ 221	1	\$ 75	0	0	0	\$ 95	0	0	0	23	0	0	0	\$ 25,940	98	\$ 526	2
SERVICE MAINTENANCE	2,058	28	1,437	20	1,439	20	2,331	32	5	0	8	0	11	0	21	0	1	0	2	0	3,514	48	3,799	52
	\$ 20,626	29	\$ 12,933	18	\$ 13,644	19	\$ 23,183	33	\$ 45	0	\$ 87	0	\$ 103	0	\$ 184	0	11	0	14	0	\$ 34,429	49	\$ 36,401	51
TOTALS	19,914	38	17,447	33	5,174	10	9,543	18	74	0	56	0	204	0	163	0	18	0	14	0	25,384	48	27,223	52
	\$ 335,538	45	\$ 219,365	29	\$ 69,052	9	\$ 112,149	15	\$ 1,643	0	\$ 801	0	\$ 4,266	1	\$ 2,991	0	292	0	172	0	\$ 410,792	55	\$ 335,479	45

\$ = Number of incumbents in workforce.
= Total annual salary of incumbents in thousands (Percentages and totals may not add up, due to rounding).

Table 14
STATEWIDE ANNUAL SALARY COMPARISON BY GRADE LEVEL GROUP
(Part-time Employees)

	WHITE				BLACK				HISPANIC				ASIAN-PACIFIC ISL.				AMERICAN INDIAN OR ALASKAN NATIVE				TOTALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL MALE	TOTAL FEMALE				
GRADES 3-8	#	41	8	275	54	61	12	135	26	0	0	0	1	0	0	0	102	20	411	80	513	
	\$	188	8	1,360	54	288	12	661	26	0	0	0	4	0	0	0	476	19	2,026	81	2,503	
GRADES 9-12	#	43	20	148	70	4	2	16	8	0	0	0	0	0	0	0	47	22	164	78	211	
	\$	241	16	1,116	74	33	2	120	8	0	0	0	0	0	0	0	275	18	1,236	82	1,512	
GRADES 13-16	#	7	6	98	88	1	1	4	4	0	0	0	1	1	0	0	8	7	103	93	111	
	\$	62	6	920	89	7	1	38	4	0	0	0	8	1	0	0	69	7	967	93	1,037	
GRADES 17-20	#	12	50	10	42	0	0	1	4	0	0	1	4	0	0	0	13	54	11	46	24	
	\$	162	49	148	44	0	0	11	3	0	0	11	4	0	0	0	174	52	160	48	334	
GRADES 21-23	#	15	75	1	5	3	15	1	5	0	0	0	0	0	0	0	18	90	2	10	20	
	\$	193	75	15	6	42	16	5	2	0	0	0	0	0	0	0	235	92	21	8	257	
Flat Rate or Hourly less than \$25,000 Annually	#	45	34	48	37	17	13	17	13	3	2	0	1	1	0	0	66	50	65	50	131	
	\$	594	45	388	30	174	13	77	6	58	4	0	18	1	0	0	846	65	465	35	1,312	
Flat Rate or Hourly Greater than \$25,000 Annually	#	4	40	4	40	0	0	0	0	1	10	0	1	10	0	0	6	60	4	40	10	
	\$	127	41	127	41	0	0	0	0	30	10	0	26	8	0	0	184	59	127	41	312	
TOTALS	#	167	16	584	57	86	8	174	17	4	0	0	3	0	2	0	260	25	760	75	1,020	
	\$	1,571	22	4,077	56	545	8	914	13	89	1	0	56	1	13	0	2,263	31	5,005	69	7,268	

= Number of incumbents in workforce

\$ = Total annual salary of incumbents in thousands (Percentages and totals may not add up, due to rounding)

Table 15
STATEWIDE ANNUAL SALARY COMPARISONS BY GRADE LEVEL GROUPS
(Full and Part-Time Employees, Combined)

	WHITE				BLACK				HISPANIC				ASIAN-PACIFIC ISL.				AMERICAN INDIAN OR ALASKAN NATIVE							
	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE
	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$
GRADES 3-8	3,640	17 9,012	43	2,192	10	6,079	29	21	0	22	0	21	0	43	0	2	0	6	0	5,864	28	15,162	72	21,026
	\$ 36,399	17 91,979	43	21,115	10	61,653	29	83	0	219	0	198	0	398	0	24	0	60	0	57,821	27	154,310	73	212,132
GRADES 9-12	5,192	41 4,157	32	1,427	11	1,927	15	17	0	16	0	28	0	30	0	5	0	4	0	6,669	52	6,134	48	12,803
	\$ 72,521	41 56,784	32	20,123	11	26,146	15	231	0	207	0	363	0	424	0	60	0	51	0	93,300	53	83,614	47	176,915
GRADES 13-16	4,536	55 2,271	28	510	6	767	9	10	0	6	0	49	1	33	0	4	0	0	0	5,109	62	3,077	38	8,186
	\$ 85,375	56 40,530	27	9,551	6	13,989	9	182	0	105	0	891	1	586	0	67	0	0	0	96,068	64	55,211	36	151,279
GRADES 17-20	1,889	74 366	14	151	6	89	4	4	0	0	0	31	1	6	0	1	0	1	0	2,076	82	462	18	2,538
	\$ 47,879	75 8,856	14	3,820	6	2,185	3	92	0	0	0	733	1	144	0	23	0	23	0	52,550	82	11,209	18	63,760
GRADES 21-23	197	81 17	7	17	7	6	2	1	0	0	0	1	0	4	2	0	0	0	0	216	89	27	11	243
	\$ 6,232	81 544	7	502	7	168	2	32	0	0	0	32	0	140	2	0	0	0	0	6,800	89	853	11	7,653
Flat Rate or Hourly less than \$25,000 Annually	3,507	54 1,494	23	755	12	637	10	11	0	7	0	34	1	23	0	4	0	2	0	4,311	67	2,163	33	6,474
	\$ 53,004	61 16,212	19	10,020	11	6,895	8	148	0	85	0	566	1	375	0	46	0	10	0	63,787	73	23,579	27	87,366
Flat Rate or Hourly Greater than \$25,000 Annually	953	71 130	10	122	9	38	3	22	2	5	0	40	3	24	2	2	0	1	0	1,139	85	198	15	1,337
	\$ 34,125	72 4,457	9	3,918	8	1,111	2	872	2	184	0	1,479	3	921	2	69	0	25	0	40,464	86	6,699	14	47,164
TOTALS	19,914	38 17,447	33	5,174	10	9,543	18	74	0	56	0	204	0	163	0	18	0	14	0	25,384	48	27,223	52	52,607
	\$ 335,538	45 219,365	29	69,052	9	112,149	15	1,643	0	801	0	4,266	1	2,991	0	292	0	172	0	410,792	55	335,479	45	746,272

= Number of incumbents in workforce
\$ = Total annual salary of incumbents in thousands

Table 16
DEPARTMENT OF AGRICULTURE
Full-Time Work Force

	WHITE			BLACK			HISPANIC			ASIAN/PACIFIC ISLANDER			AMERICAN INDIAN/ALASKAN NATIVE		
	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE
OFFICIALS/ADMINISTRATORS	7	100													7
PROFESSIONALS	77	87.5	8												88
TECHNICIANS	39	70.9	14	1	1.8	1				3	3.4				55
PROTECTIVE SERVICE	46	88.5	2	2	3.8	2									52
PARAPROFESSIONALS	3	37.5	4			1									8
OFFICE/CLERICAL	1	1.5	57	2	3.0	7									67
SKILLED CRAFT WORKERS	19	90.5	1			1									21
SERVICE/MAINTENANCE	8	42.1	6	3	15.8	1						1			19
TOTAL	200	63.1	92	8	2.5	13				3	.9	1			317
OFFICIALS/ADMINISTRATORS	6	100													6
PROFESSIONALS	20	90.9	1	1	4.5										22
TECHNICIANS															
PROTECTIVE SERVICE															
PARAPROFESSIONALS															
OFFICE/CLERICAL	4	80.0	1			20.0									5
SKILLED CRAFT WORKERS															
SERVICE/MAINTENANCE															
TOTAL	30	91.0	2	1	3.0	6.0									33

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Table 17
DEPARTMENT OF BUDGET AND FISCAL PLANNING
Full-Time Work Force

	WHITE				BLACK				HISPANIC				ASIAN/PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	1	100																		1
PROFESSIONALS	33	89.2	3	8.1									1	2.7						37
TECHNICIANS					1	100														1
PROTECTIVE SERVICE																				
PARAPROFESSIONALS	1	33.3	2	66.7																3
OFFICE/CLERICAL	1	2.6	35	89.7				3	7.7											39
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE																				
TOTAL	36	44.4	40	49.4	1	1.2	3	3.7					1	1.2						81
OFFICIALS/ADMINISTRATORS	14	93.3	1	6.7																15
PROFESSIONALS	6	66.7	2	22.2	1															9
TECHNICIANS																				
PROTECTIVE SERVICE																				
PARAPROFESSIONALS																				
OFFICE/CLERICAL																				
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE																				
TOTAL	20	83.3	3	12.5	1	4.2														24

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Table 18
DEPARTMENT OF FISCAL SERVICES
Full-Time Work Force

	WHITE			BLACK			HISPANIC			ASIAN/PACIFIC ISLANDER			AMERICAN INDIAN/ALASKAN NATIVE		
	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	%
OFFICIALS/ADMINISTRATORS															
PROFESSIONALS	1	100.0													1
TECHNICIANS															
PROTECTIVE SERVICE															
PARAPROFESSIONALS			1		100.0										1
OFFICE/CLERICAL			12		100.0										12
SKILLED CRAFT WORKERS															
SERVICE/MAINTENANCE															
TOTAL	1	7.1	12		92.9										14
OFFICIALS/ADMINISTRATORS	35	92.1	2		5.3	1									38
PROFESSIONALS	57	77.0	10		13.5	5									74
TECHNICIANS															
PROTECTIVE SERVICE															
PARAPROFESSIONALS															
OFFICE/CLERICAL															
SKILLED CRAFT WORKERS															
SERVICE/MAINTENANCE															
TOTAL	92	82.1	12		10.7	6									112

Table 19
DEPARTMENT OF GENERAL SERVICES
Full-Time Work Force

	WHITE				BLACK				HISPANIC				ASIAN PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	20	100	0		0		0		0		0		0		0		0		0	
PROFESSIONALS	92	83.6	12	10.9	3	2.7	0		0		0		3	2.7	0		0		0	
TECHNICIANS	49	90.7	0		4	7.4	0		0		0				0		1	1.9	0	
PROTECTIVE SERVICE	65	71.4	5	5.5	13	14.3	6	6.6	1	1.1	0		1	1.1	0		0		0	
PARAPROFESSIONALS	2	16.7	10	83.3			0		0		0		0		0		0		0	
OFFICE/CLERICAL	15	10.4	96	66.7	8	5.6	25	7.4	0		0		0		0		0		0	
SKILLED CRAFT WORKERS	51	75.0	2	2.9	13	19.1	1	1.5	0		0		1	1.5	0		0		0	
SERVICE/MAINTENANCE	59	49.2	8	6.7	42	35.0	11	9.2	0		0		0		0		0		0	
TOTAL	353	57.0	133	21.5	83	13.4	43	7.0	1	.2	0		5	.8	0		1	.2	0	
OFFICIALS/ADMINISTRATORS	8	100	0		0		0		0		0		0		0		0		0	
PROFESSIONALS	5	50.0	2	20.0	2	20.0	0		0		0		1	10.0	0		0		0	
TECHNICIANS	0		0		0		0		0		0		0		0		0		0	
PROTECTIVE SERVICE	0		0		0		0		0		0		0		0		0		0	
PARAPROFESSIONALS	0		0		0		0		0		0		0		0		0		0	
OFFICE/CLERICAL	0		0		0		0		0		0		0		0		0		0	
SKILLED CRAFT WORKERS	1	100	0		0		0		0		0		0		0		0		0	
SERVICE/MAINTENANCE	3	60.0	0		0		2	40.0	0		0		0		0		0		0	
TOTAL	17	70.8	2	16.7	2	8.3	2	8.3	0		0		1	4.7	0		0		0	

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Table 20
DEPARTMENT OF HEALTH AND MENTAL HYGIENE
Full-Time Workforce

	WHITE				BLACK				HISPANIC				ASIAN/PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	124	63.3	39	19.9	8	4.1	3	1.5	8	4.1	0		11	5.6	3	1.5	0		0	
PROFESSIONALS	1461	34.6	1969	46.6	242	5.7	410	9.7	18	.4	12	.3	54	1.3	61	1.4	0		1	
TECHNICIANS	422	11.1	481	43.7	56	5.1	436	39.6	1	.1	1	.1	0		3	.3	0		0	
PROTECTIVE SERVICE	143	21.4	27	4.0	334	50.0	164	24.6	0		0		0		0		0		0	
PARAPROFESSIONALS	221	15.1	619	42.2	188	12.8	422	28.8	2	.1	3	.2	5	.3	5	.3	2	.1	0	
OFFICE/CLERICAL	123	5.7	1506	69.6	82	3.8	446	20.6	0		1		1		1		0		3	.1
SKILLED CRAFT WORKERS	288	81.1	8	2.3	45	12.7	11	3.1	0		0		2	.6	0		1	.3	0	
SERVICE/MAINTENANCE	497	12.1	996	24.2	660	16.0	1930	46.9	1		7	.2	8	.2	19	.5	0		1	
TOTAL	2979	20.8	5645	39.5	1615	11.3	3822	26.7	30	.2	24	.2	81	.6	92	.6	3		5	
OFFICIALS/ADMINISTRATORS	41	69.5	8	13.6	7	11.9	3	5.1	0		0		0		0		0		0	
PROFESSIONALS	85	35.0	86	35.4	25	10.3	28	11.5	0		1	.4	5	2.1	11	4.5	1	.4	1	.4
TECHNICIANS	0		5	100	0		0		0		0		0		0		0		0	
PROTECTIVE SERVICE	0		0		0		0		0		0		0		0		0		0	
PARAPROFESSIONALS	1	4.5	14	63.6	1	4.5	6	27.3	0		0		0		0		0		0	
OFFICE/CLERICAL	0		1	100	0		0		0		0		0		0		0		0	
SKILLED CRAFT WORKERS	0		0		0		0		0		0		0		0		0		0	
SERVICE/MAINTENANCE	0		0		0		0		0		0		0		0		0		0	
TOTAL	133	39.6	114	33.9	33	9.8	37	11.0	0		1	0.3	5	1.5	11	3.3	1	0.3	1	0.3
																				336

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Table 21
DEPARTMENT OF HUMAN RESOURCES
Full-Time Workforce

	WHITE				BLACK				HISPANIC				ASIAN/PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	36	54.5	12	18.2	10	15.2	8	12.1												66
PROFESSIONALS	719	26.7	1075	40.0	174	6.5	694	25.8	3	.1	5	.2	8	.3	8	.3	2	.1		2688
TECHNICIANS	48	41.7	36	31.3	9	7.8	21	18.3	1	.9										115
PROTECTIVE SERVICE	7	25.9	2	7.4	14	51.9	4	14.8												27
PARAPROFESSIONALS	88	4.7	616	33.1	82	4.4	1063	57.2	1	.1	5	.3	2	.1	1	.1			2	1860
OFFICE/CLERICAL	61	3.2	853	44.8	71	3.7	908	47.7			5	.3	3	.2	3	.2				1904
SKILLED CRAFT WORKERS	7	70.0			3	30.0														10
SERVICE/MAINTENANCE	7	7.7	4	4.4	58	63.7	21	23.1					1	1.1						91
TOTAL	973	14.4	2598	38.4	421	6.2	2719	40.2	5	.1	15	.2	14	.2	12	.2	2	.03	2	.03 6761
OFFICIALS/ADMINISTRATORS	10	66.7	1	6.7	3	20.0	1	6.7												15
PROFESSIONALS	14	22.2	12	19.0	22	34.9	14	22.2	1	1.6										63
TECHNICIANS	3	50.0	1	16.7			2	33.3												6
PROTECTIVE SERVICE	2	100																		2
PARAPROFESSIONALS	35	18.8	53	28.5	27	14.5	69	37.1	1	.5	1	.5								186
OFFICE/CLERICAL	1	1.0	40	40.0	5	5.0	50	50.0	1	1.0	1	1.0			2	2.0				100
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE	2	40.0	1	20.0	2	40.0														5
TOTAL	67	17.8	118	31.3	49	13.0	136	36.1	3	.8	2	.5			2	.5				377

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Table 22
DEPARTMENT OF LEGISLATIVE REFERENCE
Full-Time Work Force

	WHITE			BLACK			HISPANIC			ASIAN/PACIFIC ISLANDER			AMERICAN INDIAN/ALASKAN NATIVE		
	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE
OFFICIALS/ADMINISTRATORS	0		0	0		0	0		0	0		0	0		0
PROFESSIONALS	1	100.0	0	0		0	0		0	0		0	0		1
TECHNICIANS	0		2	0	100	0	0		0	0		0	0		2
PROTECTIVE SERVICE	0		0	0		0	0		0	0		0	0		
PARAPROFESSIONALS	0		2	0	100	0	0		0	0		0	0		2
OFFICE/CLERICAL	2	8.3	19	0	79.2	3	0	12.5	0	0		0	0		24
SKILLED CRAFT WORKERS	0		0	0		0	0		0	0		0	0		0
SERVICE/MAINTENANCE	0		0	0		0	0		0	0		0	0		0
TOTAL	3	10.3	23	0	79.3	3	0	10.3	0	0		0	0		29
OFFICIALS/ADMINISTRATORS	3	100	0	0		0	0		0	0		0	0		3
PROFESSIONALS	16	51.6	14	1	45.2	3.2	0		0	0		0	0		31
TECHNICIANS	0		0	0		0	0		0	0		0	0		0
PROTECTIVE SERVICE	0		0	0		0	0		0	0		0	0		0
PARAPROFESSIONALS	0		0	0		0	0		0	0		0	0		0
OFFICE/CLERICAL	0		0	0		0	0		0	0		0	0		0
SKILLED CRAFT WORKERS	0		0	0		0	0		0	0		0	0		0
SERVICE/MAINTENANCE	0		0	0		0	0		0	0		0	0		0
TOTAL	19	55.9	14	1	41.2	2.9	0		0	0		0	0		34

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Table 23
DEPARTMENT OF LICENSING AND REGULATION
Full-Time Workforce

	WHITE				BLACK				HISPANIC				ASIAN/PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	15	93.8	1	6.3																16
PROFESSIONALS	155	80.7	19	9.9	12	6.3	3	1.6	1	.5			2	1.0						192
TECHNICIANS	104	86.7	7	5.8	7	5.8	2	1.7												120
PROTECTIVE SERVICE	17	94.4	1	5.6																18
PARAPROFESSIONALS	1	12.5	7	87.5																8
OFFICE/CLERICAL	9	5.0	125	69.8	2	1.1	43	24.0											1	.6
SKILLED CRAFT WORKERS	7	100																		7
SERVICE/MAINTENANCE																				
TOTAL	308	57.0	159	29.4	21	3.9	48	9.0	1	.2			2	.4					1	.2
OFFICIALS/ADMINISTRATORS	25	92.6	1	3.7	1	3.7														27
PROFESSIONALS	52	82.5	5	7.9	4	6.3	2	3.2												63
TECHNICIANS	1	100																		1
PROTECTIVE SERVICE																				
PARAPROFESSIONALS																				
OFFICE/CLERICAL	1	12.5	7	87.5																8
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE																				
TOTAL	79	79.8	13	13.1	5	5.0	2	2.0												99

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Table 24
DEPARTMENT OF NATURAL RESOURCES
Full-Time Work Force

	WHITE			BLACK			HISPANIC			ASIAN/PACIFIC ISLANDER			AMERICAN INDIAN/ALASKAN NATIVE		
	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE
OFFICIALS/ADMINISTRATORS	13	100													13
PROFESSIONALS	409	88.3	37	9	1.9		1	.2		6	1.3		1	.2	463
TECHNICIANS	205	89.5	21	3	1.3										229
PROTECTIVE SERVICE	148	97.4	2	2	1.3										152
PARAPROFESSIONALS	14	56.0	10		40.0										25
OFFICE/CLERICAL	15	7.0	170	1	.5	29		13.5							215
SKILLED CRAFT WORKERS	84	91.3	1	7	7.6										92
SERVICE/MAINTENANCE	154	88.0	7	12	6.9	1	1	.6							175
TOTAL	1042	76.4	248	34	2.5	31	2	2.3	.1	6	.4			.1	1364
OFFICIALS/ADMINISTRATORS	26	92.9		2	7.1										28
PROFESSIONALS	31	79.5	6	2	5.1										39
TECHNICIANS	1	100													1
PROTECTIVE SERVICE															
PARAPROFESSIONALS				1	100										1
OFFICE/CLERICAL	1	50.0				1		50.0							2
SKILLED CRAFT WORKERS			1		100										1
SERVICE/MAINTENANCE															
TOTAL	59	82.0	7	5	7.0	1	1	1.0							72

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Table 25
DEPARTMENT OF PERSONNEL
Full-Time Work Force

	WHITE				BLACK				HISPANIC				ASIAN/PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	7	70.0	2	20.0	1	10.0														
PROFESSIONALS	92	60.1	33	21.6	14	9.2	13	8.5	1	.7										
TECHNICIANS	2	22.2	4	44.4	2	22.2	1	11.1												
PROTECTIVE SERVICE																				
PARAPROFESSIONALS	4	10.8	25	67.6																
OFFICE/CLERICAL	2	1.5	98	73.7	2	1.5	31	23.3												
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE																				
TOTAL	107	31.3	162	47.4	19	5.6	53	15.5	1	.3										
OFFICIALS/ADMINISTRATORS	14	87.5	1	6.3	1	6.3														
PROFESSIONALS	7	70.0	3	30.0																
TECHNICIANS																				
PROTECTIVE SERVICE																				
PARAPROFESSIONALS																				
OFFICE/CLERICAL																				
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE																				
TOTAL	21	80.8	4	15.4	1	3.8														26

Table 26
DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL SERVICES
Full-Time Work Force

	WHITE				BLACK				HISPANIC				ASIAN/PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	38	92.7			3	7.3														
PROFESSIONALS	605	58.2	184	17.7	126	12.1	117	11.3	2	.2			3	.3	1	.1	2	.2		
TECHNICIANS	80	40.8	91	46.4	12	6.1	13	6.6												
PROTECTIVE SERVICE	2334	75.2	61	2.0	610	19.7	95	3.1	3	.1			1							
PARAPROFESSIONALS	8	19.0	23	54.8	5	11.9	4	9.5			1	2.4	1	2.4						
OFFICE/CLERICAL	59	6.9	571	67.2	14	1.6	206	24.2												
SKILLED CRAFT WORKERS	190	80.9	4	1.7	32	13.6	5	2.1	1	.4			3	1.3						
SERVICE/MAINTENANCE	43	75.4	2	3.5	10	17.5	2	3.5												
TOTAL	3357	60.3	936	16.8	812	14.6	442	7.9	6	.1	1	.1	8	.1	1	.1	2			
OFFICIALS/ADMINISTRATORS	31	77.5	2	5.0	7	17.5														
PROFESSIONALS	51	60.7	8	9.5	19	22.6	6	7.1												
TECHNICIANS	4	100																		
PROTECTIVE SERVICE	26	89.7	2	6.9	1	3.4														
PARAPROFESSIONALS																				
OFFICE/CLERICAL			2	100																
SKILLED CRAFT WORKERS			1	100																
SERVICE/MAINTENANCE																				
TOTAL	112	70.0	14	8.8	28	17.5	6	3.8												

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Table 27
DEPARTMENT OF PLANNING
Full-Time Work Force

	WHITE				BLACK				HISPANIC				ASIAN/PACIFIC ISLANDER				AMERICAN INDIAN/ALASKAN NATIVE			
	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%	MALE	%	FE-MALE	%
OFFICIALS/ADMINISTRATORS	14	93.3			1	6.7														
PROFESSIONALS	59	67.8	15	17.2	5	5.7	7	8.0					1	1.1						
TECHNICIANS	5	71.4	2	28.6																
PROTECTIVE SERVICE																				
PARAPROFESSIONALS																				
OFFICE/CLERICAL																				
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE	1	50.0			1	50.5														
TOTAL	79	51.6	48	31.4	6	3.9	19	12.4					1	.7						153
OFFICIALS/ADMINISTRATORS	5	83.3	1	16.7																6
PROFESSIONALS	2	50.0	2	50.0																4
TECHNICIANS																				
PROTECTIVE SERVICE																				
PARAPROFESSIONALS																				
OFFICE/CLERICAL																				
SKILLED CRAFT WORKERS																				
SERVICE/MAINTENANCE																				
TOTAL	7	70.0	3	30.0																10

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Table 28
DEPARTMENT OF TRANSPORTATION
Full-Time Work Force

	WHITE			BLACK			HISPANIC			ASIAN/PACIFIC ISLANDER			AMERICAN INDIAN/ALASKAN NATIVE		
	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE	MALE	%	FE-MALE
OFFICIALS/ADMINISTRATORS	31	88.6	3	8.6	1	2.9	0	0	0	0	0	0	0	0	35
PROFESSIONALS	866	88.2	60	6.1	26	2.6	4	.4	1	14	1.4	2	1	.1	982
TECHNICIANS	1250	86.1	118	8.1	65	4.5	0	0	0	5	.3	0	0	0	1452
PROTECTIVE SERVICE	172	81.9	10	4.8	25	11.9	0	0	0	0	0	0	0	0	210
PARAPROFESSIONALS	11	28.2	24	61.5	0	0	0	0	0	0	0	0	0	1	39
OFFICE/CLERICAL	209	10.9	1392	72.6	34	1.8	1	.1	1	1	.1	3	0	0	1917
SKILLED CRAFT WORKERS	799	73.0	9	.8	282	25.8	1	.1	0	0	0	0	1	.1	1094
SERVICE/MAINTENANCE	845	80.1	8	.8	198	18.8	0	0	0	0	0	0	0	0	1055
TOTAL	4183	61.7	1624	24.0	631	9.3	6	.1	2	22	.3	5	2	.1	6785
OFFICIALS/ADMINISTRATORS	83	96.5	2	2.3	0	0	0	0	0	1	.2	0	0	0	86
PROFESSIONALS	92	89.3	6	5.8	4	3.9	0	0	0	1	1.0	0	0	0	103
TECHNICIANS	37	78.7	3	6.4	6	12.8	0	0	0	1	2.1	0	0	0	47
PROTECTIVE SERVICE	49	70.0	6	8.6	12	17.1	2	2.9	0	0	0	0	0	0	70
PARAPROFESSIONALS	1	100	0	0	0	0	0	0	0	0	0	0	0	0	1
OFFICE/CLERICAL	7	36.8	11	57.9	1	5.3	0	0	0	0	0	0	0	0	19
SKILLED CRAFT WORKERS	103	78.0	1	.8	23	17.4	0	0	0	1	.8	0	0	0	132
SERVICE/MAINTENANCE	3	42.9	3	42.9	0	0	0	0	0	0	0	0	0	0	7
TOTAL	375	80.6	32	6.9	46	9.9	3	.6	0	5	1.1	0	0	0	465

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