



SEMPER EADEM* "Always the Same"?

A REPORT BY THE ACLU OF MARYLAND AND THE SOMERSET COUNTY NAACP ON CONTINUING RACIAL DISPARITIES IN SOMERSET COUNTY GOVERNMENT

"All of us have become too accustomed to seeing only whites in positions of power in Somerset County. 'Hold on, it's going to change,' they say. But it never changes. Sometimes, it seems that it will always remain the same. Unless a miracle happens. We need to commit ourselves and work together as a community - both African American and white - to make the miracle happen."

~ Somerset County NAACP President Kirkland Hall

* "*Semper Eadem*" is the Somerset County motto. It is Latin, meaning "Always the Same."

Then and Now

“The people in power – the ones who make the decisions – are white. Here, the African American community has never had any say. And the older generation of influence and wealth wants to keep it that way. Just the same.”

~Pastor Craig Mathies, Zion Baptist Church

“The racial divide is like the elephant in the room in Somerset County, and it’s in every room, church, office, school, business, private club and public meeting. Now, for the sake of our children, we all need to come together and face that elephant, in order to begin the process of breaking down barriers and bridging the divide.”

~Dr. Bess McCallister, St. Paul AME Church

It was February 2009, and African Americans in Somerset County, Maryland were ready to make history. Somerset is one of the few counties remaining in America today where no African American has ever served as County Commissioner despite a substantial African-American population. Clarence E. Bell, a career law enforcement officer, and Kenneth Ballard, a longtime NAACP branch president, now saw history within reach: A County Commission seat had opened up and the County’s Democratic Central Committee announced that it would consider all applicants and make recommendations to Governor Martin O’Malley for appointment to the seat. Both Bell and Ballard put their names in, praying that, at long last, the time had come. But in keeping with Somerset County’s stubborn motto, it was not to be.

For the American Civil Liberties Union and the National Association for the Advancement of Colored People, it is hard not to wonder how, in 2009, in a Maryland County with a 42 percent African American population, it can remain that no African American in history has ever held the position of County Commissioner (or County

Administrator, or Sheriff, or Detention Center Warden, or Judge, or State’s Attorney, or State Delegate, or County Treasurer, or County Finance Director, or County Attorney, or County Personnel Director, or County Planning Director, or County Fire Marshall, or County Emergency Management Director, or County Elections Administrator, among others.) In the winter of 2009, Clarence Bell and Ken Ballard each were well positioned, and well qualified, to break through and become the County’s first African American Commissioner.¹ That it did not happen this time – despite the golden opportunity presented – says all too much about the yawning racial gulf that has always existed in Somerset County government, and that remains virtually unchanged in the 21st Century.

This report examines the demographics of Somerset County government, as recorded in Equal Employment Opportunities (EEO) reports filed by the County and its

¹ Clarence Bell is a Somerset County native who has served his community as a law enforcement officer for 26 years – including as Director of Public Safety at the University of Maryland Eastern Shore, and two stints as Crisfield Police Chief. In 2002, Bell ran for County Commission and lost to Sam Boston by just 28 votes in the Democratic primary – even though the district the two were running in is about 80 percent white. When Boston was elevated from Commissioner to Somerset County Administrator in 2009, it seemed fitting to Chief Bell that he should throw his hat in the ring to replace Boston. Likewise, Ken Ballard – an active member of Somerset’s Democratic Central Committee and 2006 primary opponent of Sam Boston for Commissioner – decided this might finally be the time for Somerset to have an African American County Commissioner. Along with Bell, Ballard submitted his name for consideration by the all-white panel of the Democratic Central Committee. (Ballard is a regular member of the Somerset Democratic Central Committee, but he recused himself from this process, since he was seeking the open Commission seat. The Central Committee chose not to replace Ballard, making the four-member Committee conducting the interviews and making the recommendation to the Governor all white, even though numerous African Americans are active in the Somerset Democratic Party would have been willing to serve in Ballard’s place if asked.) Three white men and one white woman also applied for the open Commission seat.

Both Bell and Ballard felt their interviews with the Central Committee went well. But in the days following the interviews each was told that the Central Committee had decided to submit only two names for the Governor’s consideration: James East and Cynthia Stevens, both white. The Central Committee would endorse neither Bell nor Ballard, even though there was no limit upon the number of candidates who could be recommended by the Committee to the Governor. No explanation was offered to either man as to why the Committee felt their candidacies fell short. “Always the same,” each man thought.

Governor O’Malley chose between the two names submitted to him, and in March appointed James East to the County Commission, thus keeping it an all-white body.

School System.² These records reveal deeply disturbing disparities between the numbers of African Americans who live in Somerset County, and the number employed in the County government and School System, especially at the upper echelons. At the time of the last U.S. Census, Somerset County was 42 percent African-American – the highest black population percentage of any Eastern Shore County, and most on the Western Shore.³ Moreover, because Somerset County is home to the University of Maryland Eastern Shore (UMES), a historically black college, a substantial number of African Americans within the Somerset community reach higher levels of education. Yet analysis of the data, and interviews with African-American residents of Somerset County, depict a government heavily dominated by white officials and employees, where still today African Americans feel excluded and blocked from full participation in the civic life of their community.

If Somerset County truly aspires to be “Always the Same”, it is important to question why, and to ask exactly what that means, in view of the County’s history with respect to race relations. The historical backdrop against which today’s government demographics must be examined includes rigid enforcement of Jim Crow laws to maintain white supremacy, and many ugly acts of racial discrimination and violence.

The assumption of most whites is that history is dead, unimportant, and irrelevant to the modern reality of life on the Eastern Shore. But in fact a town’s reputation as a racially violent one often lives on in the lore shared among blacks.⁴

² In this analysis we employ the most recent EEO data made available to us, as recorded in EEO-4 reports filed by the County for fiscal years 2005 and 2007, and the EEO-5 report filed by the School System for fiscal year 2006. Complete copies of these EEO reports are included in the Appendix to this Report.

³ US CENSUS BUREAU, CENSUS (2000). The only Maryland Counties where African Americans make up a larger share of the population than they do in Somerset are Baltimore City and Prince George’s County.

⁴ Sherrilyn A. Ifill, *ON THE COURTHOUSE LAWN: CONFRONTING THE LEGACY OF LYNCHING IN THE TWENTY-FIRST CENTURY*, Beacon Press (2007) at 21.

Forever imprinted on Somerset County is that Princess Anne was the site, in 1933, of the State's horrific last lynching, at which "two thousand spectators watched and many cheered the public mutilation, hanging and burning of a black man."⁵ Indeed, George Armwood, the man lynched by a mob in Princess Anne in 1933 was a relative of former Somerset Commission candidate and NAACP activist Ken Ballard – his mother's cousin. Public school segregation in Somerset County continued through the late 1960s, when the federal government finally intervened to require desegregation. Until ACLU lawsuits forced change in the 1980s and 1990s, at-large election systems and non-resident voting were employed in counties and municipalities throughout the Lower Shore, reducing the chances for African-Americans to be elected to public office. And not so long ago, in 1996, a federal court jury in Baltimore ruled that the Somerset County Board of Education illegally fired School Superintendent H. DeWayne Whittington because of his race, awarding Dr. Whittington a huge monetary verdict -- including punitive damages against individual board members -- because of the School System's blatant discrimination. Among the evidence in that case was testimony from a newspaper reporter that the School Board President openly used racial slurs toward African Americans, including against Superintendent Whittington.⁶

⁵ *Id.*, at 21. Another well-known lynching occurred in Crisfield, in 1907, in addition to several others that occurred in Somerset County. Substantial evidence suggests that Somerset County's white law enforcement officials of the time were complicit in these lynchings, and in preventing those who carried out the violence from being brought to justice. *Id.*, at Ch. 4.

⁶ The jury also urged the School Board to begin to make amends for its "acts of racism" by naming a school in Dr. Whittington's honor "as a living memorial to his lifetime achievements in education." To its credit, on Martin Luther King Day, 1997, the Board – reformulated through a subsequent election -- did as the jury recommended, and renamed the Crisfield Primary School as the H. DeWayne Whittington Primary School. But in 2006, when Crisfield's primary school was moved to a different location (a newly renovated building that had once been the Crisfield Colored School, where Dr. Whittington had been a student, graduated as valedictorian, taught, and served as principal), the Board ignored a petition signed by over 250 members of the community and refused to allow the Whittington School's name to follow its students to their new building, depriving Crisfield's children of that reminder of a local African-American hero. The sting of those insults was perhaps partially assuaged in 2009, when the Governor appointed Dr. Whittington to serve as a member of the School Board against which he once prevailed in court.

Such a history of racial segregation and exclusion is difficult to overcome, and cannot be overcome without concerted effort. Time alone will not fix – and has not fixed -- this problem. As detailed in this report, the legacy of Somerset’s past continues in County government today:

- *No African American in history* has been elected or appointed to a top job in County government.⁷
- *Not a single African American* was employed by Somerset County in a professional capacity in 2007. This was a step backward from 2005, when one African American was employed in a professional position.
- *Only one African-American* was hired by Somerset County in 2007 -- just 6.7 percent of all new hires -- and this single hire was to a service sector job.
- Although U.S. Census data shows that 42 percent of Somerset County’s population is African American, its EEO reports show that in 2007, *the County spent in excess of \$5,715,000 on the salaries of white employees, while only spending about \$750,000 on the salaries of African Americans.*

⁷We include in this classification County Commissioner, County Administrator, Sheriff, State’s Attorney, County Treasurer, County Finance Director, County Attorney, Circuit, District, or Orphan’s Court Judge, Elections Administrator, Economic Development Commission Director, County Personnel Director, County Fire Marshall, Director of Planning and Zoning, Technology Director, and Detention Center Warden. Excluded are positions with the School System. As noted above, Dr. H. DeWayne Whittington served as Somerset School Superintendent from 1988 until his racially discriminatory firing in 1992. Earlier in the 1980s, two African Americans, Kermit Maddox and Joseph Hayward, were appointed to the School Board. And shortly after the Whittington jury verdict in 1996, Betty J. Miles became the first African-American elected to the School Board -- a replacement for the Board president against whom punitive damages had been awarded. African Americans have served on the School Board in the time since, including two members on the current board.

The Way It Is

“People accept it as the way it is. It’s hard to understand that unless you have experienced it. You tell your kids that they can do whatever they want, but the reality here in Somerset County is that African Americans have to work a lot harder to get a job and to keep that job once they get it.”

~Lifelong Somerset County resident, parent and volunteer Albert Bell

“It’s always about who you know, who you’re friends with, who your family is.”

~Former Crisfield City Councilwoman and educator Catherine Brown

When compared to the working-age population, the employment data from Somerset County’s own EEO returns highlights racial disparities across all levels, from service sector to public officials. (*See Figure 1*). Overall, Somerset County has an available labor force that is 35 percent African-American, with African-Americans appropriately educated for all jobs in the County government, as shown in *Figure 2*. Yet, as of 2007, only 12.6 percent of all employees of Somerset County were African-American, *down* from 14.2 percent two years earlier – meaning that the problem is getting worse, not better.⁸ Of 230 full and part time personnel employed by Somerset County in 2007, only 29 were African American.⁹ While no one expects that the Somerset County government would have a staff that precisely mirrors the racial make-up of the county population, the size of the disparities, as shown in *Figure 3*, is alarming

⁸ Even presuming that employment for any Somerset County job requires a high-school diploma (which likely is not true), 31 percent of residents who have completed high school are African-American. U.S. CENSUS BUREAU, CENSUS (2000).

⁹ Of 179 full-time employees, only 24 were African American (13.4%); Of 51 part-time employees, only five were African American (9.8%).

and highly aberrational. The School System is slightly more diverse, with 29 percent of employees being African-American.¹⁰ Nevertheless, the racial make-up of both the School System and Somerset County government contrasts sharply with the County's diversity, as can also be seen in *Figure 3*. These racial disparities are particularly glaring at the higher levels of government – among administrative and professional positions -- and among new hires.

¹⁰ SOMERSET COUNTY SCHOOL DISTRICT, EEO-5 REPORT (2006).

Figure 1 - Racial Composition of Somerset County personnel, by Employment Classification

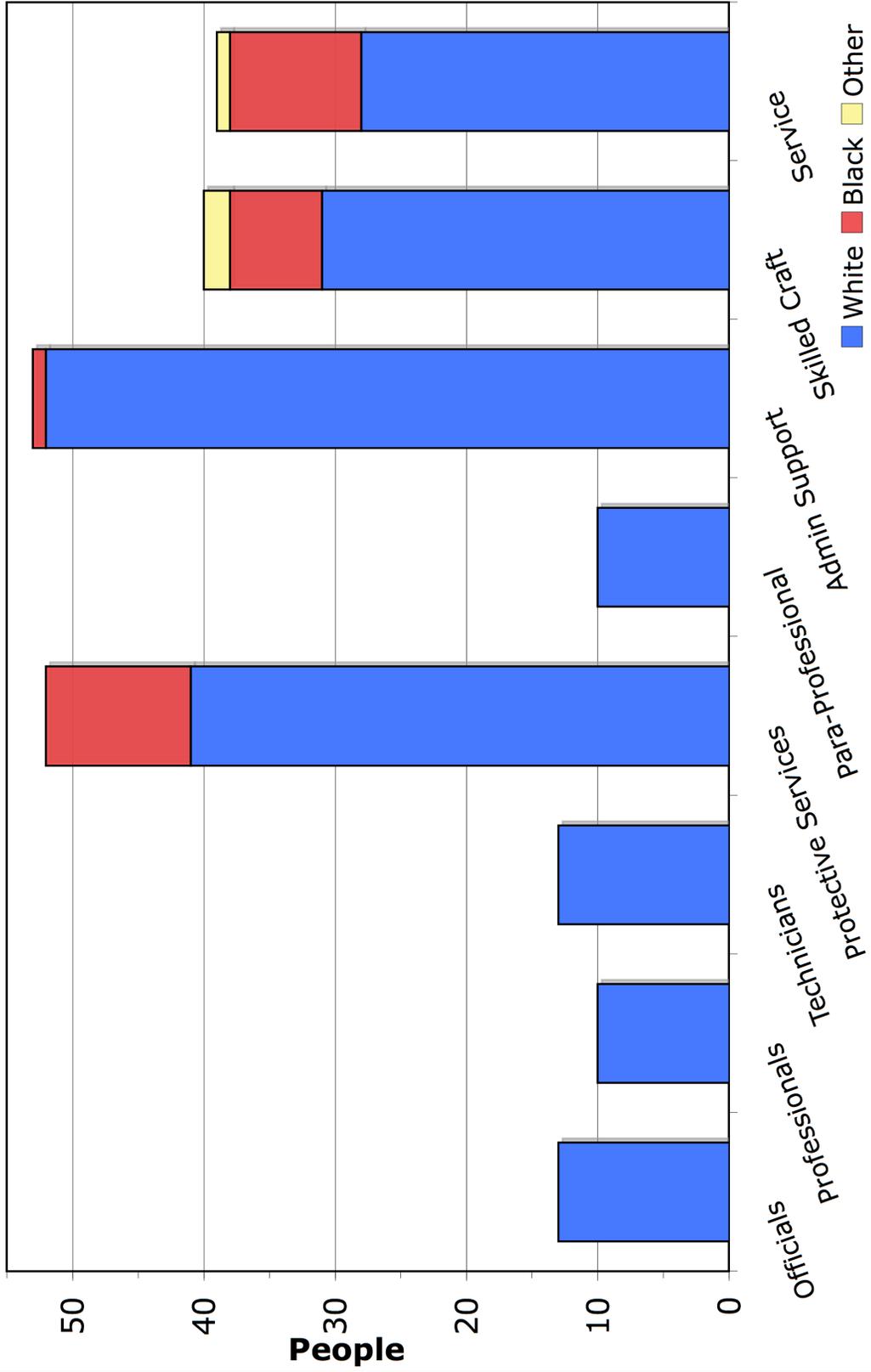


Figure 2 - Racial breakdown of the available workforce in Somerset County

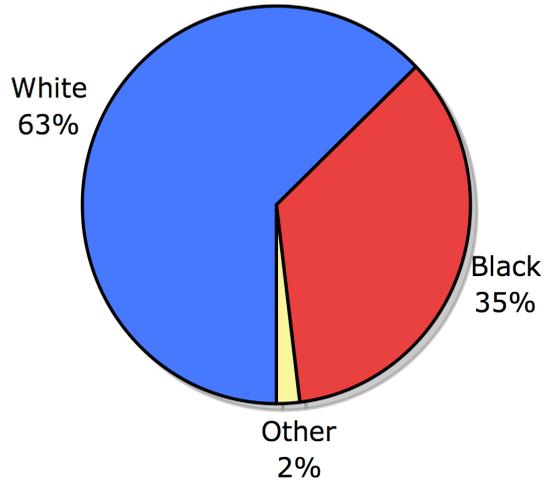
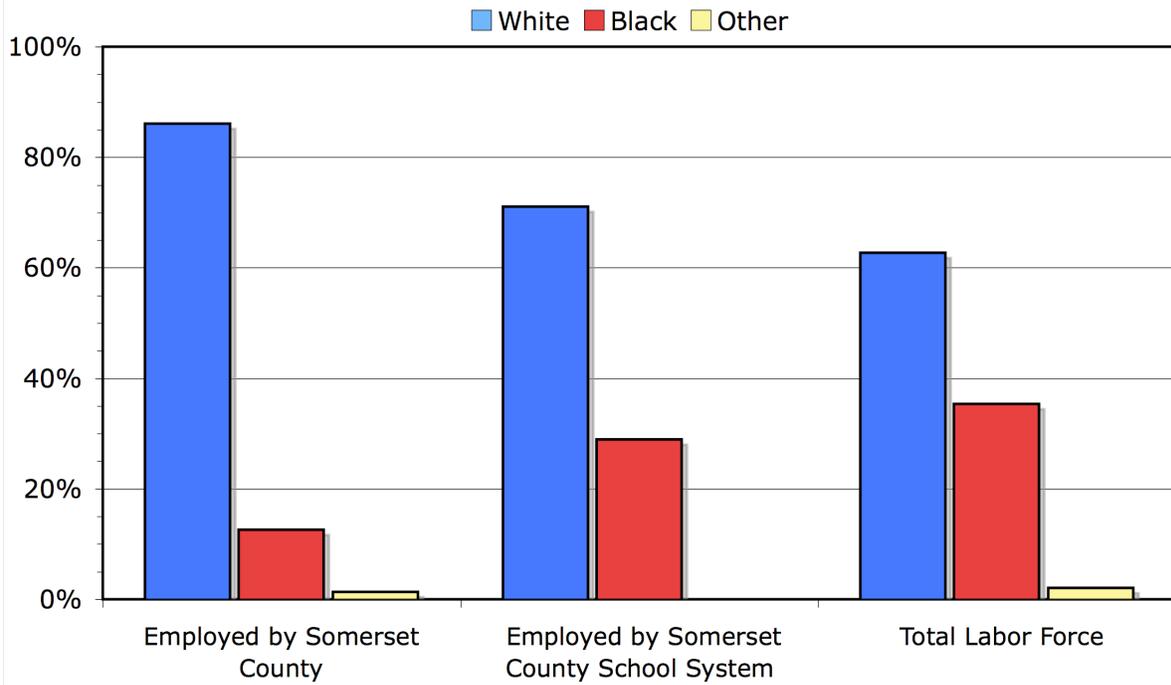


Figure 3 - Racial diversity in potential labor force compared against actual workforce



Who's in Charge Here?

"In a world where African Americans have progressed socially, economically, politically, and educationally, Somerset County still operates on the old system of who you know and what color you are, rather than based on what you know."

~ Former Corrections Official Tamela Hutt

"It matters to the kids in Somerset County that they don't have African Americans as role models in the positions of power. They feel they can't win, that even if they try, they don't have the same opportunities."

~ NAACP Activist Kenneth Ballard

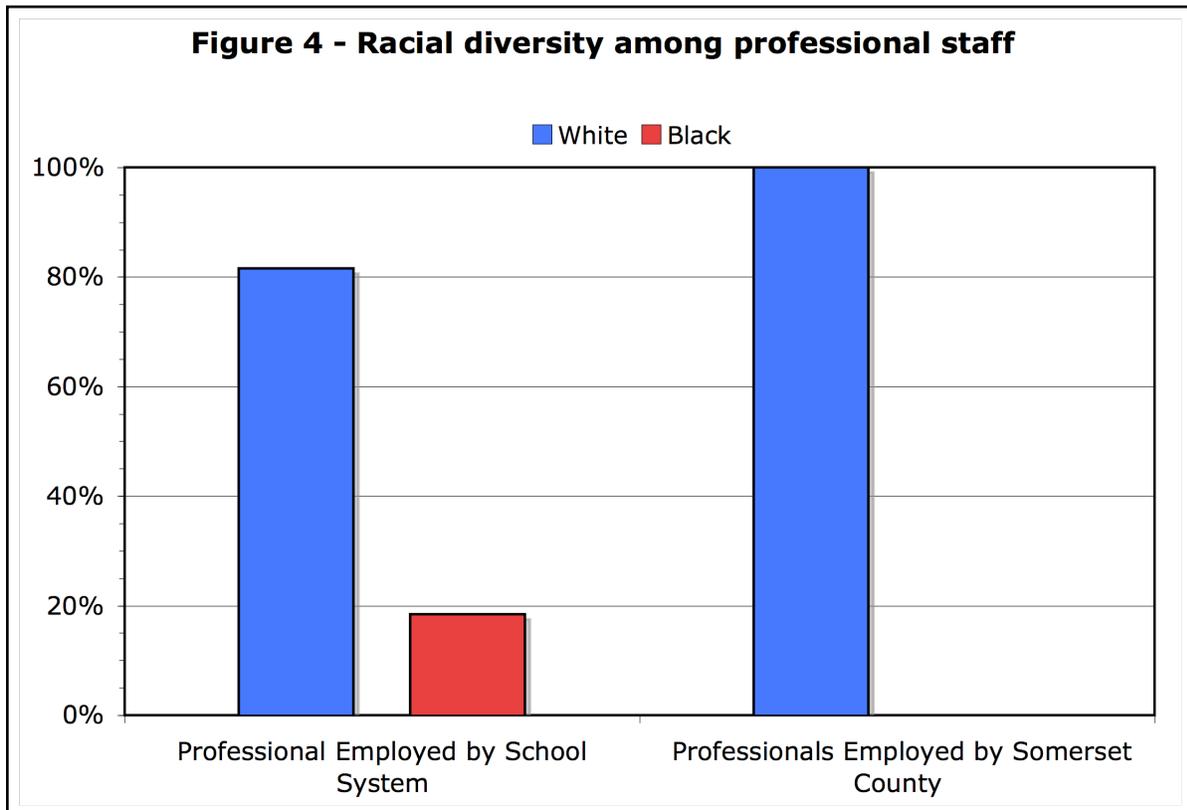
One critical problem shown by the Somerset County EEO reports is that in 2007 there were *no African-Americans* working for Somerset County in a professional capacity. Zero. None. *See Figure 4.* Somerset County employed **46** people full or part time in Official, Administrative, Professional, Technical, or Paraprofessional capacities, and *not a single one was African American.* The only African-American employed as a professional by Somerset County in 2005 had ceased to be employed in 2007.¹¹ This, even though nearly a quarter of all County residents holding a four-year college degree were African American.¹²

The school district, as noted above, has a higher proportion of African-American staff. However, these African-Americans are mostly employed in a non-professional capacity: Only 18.6 percent of the professional staff members are African-American (*see*

¹¹ SOMERSET COUNTY, EEO-4 REPORT (2005). *Id.* (2007).

¹² US CENSUS BUREAU, CENSUS (2000).

Figure 4). As the student population is 37 percent African-American,¹³ this staffing disparity is one that sets a dispiriting example for African-American youth in Somerset.



¹³ US CENSUS BUREAU, CENSUS (2000).

How Hiring Works

“It’s a challenge for African Americans to find out about and apply for jobs with Somerset County. In the past, those in charge would just pass the jobs along to people they knew. And those folks were always white.”

~NAACP Activist Kenneth Ballard

“People don’t apply, because they don’t know. That’s the biggest thing. There are lots of qualified African Americans here – they just don’t know about the government jobs.”

~Pastor Craig Mathies, Zion Baptist Church

In order for the County to have a public workforce more reflective of its diverse population, it is imperative that hiring be conducted with the goal of diversity in mind. Unfortunately, the information provided in the EEO reports indicates that this is not happening. Rather, it seems diversity is not considered at all.

The County’s failure to value diversity in hiring is evidenced both by the way the appointment process played out with respect to the 2009 County Commission opening, and with respect to the County’s 2007 hiring of a new Detention Center Warden, a top job in County government. Although the job announcement for this post required only a high school diploma, among the candidates for the job was a highly-qualified, African-American woman, Tamela Hutt, who holds a master’s degree in criminal justice and is working on a second one in social work, as well as having over 15 years of corrections experience at Eastern Correctional Institution. Ms. Hutt, however, was passed over in favor of a white male candidate, by a hiring panel consisting of five white men. When the NAACP registered concern about this, the County Administrator chastised the organization for daring to question the appointment, and asserted that “[a]t no point was

Miss Hutt's age, race, color or creed ever considered during this process.”¹⁴ Thus by the County's own admission, no consideration whatsoever was accorded to the goal of diversity, with the result being the continuation of Somerset's all-white power structure.

In this manner, the racial disparities in County government are becoming ever more deeply entrenched. In 2005, 13.6 percent of the County's new hires were African-American, and no African Americans were hired for a professional, paraprofessional or official job.¹⁵ In 2007, only one African-American was hired – just 6.7 percent of 15 new hires. And this single hire was to a service sector job.¹⁶ During the 2005 and 2007 reporting periods, Somerset County made six new hires in professional, paraprofessional or official positions, *yet not a single one* was African American.¹⁷ (*see Figure 5*).

The School System has not been doing much better. Although 29.2 percent of the total hires in 2006 were African-American, these were mostly for non-professional positions; only 7.1 percent of new professional hires that year were African-American. This is shown in *Figure 6*, which indicates the proportion of African-Americans hired for professional positions.¹⁸ Overall, this trend shows no evidence of any effort to address the lack of diversity among the employees of the County or its School System.

¹⁴ July 25, 2007 Letter from Somerset County Administrator Daniel W. Powell to Somerset County NAACP President Kenneth Ballard, on file with the ACLU of Maryland.

¹⁵ SOMERSET COUNTY, EEO-4 REPORT (2005).

¹⁶ SOMERSET COUNTY, EEO-4 REPORT (2007).

¹⁷ SOMERSET COUNTY, EEO-4 REPORT (2005). *Id.* (2007).

¹⁸ SOMERSET COUNTY SCHOOL DISTRICT, EEO-5 REPORT (2006).

Figure 5 - Racial breakdown of new hires to professional positions by Somerset County

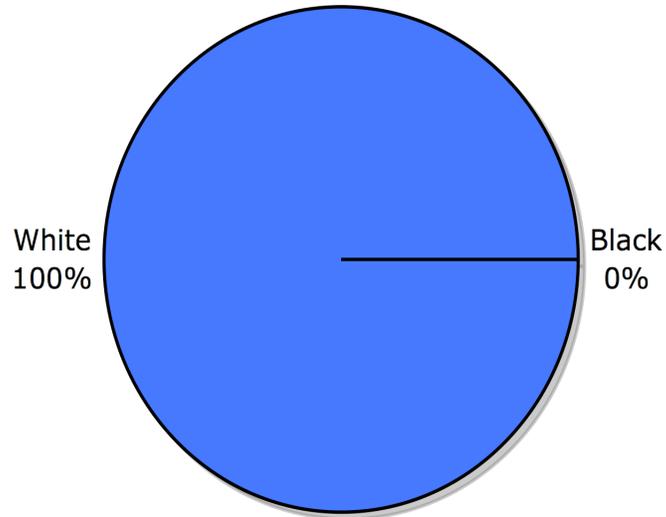
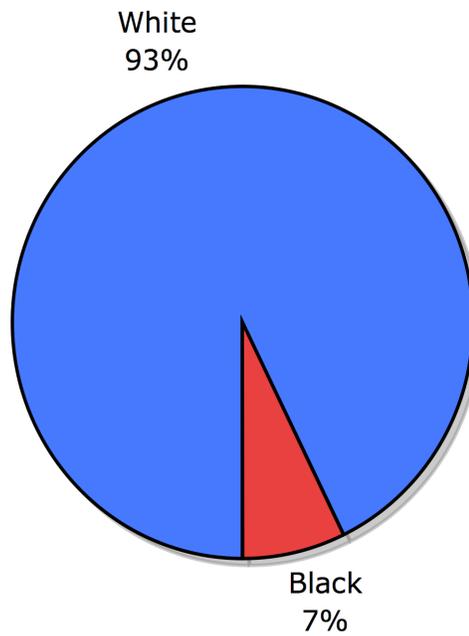


Figure 6 - Racial breakdown of new hires to professional positions by Somerset County school system



Racial Disparities in Dollars and Cents

“As an African American young person, if you want to better yourself, you have to move away. It’s sad but true. There’s little chance of getting a good job in Somerset County. The issue of race always lurks in the background, causing the cycle of racial tension to continue.”

~Former County resident, U.S. Treasury Department analyst Craig Mathies, Jr.

The final, but important, area of racial inequality revealed in Somerset County’s EEO reports concerns wages.¹⁹ Not only does Somerset County employ fewer African Americans, and at lower positions, but the overall salaries of African-American County employees are considerably lower than those of white employees. A full comparison of salaries is shown in *Figure 7*. Notably, in 2007, Somerset County employed no African-Americans at salaries exceeding \$55,000, whereas in the same period nine white employees held posts paying more than this, of which three received salaries in excess of \$70,000.²⁰ Of the 179 full-time personnel employed throughout the County government in 2007, 88 were paid salaries of \$33,000 or more. Only seven of these 88 better-paid employees (8%) were African American. During 2007, Somerset County spent in the range of \$5,715,000 on the salaries of white employees while only spending about \$750,000 in the same period on African-American salaries, as shown in *Figure 8*.²¹ African-Americans received only 11.6 percent of the County salary budget, while constituting 13 percent of those working for Somerset County (see *Figure 9*) and 42 percent of the general population.²²

¹⁹Because salary information is not included in EEO reports filed by the Somerset School System, this section concerns only the Somerset County government.

²⁰ SOMERSET COUNTY, EEO-4 REPORT (2007).

²¹ *Id.* These figures are calculated from the mid-point of each salary group, with the exception of the \$70,000+ group, which uses the lower boundary of the group, so as not to overstate the disparities.

²² *Id.*

Figure 7 - Racial Breakdown of Salaries

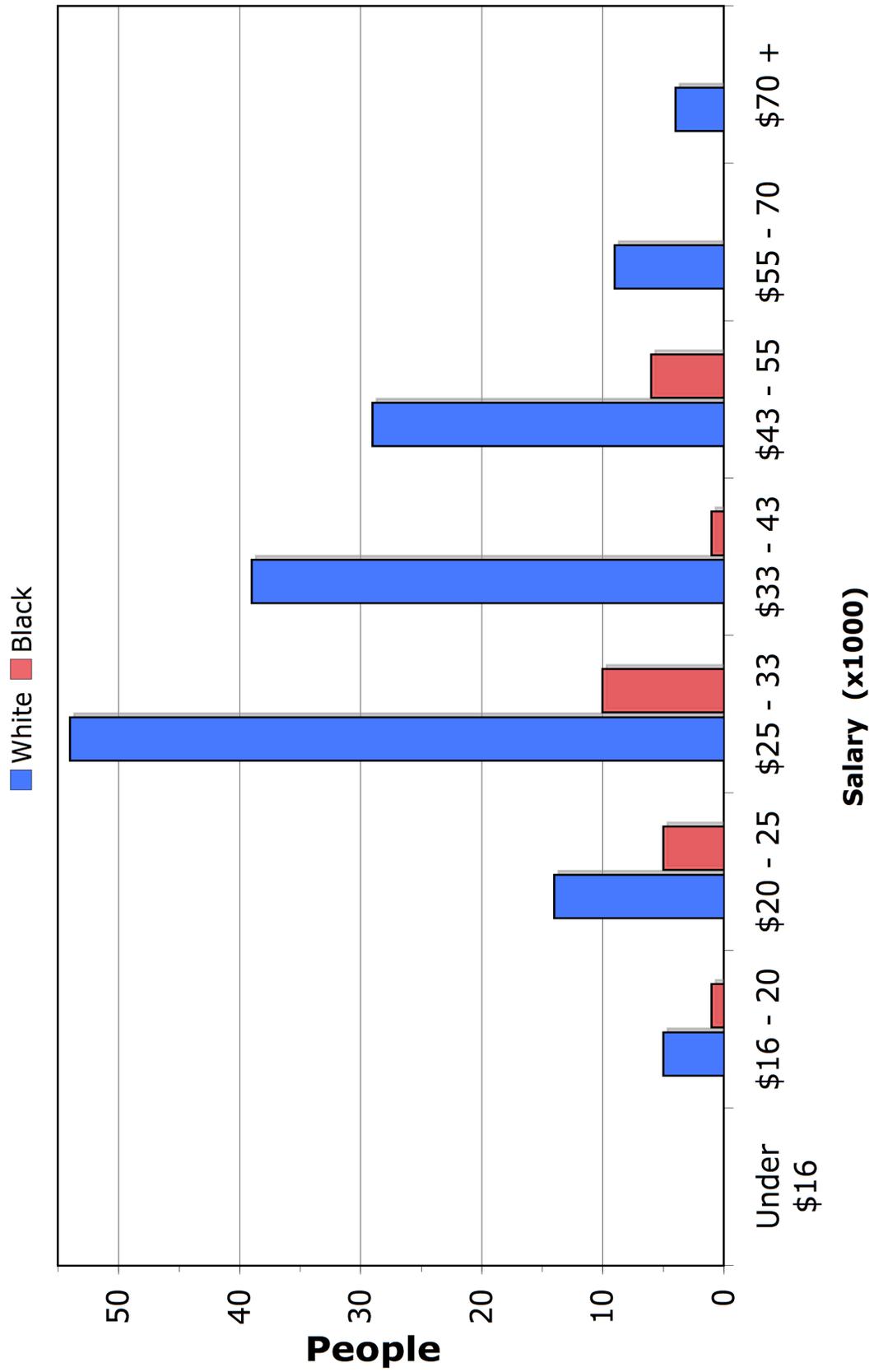


Figure 8 - Graph showing total salary expenditure by race

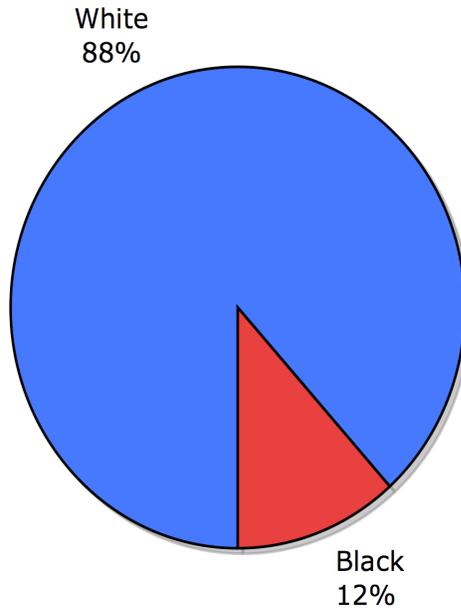
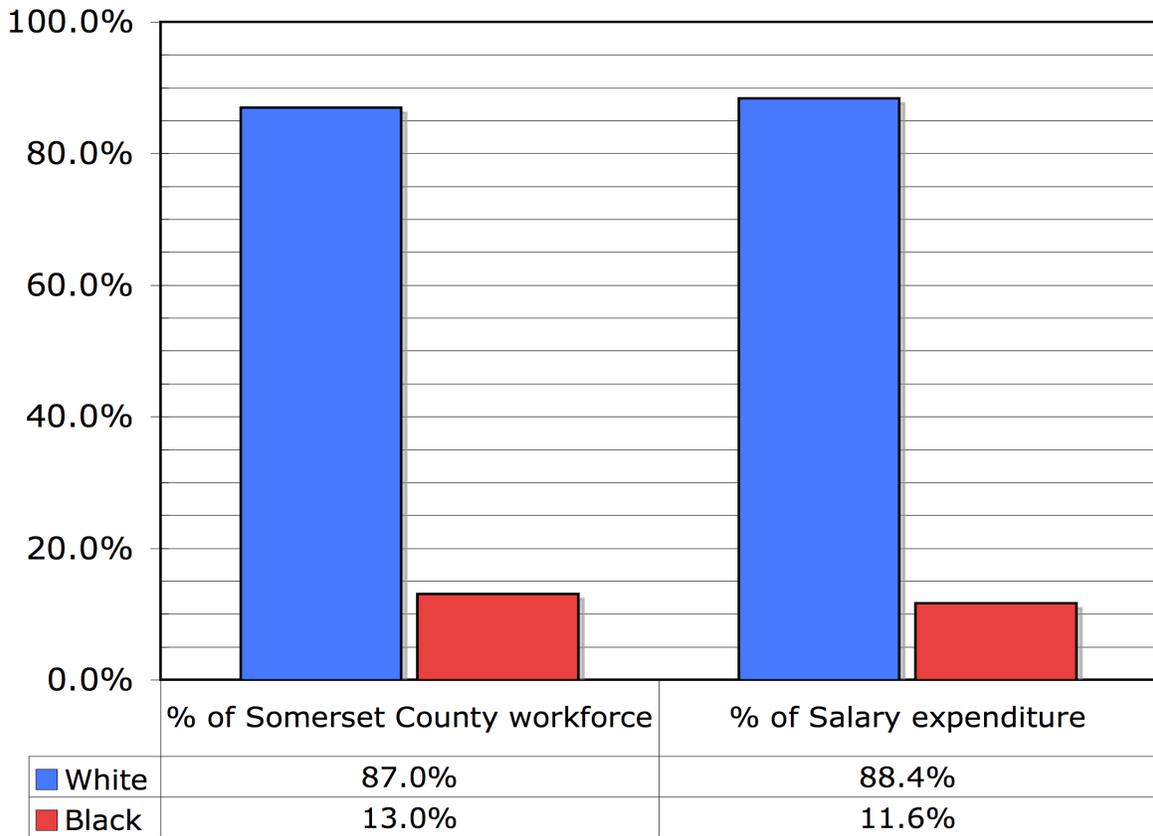


Figure 9 - Salary expenditures compared to racial composition of employees



Making the Miracle Happen

“It doesn’t have to be this way. I believe Somerset can be a place that values all members of its community.”

~Former Crisfield City Councilwoman and educator Catherine Brown

“This report substantiates what many of us have quietly discussed for years. It supplies all of us with statistical evidence of an un-level playing field in Somerset County. It is my hope County officials will embrace this occasion as a time to depart from the ‘business as usual’ mentality. It is my hope they will rise to the occasion and make a deliberate and conscious effort to begin the process of correcting the disparities that exist on all levels of County government.”

~Former Crisfield Police Chief Clarence E. Bell

Confronting race and racism is never easy. But if nothing is done to address the racial disparities in Somerset County government, nothing will ever change. Aggressive action is needed in order for Somerset County to alter the dynamic within its government and realize the strength and promise of the community’s rich diversity. Many in the African-American community are ready and willing to tackle this challenge. Through collective action taken with purpose and resolve, we believe the Somerset community can itself take charge of the project of racial reconciliation and transformation.

Among the steps we recommend to move Somerset County down the path to diversity are the following:

1. ***Prioritize governmental diversity and inclusiveness*** -- Commit Somerset County and its School System to the elimination of racial discrimination and the promotion of inclusiveness as top goals for the future. African Americans make up a large share of Somerset's overall population, and should always have seats at the table.
2. ***Establish a policy that values diversity***, and communicate its importance to all Somerset officials, employees, and residents.
3. ***Begin a process such as Community Conferencing***²³ for the airing of concerns and honest discussion of the issues that underlie racial segregation and exclusion in Somerset County.
4. ***Create a racially integrated working group, perhaps in conjunction with Somerset's Citizens for Community Progress, the Attorney General's Office of Civil Rights, and the Maryland Commission on Human Relations***, to develop a concrete plan for diversification that fits Somerset County government. Tasks of the working group minimally should include establishment of goals the program is intended to achieve, creation of an action plan to reach those goals, and a means for monitoring progress under the plan. Among the matters addressed in the action plan should be:

²³ As explained by Professor Ifill, "[r]eparations, like reconciliation, must be regarded as a process, not an event."

Community conferencing is a facilitated discussion that enables those who have been "affected by behavior that has caused serious harm" to work together to find solutions and to repair harm. The conference is, in essence, a dynamic, open, and mediated discussion. Everyone gets to speak and to say what he or she wants, uninterrupted. ... The conference ends with a contract – an agreement between all the parties on the contours of a reparation plan.

ON THE COURTHOUSE LAWN, at 131,151. Resources on Community Conferencing are available through Baltimore's Community Conferencing Center: <http://www.communityconferencing.org>.

- a. Ways to broadly disseminate notice about job openings to all people in the community, not just those already in the loop of County government;
 - b. Methods to recruit a diverse applicant pool for openings, particularly for higher level positions;
 - c. A mechanism to ensure that future appointments for top-ranking jobs are not made by any committees that exclude African-American participants; and
 - d. Appointment of an EEO/Affirmative Action Officer to spearhead and track diversity efforts.
5. Simply, but perhaps most importantly, *listen to what the County's African American residents are saying.*

* * *

“The past does not lie down quietly,” Archbishop Desmond Tutu has said. Action is needed in order for Somerset County to confront the racial injustice of its past, and to move ahead to realize the strength that exists in the community’s rich diversity. The first step in this process is for County leaders and residents to open a dialogue about the issue of race and make a commitment “to keep talking, to keep listening, to be unafraid of the truth, to honor the past, and to work hard for the promise of the future.”²⁴

The time has come for Somerset County to change.

²⁴ ON THE COURTHOUSE LAWN, at 153.

Statistics Submitted to the Equal Employment Opportunity Commission by
Somerset County and Somerset County Public Schools

Somerset County Employees

FULL TIME	White	Black	Other	Total	% Black
Officials / Administrators	13	0		13	0.0%
Professionals	8	0		8	0.0%
Technicians	12	0		12	0.0%
Protective Services	37	11		48	22.9%
Para-professionals	6	0		6	0.0%
Administrative Support	41	1		42	2.4%
Skilled Craft	23	5	1	29	17.2%
Service / Maintenance	14	7		21	33.3%
TOTAL	154	24	1	179	13.4%

PART TIME	White	Black	Other	Total	% Black
Officials / Administrators	0	0	0	0	
Professionals	2	0	0	2	0.0%
Technicians	1	0	0	1	0.0%
Protective Services	4	0	0	4	0.0%
Para-professionals	4	0	0	4	0.0%
Administrative Support	11	1	0	12	8.3%
Skilled Craft	8	2	1	11	18.2%
Service / Maintenance	14	3	1	18	16.7%
TOTAL	44	6	2	52	11.5%

Somerset County Public Schools

FULL TIME	White	Black	Other	Total	% Black
Administrators	6	1	0	7	14.3%
Principals	10	1	0	11	9.1%
Asst. Principals	1	1	0	2	50.0%
Teachers	188	46	0	234	19.7%
Guidance	11	6	0	17	35.3%
Psychological	3	0	0	3	0.0%
Librarians	3	0	0	3	0.0%
Consultants	14	0	0	14	0.0%
Other Professionals	16	2	0	18	11.1%
Teacher Aids	21	30	0	51	58.8%
Technicians	3	0	0	3	0.0%
Clerical/Secretary	18	8	0	26	30.8%
Service Workers	23	34	0	57	59.6%
Skilled Crafts	5	2	0	7	28.6%
TOTAL	322	131	0	453	28.9%

PART TIME	White	Black	Other	Total	% Black
Professional Instruction	1	1	0	2	50.0%
Other	0	2	0	2	100.0%
TOTAL	1	3	0	4	75.0%

24200180.SOMERSET COUNTY

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4) EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS (Read attached instructions prior to completing this form)				APPROVED BY OMB 3046-0008 EXPIRES 12/31/2005		
DO NOT ALTER INFORMATION PRINTED IN THIS BOX 2007- SOMERSET COUNTY ATTN: INTERNAL AUDITOR 11916 SOMERSET AVE PO BOX 37 PRINCESS ANNE, MD 21853		1101010011111011 CONTROL NUMBER: 24200180 		MAIL COMPLETED FORM TO: EEO-4 Reporting Center PO Box 1898 Chicago, IL 60690-1898		
A. TYPE OF GOVERNMENT (Check one box only)						
<input type="checkbox"/> 1. State <input checked="" type="checkbox"/> 2. County <input type="checkbox"/> 3. City <input type="checkbox"/> 4. Township <input type="checkbox"/> 5. Special District <input type="checkbox"/> 6. Other (Specify)						
B. IDENTIFICATION						
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C) SOMERSET COUNTY						
2. Address--Number and Street 11916 SOMERSET AVE Suite, Room, Floor, Bldg. Name, ETC. PO BOX 37		CITY/TOWN PRINCESS ANNE	COUNTY NAME SOMERSET	STATE MD	ZIP 21853 Zip4 0000	EEOC USE ONLY A B
C. FUNCTION						
(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)						
<input checked="" type="checkbox"/>	1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		<input type="checkbox"/>	8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.		
<input checked="" type="checkbox"/>	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.		<input checked="" type="checkbox"/>	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.		
<input type="checkbox"/>	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)		<input checked="" type="checkbox"/>	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.		
<input checked="" type="checkbox"/>	4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		<input checked="" type="checkbox"/>	11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities		
<input type="checkbox"/>	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)		<input checked="" type="checkbox"/>	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.		
<input checked="" type="checkbox"/>	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		<input type="checkbox"/>	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.		
<input type="checkbox"/>	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for in-patient medical care.		<input checked="" type="checkbox"/>	14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY		
<input type="checkbox"/>			<input checked="" type="checkbox"/>	15. OTHER (Specify on Page Four)		

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24200180.SOMERSET COUNTY

D. EMPLOYMENT DATA AS OF JUNE 30
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands)	Total (Columns B-K) A	MALE					FEMALE				
			NON-Hispanic origin		Hispanic D	Asian or Pacific Islander E	American Indian or Alaska Native F	NON-Hispanic origin		Hispanic I	Asian or Pacific Islander J	American Indian or Alaska Native K
			White B	Black C				White G	Black H			
Officials and Administrators	1. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	
	6. 43.0-54.9	5	4	0	0	0	1	0	0	0	0	
	7. 55.0-69.9	6	4	0	0	0	2	0	0	0	0	
	8. 70.0 PLUS	2	1	0	0	0	1	0	0	0	0	
Professionals	9. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	
	13. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	
	14. 43.0-54.9	6	5	0	0	0	1	0	0	0	0	
	15. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	
	16. 70.0 PLUS	2	1	0	0	0	1	0	0	0	0	
Technicians	17. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	
	20. 25.0-32.9	8	8	0	0	0	0	0	0	0	0	
	21. 33.0-42.9	1	1	0	0	0	0	0	0	0	0	
	22. 43.0-54.9	2	0	0	0	0	2	0	0	0	0	
	23. 55.0-69.9	1	1	0	0	0	0	0	0	0	0	
	24. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	
Protective Service Workers	25. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	26. 16.0-19.9	2	0	0	0	0	2	0	0	0	0	
	27. 20.0-24.9	1	1	0	0	0	0	0	0	0	0	
	28. 25.0-32.9	18	10	3	0	0	2	3	0	0	0	
	29. 33.0-42.9	16	15	0	0	0	1	0	0	0	0	
	30. 43.0-54.9	9	3	4	0	0	1	1	0	0	0	
	31. 55.0-69.9	2	2	0	0	0	0	0	0	0	0	
	32. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	

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24200180.SOMERSET COUNTY

D. EMPLOYMENT DATA AS OF JUNE 30
(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands)	Total (Columns B-K)	MALE					FEMALE				
			NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native	NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native
			White	Black				White	Black			
			A	B	C	D	E	F	G	H	I	J
Paraprofessionals	33. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	36. 25.0-32.9	3	0	0	0	0	0	3	0	0	0	0
	37. 33.0-42.9	2	1	0	0	0	0	1	0	0	0	0
	38. 43.0-54.9	1	0	0	0	0	0	1	0	0	0	0
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	40. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	41. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	43. 20.0-24.9	3	0	0	0	0	0	3	0	0	0	0
	44. 25.0-32.9	19	4	0	0	0	0	15	0	0	0	0
	45. 33.0-42.9	11	2	0	0	0	0	9	0	0	0	0
	46. 43.0-54.9	9	2	0	0	0	0	6	1	0	0	0
	47. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	48. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft Workers	49. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	11	7	3	1	0	0	0	0	0	0	0
	52. 25.0-32.9	7	5	2	0	0	0	0	0	0	0	0
	53. 33.0-42.9	8	8	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	3	3	0	0	0	0	0	0	0	0	0
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	56. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	57. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	4	3	1	0	0	0	0	0	0	0	0
	59. 20.0-24.9	5	3	2	0	0	0	0	0	0	0	0
	60. 25.0-32.9	10	5	3	0	0	0	2	0	0	0	0
	61. 33.0-42.9	2	0	1	0	0	0	1	0	0	0	0
	62. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (LINES 1-64)	179	99	19	1	0	0	55	5	0	0	0	

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24200180.SOMERSET COUNTY

D. EMPLOYMENT DATA AS OF JUNE 30
(Do not include elected/appointed officials. Blanks will be counted as zero)

2. OTHER THAN FULL-TIME EMPLOYEES (Include Temporary employees)

JOB CATEGORIES	ANNUAL SALARY (in thousands)	Total (Columns B-K)	MALE					FEMALE				
			NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native	NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native
			White	Black				White	Black			
			A	B	C	D	E	F	G	H	I	J
66. OFFICIALS/ADMIN.		0	0	0	0	0	0	0	0	0	0	0
67. PROFESSIONALS		2	2	0	0	0	0	0	0	0	0	0
68. TECHNICIANS		1	1	0	0	0	0	0	0	0	0	0
69. PROTECTIVE SERV		4	4	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL		4	3	0	0	0	0	1	0	0	0	0
71. ADMIN. SUPPORT		11	5	0	0	0	0	6	0	0	0	0
72. SKILLED CRAFT		11	6	2	0	0	0	2	0	0	1	0
73. SERV./ADMIN.		18	12	3	0	0	0	2	0	0	1	0
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)		51	33	5	0	0	0	11	0	0	2	0

**3. NEW HIRES DURING FISCAL YEAR - Permanent full time only
JULY 1 -- JUNE 30**

75. OFFICIALS/ADMIN.	1	1	0	0	0	0	0	0	0	0	0	0
76. PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
77. TECHNICIANS	1	1	0	0	0	0	0	0	0	0	0	0
78. PROTECTIVE SERV	5	3	0	0	0	0	0	2	0	0	0	0
79. PARA-PROFESSIONAL	1	0	0	0	0	0	0	1	0	0	0	0
80. ADMIN. SUPPORT	2	1	0	0	0	0	0	1	0	0	0	0
81. SKILLED CRAFT	4	3	0	1	0	0	0	0	0	0	0	0
82. SERV./ADMIN.	1	0	1	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (LINES 75-82)	15	9	1	1	0	0	0	4	0	0	0	0

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24200180.SOMERSET COUNTY

Remarks		
Enter NCIC numbers MD0200000		
List agencies included on this form		
Enter authorized agencies Function 15 Dog Control Tourism Maintenance All Functions Somerset County Commissioners Somerset County Roads Board		
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)		
NAME OF PERSON TO CONTACT REGARDING THIS FORM SHARON MUIR	TITLE INTERNAL AUDITOR	
ADDRESS (Number and Street, City, State, Zip Code) 11916 SOMERSET AVE PO Box, Suite, Room, Floor: PO BOX 37 City: PRINCESS ANNE State: MD Zip: 21853-0000	TELEPHONE NUMBER INCLUDING AREA CODE (410)651-0320 FAX NUMBER (410)651-0366	
DATE 6/10/2008 6:42:26 PM E-MAIL: smuir@co.Somerset.md.us Jurisdiction Web Address: ENTER Jurisdiction Web Address	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL SHARON MUIR INTERNAL AUDITOR	SIGNATURE 0000000000
EEOC FORM 164, FEB 97 (Previous Editions are Obsolete)		

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24200180.SOMERSET COUNTY

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4) EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS (Read attached instructions prior to completing this form)				APPROVED BY OMB 3046-0008 EXPIRES 12/31/2005		
DO NOT ALTER INFORMATION PRINTED IN THIS BOX				1101010011111011		
2005- SOMERSET COUNTY 11916 SOMERSET AVE PO BOX 37 PRINCESS ANNE, MD 21853			CONTROL NUMBER: 24200180		MAIL COMPLETED FORM TO: State and Local Reporting Committee PO Box 62229 Virginia Beach VA 23466-2229	
A. TYPE OF GOVERNMENT (Check one box only)						
<input type="checkbox"/> 1. State <input checked="" type="checkbox"/> 2. County <input type="checkbox"/> 3. City <input type="checkbox"/> 4. Township <input type="checkbox"/> 5. Special District <input type="checkbox"/> 6. Other (Specify)						
B. IDENTIFICATION						
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C) SOMERSET COUNTY						
2. Address--Number and Street 11916 SOMERSET AVE Suite, Room, Floor, Bldg. Name, ETC. PO BOX 37		CITY/TOWN PRINCESS ANNE	COUNTY NAME SOMERSET	STATE MD	ZIP 21853 Zip4 0000	EEOC USE ONLY A B
C. FUNCTION						
(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)						
<input checked="" type="checkbox"/>	1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)	<input type="checkbox"/>	8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.			
<input checked="" type="checkbox"/>	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.	<input checked="" type="checkbox"/>	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.			
<input type="checkbox"/>	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)	<input checked="" type="checkbox"/>	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.			
<input checked="" type="checkbox"/>	4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.	<input checked="" type="checkbox"/>	11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities			
<input type="checkbox"/>	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)	<input checked="" type="checkbox"/>	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.			
<input checked="" type="checkbox"/>	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.	<input type="checkbox"/>	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.			
<input type="checkbox"/>	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for in-patient medical care.	<input checked="" type="checkbox"/>	14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY			
			15. OTHER (Specify on Page Four)			

24200180 - Function 16

24200180.SOMERSET COUNTY

D. EMPLOYMENT DATA AS OF JUNE 30
(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands)	Total (Columns B-K) A	MALE					FEMALE				
			NON-Hispanic origin		Hispanic D	Asian or Pacific Islander E	American Indian or Alaska Native F	NON-Hispanic origin		Hispanic I	Asian or Pacific Islander J	American Indian or Alaska Native K
			White B	Black C				White G	Black H			
OFFICIALS/ ADMINISTRATORS	1. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	2	1	0	0	0	0	1	0	0	0	0
	6. 43.0-54.9	4	4	0	0	0	0	0	0	0	0	0
	7. 55.0-69.9	4	2	0	0	0	0	2	0	0	0	0
	8. 70.0 PLUS	2	1	0	0	0	0	1	0	0	0	0
PROFESSIONALS	9. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
	13. 33.0-42.9	2	2	0	0	0	0	0	0	0	0	0
	14. 43.0-54.9	4	3	1	0	0	0	0	0	0	0	0
	15. 55.0-69.9	2	1	0	0	0	0	1	0	0	0	0
	16. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	17. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	19. 20.0-24.9	4	3	0	0	0	0	1	0	0	0	0
	20. 25.0-32.9	2	2	0	0	0	0	0	0	0	0	0
	21. 33.0-42.9	2	0	0	0	0	0	2	0	0	0	0
	22. 43.0-54.9	1	1	0	0	0	0	0	0	0	0	0
	23. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	24. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL SERVICE	25. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	26. 16.0-19.9	3	2	0	0	0	0	1	0	0	0	0
	27. 20.0-24.9	16	12	1	0	0	0	1	2	0	0	0
	28. 25.0-32.9	11	11	0	0	0	0	0	0	0	0	0
	29. 33.0-42.9	11	4	4	0	0	0	2	1	0	0	0
	30. 43.0-54.9	4	4	0	0	0	0	0	0	0	0	0
	31. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	32. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0

24200180.SOMERSET COUNTY

D. EMPLOYMENT DATA AS OF JUNE 30

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIS	ANNUAL SALARY (in thousands)	Total (Columns B-K)	MALE					FEMALE				
			NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native	NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native
			White	Black				White	Black			
A	B	C	D	E	F	G	H	I	J	K		
PARA - PROFESSIONALS	33. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	
	36. 25.0-32.9	4	1	0	0	0	0	3	0	0	0	
	37. 33.0-42.9	2	1	0	0	0	0	1	0	0	0	
	38. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	
	40. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	
ADMINISTRATIVE SUPPORT	41. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	
	43. 20.0-24.9	15	3	0	0	0	0	12	0	0	0	
	44. 25.0-32.9	5	0	0	0	0	0	5	0	0	0	
	45. 33.0-42.9	16	4	0	0	0	0	12	0	0	0	
	46. 43.0-54.9	3	0	0	0	0	0	2	1	0	0	
	47. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	
	48. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	
SKILLED CRAFT	49. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	50. 16.0-19.9	1	1	0	0	0	0	0	0	0	0	
	51. 20.0-24.9	13	7	6	0	0	0	0	0	0	0	
	52. 25.0-32.9	7	5	1	0	0	0	1	0	0	0	
	53. 33.0-42.9	8	8	0	0	0	0	0	0	0	0	
	54. 43.0-54.9	1	1	0	0	0	0	0	0	0	0	
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	
	56. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	
SERV CE/MA INTENANCE	57. 0.1-15.9	0	0	0	0	0	0	0	0	0	0	
	58. 16.0-19.9	6	4	2	0	0	0	0	0	0	0	
	59. 20.0-24.9	6	3	2	0	0	0	1	0	0	0	
	60. 25.0-32.9	7	4	3	0	0	0	0	0	0	0	
	61. 33.0-42.9	2	1	0	0	0	0	1	0	0	0	
	62. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	
	64. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	
65. TOTAL FULL TIME (LINES 1-64)	170	96	20	0	0	0	50	4	0	0	0	

24200180.SOMERSET COUNTY

D. EMPLOYMENT DATA AS OF JUNE 30
(Do not include elected/appointed officials. Blanks will be counted as zero)

2. OTHER THAN FULL-TIME EMPLOYEES (Include Temporary employees)

JOB CATEGORIES	ANNUAL SALARY (in thousands)	Total (Columns B-K) A	MALE					FEMALE				
			NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native	NON-Hispanic origin		Hispanic	Asian or Pacific Islander	American Indian or Alaska Native
			White	Black				White	Black			
			B	C	D	E	F	G	H	I	J	K
66. OFFICIALS/ADMIN.		0	0	0	0	0	0	0	0	0	0	0
67. PROFESSIONALS		0	0	0	0	0	0	0	0	0	0	0
68. TECHNICIANS		1	0	0	0	0	0	0	0	0	0	0
69. PROTECTIVE SERV		2	0	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL		2	0	0	0	0	0	0	0	0	0	0
71. ADMIN. SUPPORT		10	4	0	0	0	0	5	1	0	0	0
72. SKILLED CRAFT		10	6	2	0	0	0	2	0	0	0	0
73. SERV./ADMIN.		18	12	3	0	0	0	2	0	0	1	0
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)		43	27	5	0	0	0	9	1	0	1	0

**3. NEW HIRES DURING FISCAL YEAR - Permanent full time only
JULY 1 -- JUNE 30**

75. OFFICIALS/ADMIN.	1	1	0	0	0	0	0	0	0	0	0	0
76. PROFESSIONALS	1	1	0	0	0	0	0	0	0	0	0	0
77. TECHNICIANS	2	2	0	0	0	0	0	0	0	0	0	0
78. PROTECTIVE SERV	5	4	0	0	0	0	0	0	1	0	0	0
79. PARA-PROFESSIONAL	2	1	0	0	0	0	0	1	0	0	0	0
80. ADMIN. SUPPORT	5	0	0	0	0	0	0	5	0	0	0	0
81. SKILLED CRAFT	3	1	1	0	0	0	0	1	0	0	0	0
82. SERV./ADMIN.	3	2	1	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (LINES 75-82)	22	12	2	0	0	0	0	7	1	0	0	0

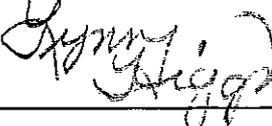
24200180.SOMERSET COUNTY

Remarks		
Enter NCIC numbers MD0200000		
List agencies included on this form		
Enter authorized agencies Function 15 Dog Control Tourism Maintenance All Functions Somerset County Commissioners Somerset County Roads Board		
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)		
NAME OF PERSON TO CONTACT REGARDING THIS FORM SHARON MUIR		TITLE INTERNAL AUDITOR
ADDRESS (Number and Street, City, State, Zip Code) 11916 SOMERSET AVE PO Box, Suite, Room, Floor: PO BOX 37 City: PRINCESS ANNE State: MD Zip: 21853-0000		TELEPHONE NUMBER INCLUDING AREA CODE (410)651-0320 FAX NUMBER (410)651-0366
DATE 10/3/2005 9:36:32 AM E-MAIL: smuir@co.somerset.md.us	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL SHARON MUIR INTERNAL AUDITOR	SIGNATURE 0000000000
EEOC FORM 164, FEB 97 (Previous Editions are Obsolete)		

24200180 - Function 16

PART II. STAFF STATISTICS AS OF: 10/1/2006 (DATE)							DO NOT INCLUDE ELECTED/APPOINTED OFFICIALS (SEE DEFINITION IN APPENDIX)				
DISTRICT NAME: SOMERSET COUNTY SCHOOL DIST							DISTRICT ID #: 2400570				
ACTIVITY ASSIGNMENT CLASSIFICATION	OVERALL TOTALS (SUM OF COL B- K)	MALE					FEMALE				
		NON- HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON- HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		WHITE	BLACK				WHITE	BLACK			
		A	B	C	D	E	F	G	H	I	J
A. FULL-TIME EMPLOYEES											
1. Officials, Administrators, Managers	7	3	0	0	0	0	3	1	0	0	0
2. Principals	11	3	0	0	0	0	7	1	0	0	0
3. Assistant Principals Teaching	0	0	0	0	0	0	0	0	0	0	0
4. Assistant Principals, Non-teaching	2	1	0	0	0	0	0	1	0	0	0
5. Elementary Classroom Teachers	81	5	0	0	0	0	65	11	0	0	0
6. Secondary Classroom Teachers	103	33	9	0	0	0	45	16	0	0	0
7. Other Classroom Teachers	50	5	4	0	0	0	35	6	0	0	0
8. Guidance	17	2	0	0	0	0	9	6	0	0	0
9. Psychological	3	0	0	0	0	0	3	0	0	0	0
10. Librarians / Audio-Visual Staff	3	0	0	0	0	0	3	0	0	0	0
11. Consultants Supervisors Instruction	14	3	0	0	0	0	11	0	0	0	0
12. Other Professional Staff	18	3	0	0	0	0	13	2	0	0	0
13. Teacher Aids	51	2	5	0	0	0	19	25	0	0	0
14. Technicians	3	3	0	0	0	0	0	0	0	0	0
15. Clerical/Secretarial Staff	26	0	0	0	0	0	18	8	0	0	0
16. Service Workers	57	6	18	0	0	0	17	16	0	0	0
17. Skilled Crafts	7	5	2	0	0	0	0	0	0	0	0
18. Laborers, Unskilled	0	0	0	0	0	0	0	0	0	0	0
19. TOTAL (1-18)	453	74	38	0	0	0	248	93	0	0	0
B. PART-TIME STAFF											
20. Professional Instructional	2	0	0	0	0	0	1	1	0	0	0
21. All Other	2	0	1	0	0	0	0	1	0	0	0
22. TOTAL (20-21)	4	0	1	0	0	0	1	2	0	0	0
C. NEW HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)											
23. Officials, Administrators, Managers	0	0	0	0	0	0	0	0	0	0	0
24. Principals/Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
25. Classroom Teachers	24	6	0	0	0	0	16	2	0	0	0
26. Other Professional Staff	4	1	0	0	0	0	3	0	0	0	0
27. Non-professional Staff	20	0	6	0	0	0	8	6	0	0	0
28. TOTAL (23-27)	48	7	6	0	0	0	27	8	0	0	0

CERTIFICATION: I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.

Date	Phone (Include Area Code)	Typed Name/Title of Person	Signature
10/25/2006	410-621-6229 Fax (Including Area Code) 410-651-2931	Responsible for Report LYNN HIGGS / HUMAN RESOURCES ASSOCIATE email: lhiggs@scmerset.k12.md.us	

SOMERSET COUNTY SCHOOL DIST .2400570

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
ELEMENTARY-SECONDARY STAFF INFORMATION (EEO-5)**
Public School Systems

FORM APPROVED BY OMB
NO. 3046-0003 APPROVAL
EXPIRES 12/31/2006

This is a joint requirement of
EEOC, and the Office for Civil
Rights and National Center for
Education Statistics of the
Department of Education.

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

SOMERSET COUNTY SCHOOL DIST
7982A CRISFIELD HIGHWAY
WESTOVER MD, 21871

**District ID: 24 00570****NOTE: ALL EMPLOYEES IN YOUR SCHOOL DISTRICT MUST BE INCLUDED ON THIS FORM.**

MAIL TO:

SCHOOL REPORTING COMMITTEE EEO-5
PO BOX 62229
VIRGINIA BEACH VIRGINIA 23466-2229

PART I. IDENTIFICATION**PART A. TYPE OF AGENCY WHICH OPERATES THE REPORTING SCHOOL SYSTEM**

Local Public School System Special or Regional Agency State Education Agency Other (Specify)

B. SCHOOL SYSTEM IDENTIFICATION (OMIT IF SAME AS LABEL)

NAME: SOMERSET COUNTY SCHOOL DIST

STREET AND NO. OR POST OFFICE BOX
7982A CRISFIELD HIGHWAY

CITY/TOWN:
WESTOVER

COUNTY:
SOMERSET

STATE:
MD

ZIP:
21871

C. GENERAL STATISTICS

NUMBER OF SCHOOLS OPERATED:
9

NUMBER OF ANNEXES OPERATED:
1

OCTOBER 1ST ENROLLMENT:
2958

D. REMARKS**AUTHORIZATION**

THE NATIONAL CENTER FOR EDUCATION STATISTICS WILL PUBLISH INFORMATION APPEARING IN PART II, TOTAL COLUMN "A" UNLESS THE DISTRICT SPECIFICALLY WITHHOLDS AUTHORITY TO DO SO. IF THE DISTRICT WISHES TO WITHHOLD SUCH AUTHORITY, CHECK HERE.

AUTHORITY WITHHELD

Somerset County Public Schools
7982A Crisfield Highway
Westover, MD 21871