



# Agency Vacancy Analysis

- All Vacancies, Hires, and Terminations include SPMS and MDOT
- Data from MDH excludes Local Positions

- This data does not include pending offers and hires that are pending federal background checks
- Monthly Data starting in Sept 2023 excludes non-budgeted MSP Trooper Candidates and Labor Dept's commission PINs.

Time Period: April 1, 2025 - April 30, 2025

Agency Pins

51,672

Vacancies

5,275

Vacancy Rate

10.22%

Net Change

173

Terminations & Retirements

266

Agency Contractual Conversions

39

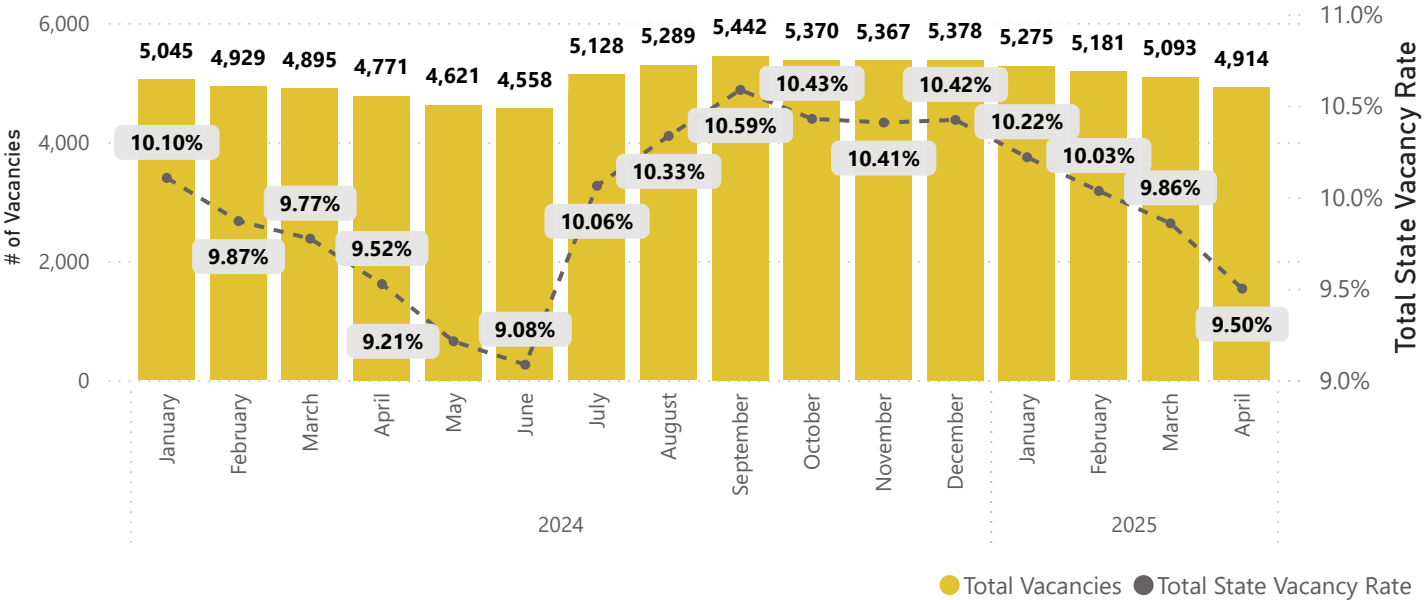
Average Time to Fill (Days) (SPMS Only)

102

Contractual Employees Over 2 Years

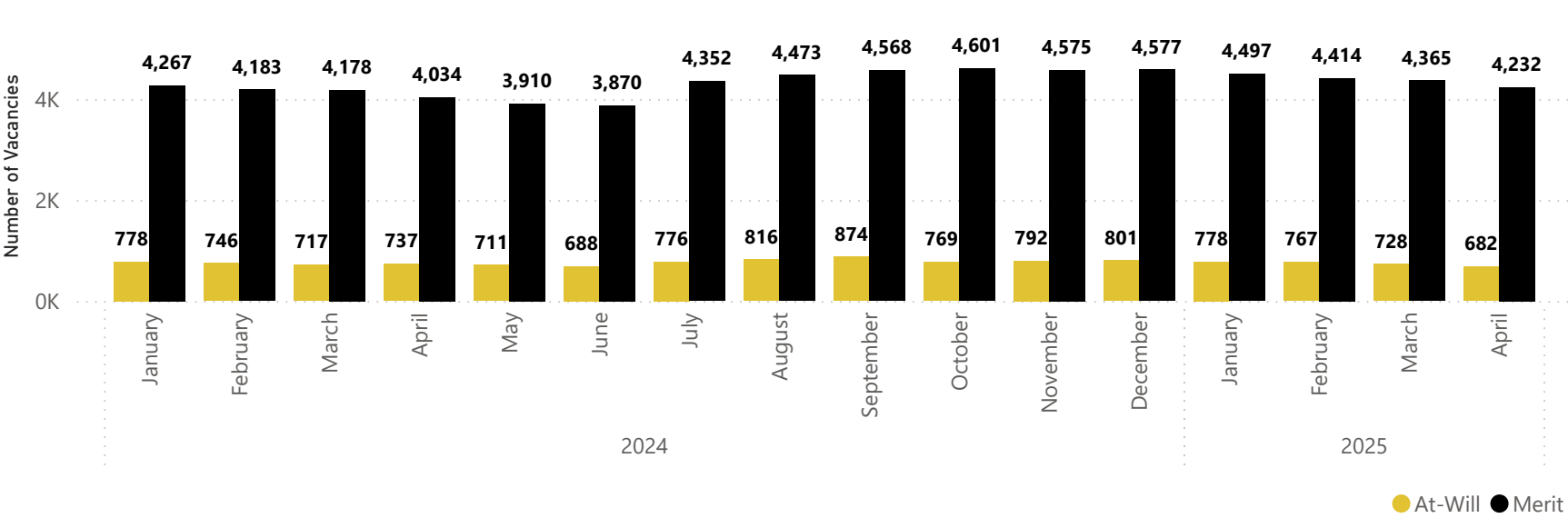
1,051

## Regular Vacancies/Vacancy Rate by Month



Year	Month	Total State Vacancy Rate	Total Vacancies
2024	January	10.10%	5,045
2024	February	9.87%	4,929
2024	March	9.77%	4,895
2024	April	9.52%	4,771
2024	May	9.21%	4,621
2024	June	9.08%	4,558
2024	July	10.06%	5,128
2024	August	10.33%	5,289
2024	September	10.59%	5,442
2024	October	10.43%	5,370
2024	November	10.41%	5,367
2024	December	10.42%	5,378
2025	January	10.22%	5,275
2025	February	10.03%	5,181
2025	March	9.86%	5,093
2025	April	9.50%	4,914

## Vacancies by Type



Year	Month	At-Will	Merit
2024	January	778	4,267
2024	February	746	4,183
2024	March	717	4,178
2024	April	737	4,034
2024	May	711	3,910
2024	June	688	3,870
2024	July	776	4,352
2024	August	816	4,473
2024	September	874	4,568
2024	October	769	4,601
2024	November	792	4,575
2024	December	801	4,577
2025	January	778	4,497
2025	February	767	4,414
2025	March	728	4,365
2025	April	682	4,232

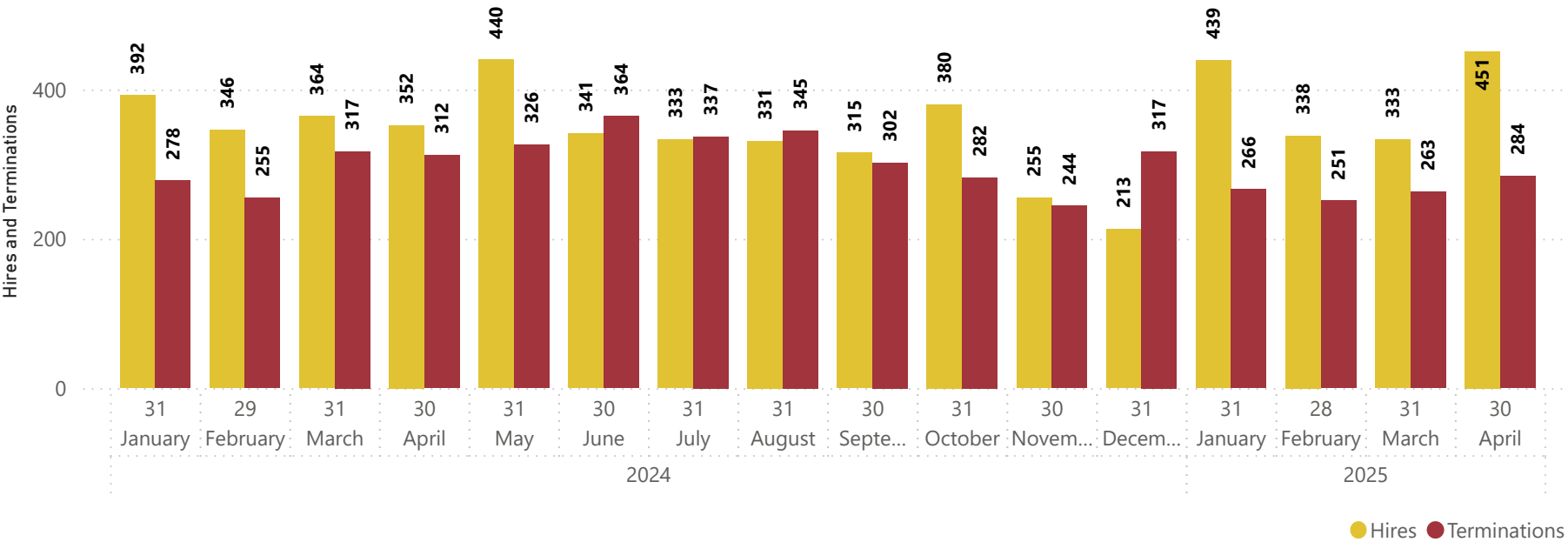


# Agency Vacancy Analysis

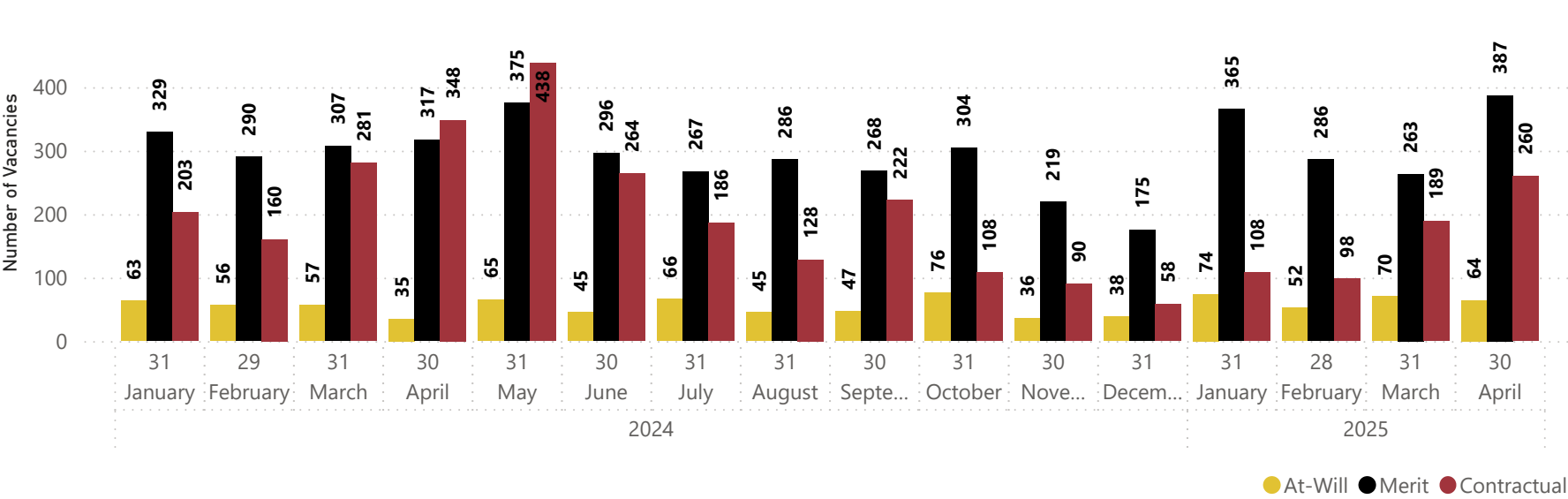
- All Vacancies, Hires, and Terminations include SPMS and MDOT  
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## Hires and Terminations by Year, Month and Day



## Hires by Type



Year	Month	Hires	Terminations
2024	January	392	278
2024	February	346	255
2024	March	364	317
2024	April	352	312
2024	May	440	326
2024	June	341	364
2024	July	333	337
2024	August	331	345
2024	September	315	302
2024	October	380	282
2024	November	255	244
2024	December	213	317
2025	January	439	266
2025	February	338	251
2025	March	333	263
2025	April	451	284

Year	Month	At-Will	Merit	Contractual
2024	January	63	329	203
2024	February	56	290	160
2024	March	57	307	281
2024	April	35	317	348
2024	May	65	375	438
2024	June	45	296	264
2024	July	66	267	186
2024	August	45	286	128
2024	September	47	268	222
2024	October	76	304	108
2024	November	36	219	90
2024	December	38	175	58
2025	January	74	365	108
2025	February	52	286	98
2025	March	70	263	189

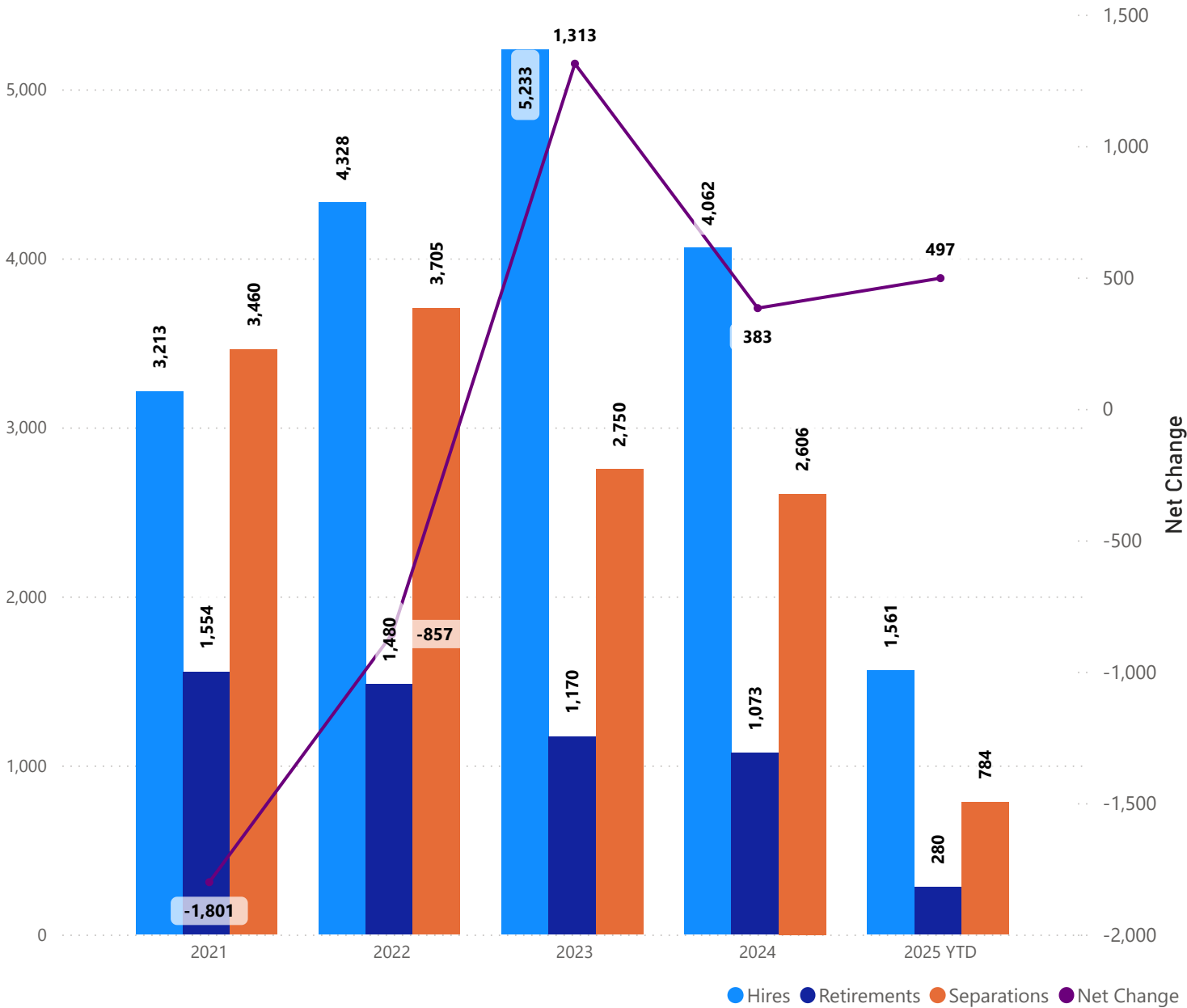


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## Regular Hires, Terminations & Net Change



Year	Hires	Retirements	Non Retirement Separations	Net Change
2021	3,213	1,554	3,460	-1,801
2022	4,328	1,480	3,705	-857
2023	5,233	1,170	2,750	1,313
2024	4,062	1,073	2,606	383
2025 YTD	1,561	280	784	497

Department	Agency Pins	Vacancies	Regular Hires	Terminations and Retirements	Net Change	At-Will Vacancies	Merit Vacancies	Current Vacancy Rate	Baseline Vacancy Rate
Accountability and Implementation Board CC	16	6	0	0	0	6	0	37.50%	73.33%
Alcohol and Tobacco Commission CC	60	3	0	0	0	2	1	5.00%	7.89%
Board of Public Works CC	11	0	0	0	0	0	0	0.00%	0.00%
Commission on Civil Rights CC	38	0	0	0	0	0	0	0.00%	0.00%
Comptroller of Maryland CC	1,233	72	16	11	5	15	57	5.84%	10.03%
Department of Aging CC	49	7	0	1	-1	3	4	14.29%	30.00%
Department of Budget and Management CC	331	22	1	0	1	15	7	6.65%	9.91%
Department of Commerce CC	211	19	4	0	4	12	7	9.00%	10.05%
Department of Disabilities CC	39	3	0	1	-1	1	2	7.69%	8.57%
Department of General Services CC	735	60	11	1	10	12	48	8.16%	12.13%
Department of Housing and Community Development CC	422	18	4	1	3	7	11	4.27%	11.38%
Department of Human Services CC	6,007	439	62	37	25	62	377	7.31%	15.37%
Department of Information Technology CC	227	28	3	1	2	17	11	12.33%	8.65%
Department of Juvenile Services CC	2,159	251	31	19	12	32	219	11.63%	16.17%
Department of Natural Resources CC	1,505	172	11	3	8	11	161	11.43%	11.51%
Department of Public Safety and Correctional Services CC	9,214	921	78	49	29	47	874	10.00%	15.86%
Department of Service and Civic Innovation CC	39	10	0	1	-1	4	6	25.64%	92.86%
Department of Veteran's Affairs CC	126	10	1	1	0	0	10	7.94%	13.45%
Executive Department - Governor CC	122	6	2	1	1	6	0	4.92%	43.75%
Governor's Office of Children CC	16	0	0	0	0	0	0	0.00%	20.00%
Governor's Office of Crime Prevention, Youth and Victim Services CC	87	13	1	1	0	11	2	14.94%	16.36%
Maryland Cannabis Administration CC	111	9	1	0	1	4	5	8.11%	0.00%
Maryland Commission on African American History and Culture CC	11	2	0	1	-1	1	1	18.18%	16.67%
Maryland Department of Agriculture CC	427	22	4	2	2	1	21	5.15%	14.11%
Maryland Department of Emergency Management CC	107	18	2	0	2	5	13	16.82%	16.44%
Maryland Department of Health CC	7,338	1,124	86	44	42	105	1,019	15.32%	13.51%
Maryland Department of Labor CC	1,575	183	20	6	14	37	146	11.62%	13.06%
Maryland Department of Planning CC	142	10	4	0	4	2	8	7.04%	11.02%
Maryland Department of Transportation CC	575	121	7	5	2	11	25	12.00%	12.85%

# Agency Vacancy Analysis

Time Period: April 1, 2025 - April 30, 2025

All Vacancies, Hires, and Terminations include SPMS and MDOT.

Data from MDH excludes Local Health Department Positions.

Data is collected on a monthly basis and reflects most recent month values.

Net Change is from calculated from the number of hires and resignations in the current month's data.

Select Department

All

Department	Agency Pins	Vacancies	Regular Hires	Terminations and Retirements	Net Change	At-Will Vacancies	Merit Vacancies	Current Vacancy Rate	Baseline Vacancy Rate
Maryland Department of Transportation	9,240	606	42	51	-9	86	373	6.56%	9.86%
Maryland Energy Administration CC	49	1	1	0	1	1	0	2.04%	9.68%
Maryland Health Benefits Exchange CC	73	1	0	0	0	1	0	1.37%	4.48%
Maryland Higher Education Commission CC	84	9	0	1	-1	4	5	10.71%	18.84%
Maryland Insurance Administration CC	275	19	3	1	2	16	3	6.91%	11.28%
Maryland Prescription Drug Affordability Board CC	5	2	0	0	0	0	2	40.00%	20.00%
Maryland Public Television CC	152	8	1	0	1	6	2	5.26%	4.83%
Maryland School for the Deaf CC	366	17	1	4	-3	4	13	4.64%	7.65%
Maryland State Board of Contract Appeals CC	10	0	1	1	0	0	0	0.00%	12.50%
Maryland State Library CC	33	0	0	0	0	0	0	0.00%	6.45%
Maryland State Police and Office of the State Fire Marshal CC	2,577	280	12	9	3	17	263	10.87%	13.82%
Maryland State Retirement and Pension Systems CC	238	24	1	2	-1	11	13	10.08%	9.09%
Maryland Supplemental Retirement Plan CC	14	0	0	0	0	0	0	0.00%	0.00%
Maryland Tax Court CC	9	1	0	0	0	1	0	11.11%	11.11%
MD Ctr For Sch Safety	15	0	0	0	0	0	0	0.00%	0.00%
MD Institute for Emergency Medical Services Systems CC	100	6	0	0	0	0	6	6.00%	14.74%
MD Longit.Data Sys Ctr	16	1	0	0	0	0	1	6.25%	0.00%
MD Office of Inspector General for Education CC	16	0	0	0	0	0	0	0.00%	0.00%
MD State Department of Education CC	1,384	80	5	6	-1	20	60	5.78%	18.04%
MD Thoroughbred Racetrack Operating Authority CC	6	3	0	0	0	2	1	50.00%	0.00%
Military Department Operations and Maintenance CC	236	51	0	2	-2	5	46	21.61%	22.03%
MSDE-Interagency Comm on Sch Constr	44	5	0	0	0	3	2	11.36%	0.00%
Office of Administrative Hearings CC	117	1	2	2	0	1	0	0.85%	6.78%
Office of the Attorney General CC	377	13	3	2	1	12	1	3.45%	13.29%
Office of the Correctional Ombudsman CC	6	1	0	1	-1	1	0	16.67%	0.00%
Office of the Deaf and Hard of Hearing CC	7	4	0	0	0	4	0	57.14%	0.00%
Office of the People's Counsel CC	27	2	0	0	0	2	0	7.41%	10.53%

Department	Agency Pins	Vacancies	Regular Hires	Terminations and Retirements	Net Change	At-Will Vacancies	Merit Vacancies	Current Vacancy Rate	Baseline Vacancy Rate
Office of the Public Defender CC	984	75	10	5	5	0	75	7.62%	10.06%
Office of the State Prosecutor CC	17	0	0	0	0	0	0	0.00%	15.38%
Office of the Treasurer CC	96	10	0	1	-1	8	2	10.42%	17.46%
Property Tax Assessment Appeals Boards CC	114	22	0	0	0	22	0	19.30%	24.56%
Public Service Commission CC	165	32	3	2	1	6	26	19.39%	9.93%
Secretary of State CC	29	0	0	0	0	0	0	0.00%	0.00%
State Archives CC	63	5	0	1	-1	2	3	7.94%	12.90%
State Board of Elections CC	283	28	3	3	0	0	28	9.89%	14.72%
State Department of Assessments and Taxation CC	575	25	10	2	8	2	23	4.35%	9.28%
State Lottery Agency CC	365	31	1	3	-2	3	28	8.49%	15.62%
Subsequent Injury Fund CC	20	0	0	0	0	0	0	0.00%	10.00%
Uninsured Employer's Fund CC	16	2	0	0	0	2	0	12.50%	12.50%
West North Avenue Development Authority CC	14	3	0	1	-1	3	0	21.43%	0.00%
Worker's Compensation Commission CC	116	15	3	0	3	3	12	12.93%	14.66%

# Dashboard Data Definitions

## Vacancies

- SPMS/MDOT Combined
- State Regular Positions Only
- Excludes all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Excludes Patient workers (8999), Senior Citizen Aides (5539), MSP Trooper Candidates (5911)
- Excludes State Regular, non-budgeted, various Labor Dept. Commission positions-job codes 9209,9210,9315,9316,9991
- Excludes Mil – Active Duty Sup Org
- Exclude from MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal Data Systems Center, MSDE - Interagency Commission on School Construction; list these three programs as "Agency Dep."

## Hires

- SPMS/MDOT Combined
- State Regular Positions Only
- Hires and Re-Hires
- Excludes all Local, non-budgeted state regular positions for MDH and DHS (320602049 cc)
- Excludes Transfers/Promotions/Demotions in and between agencies
- Excludes Patient workers (8999), Senior Citizen Aides (5539), MSP Trooper Candidates (5911)
- Excludes State Regular, non-budgeted, various Labor Dept. Commission positions-job codes 9209,9210,9315,9316,9991
- Excludes Mil – Active Duty Sup Org
- Exclude from MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal Data Systems Center, MSDE - Interagency Commission on School Construction

## Terminations and Retirements (Termination # includes Retirements)

- SPMS/MDOT Combined
- State Regular Positions Only
- All Termination events
- Exclude all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Exclude Patient workers (8999), Senior Citizen Aides (5539), MSP Trooper Candidates (5911)
- Excludes State Regular, non-budgeted, various Labor Dept. Commission positions-job codes 9209,9210,9315,9316,9991
- Exclude Mil – Active Duty Sup Org
- Exclude from MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal Data Systems Center, MSDE - Interagency Commission on School Construction

## Avg. Time to Fill (Days) (SPMS Only)

- From Workday report

## Contractual Employees Over 2 years (SPMS Only) CHANGE this to (SPMS/MDOT)

- SPMS/MDOT Combined
- Fixed/Long Term Contractual Employees with hire dates 2 or more years back from each monthly report date

## Contractual Conversion includes:

- Contractual Conversion events ONLY

## Contractual Employees Over 2 years (SPMS/MDOT)

- SPMS/MDOT Combined
- Fixed/Long Term Contractual Employees with hire dates 2 or more years back from each monthly
- Exclude all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Exclude from MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal Data Systems Center, MSDE - Interagency Commission on School Construction

## Agency PINs

- SPMS/MDOT Combined
- State Regular Positions Only
- Filled and Vacant PINs
- Exclude all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Exclude Patient workers (8999), Senior Citizen Aides (5539), MSP Trooper Candidates (5911)
- Excludes State Regular, non-budgeted, various Labor Dept. Commission positions-job codes 9209,9210,9315,9316,9991
- Exclude Mil – Active Duty Sup Org
- Exclude MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal Data Systems Center, MSDE - Interagency Commission on School Construction
- Average Vacancy Rate
- Average for SPMS

## Per Agency Data

- Run reports on COB 15<sup>th</sup> of each month

## At-Will Vacancy and Hire includes:

- State Regular positions, Executive Service, Management Service and Skilled/Professional Services with
- the Special or Political Special Appointment designation
- Exclude all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Exclude Patient workers (8999), Senior Citizen Aides (5539), MSP Trooper Candidates (5911)
- Excludes State Regular, non-budgeted, various Labor Dept. Commission positions-job codes 9209,9210,9315,9316,9991
- Exclude Mil – Active Duty Sup Org
- Exclude from MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal Data Systems Center, MSDE - Interagency Commission on School Construction

## Merit Vacancy and Hire includes:

- State Regular positions, Skilled and Professional Services without the Special or Political Special
- Appointment designation
- Exclude all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Exclude Patient workers (8999), Senior Citizen Aides (5539), MSP
- Exclude Mil – Active Duty Sup Org
- Exclude MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal Data Systems Center, MSDE - Interagency Commission on School Construction

**Contractual Vacancy and Hire includes:**

- Long Term/Fixed Term Contractual positions
- Exclude Seasonal Contractual positions
- Exclude the Military Active Duty Sup Org positions
- Exclude all Local, non-budgeted contractual positions for MDH and DHS (320602049 and 3307 cc)
- Exclude Patient workers (8999), Senior Citizen Aides (5539), MSP Trooper Candidates (5911)
- Exclude from MSDE: MCSS - MSDE - MD Center for School Safety, MLDSC: MSDE - Maryland Longitudinal
- Data Systems Center, MSDE - Interagency Commission on School Construction
- Contractual Conversion includes:
- Contractual Conversion events ONLY

**Contractual Conversion includes:**  
Contractual Conversion events ONLY

**MDOT Exclusions:**

- All MDOT Data excluded MDTA positions

**MSDE Exclusion Details:**

**MCSS** - MSDE - MD Center for School Safety (Sup Org)/  
360601001989212 MSDE - MD Center for School Safety [SP 983] [Pseudo 212]

**MLDSC:** MSDE - Maryland Longitudinal Data Systems Center Executive Director/  
360105001000213 MSDE - Maryland Longitudinal Data System Center [SP 000] [Pseudo 213]  
360105001000--- MSDE - Maryland Longitudinal Data System Center [SP 000] [Pseudo ---]  
360105001701707 MSDE - MD LONGITUDINAL DATA SYSTEMS CENTER [SP 701] [Pseudo 707]  
360105001701708 MSDE - MD LONGITUDINAL DATA SYSTEMS CENTER [SP 701] [Pseudo 708]  
360105001701709 MSDE - MD LONGITUDINAL DATA SYSTEMS CENTER [SP 701] [Pseudo 709]  
360105001701710 MSDE - MD LONGITUDINAL DATA SYSTEMS CENTER [SP 701] [Pseudo 710]  
360105001701711 MSDE - MD LONGITUDINAL DATA SYSTEMS CENTER [SP 701] [Pseudo 711]  
360105001701712 MSDE - MD LONGITUDINAL DATA SYSTEMS CENTER [SP 701] [Pseudo 712]  
360105001701713 MSDE - MD LONGITUDINAL DATA SYSTEMS CENTER [SP 701] [Pseudo 713]  
360105001946--- MSDE - Maryland Longitudinal Data System Center [SP 946] [Pseudo ---]  
360105001976214 MSDE - Maryland Longitudinal Data System Center [SP 976] [Pseudo 214]  
360105001----- MSDE - Maryland Longitudinal Data System Center [SP ---] [Pseudo ---]

**MSDE - Interagency Commission on School Construction:**

360107001BSL726 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP BSL] [Pseudo 726]  
360107001BSL727 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP BSL] [Pseudo 727]  
360107002BSL728 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP BSL] [Pseudo 728]  
360107002BSL729 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP BSL] [Pseudo 729]  
360107002BSL730 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP BSL] [Pseudo 730]  
360107002CSL731 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP CSL] [Pseudo 731]  
360107002CSL732 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP CSL] [Pseudo 732]  
360107002CSL733 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP CSL] [Pseudo 733]

360107002CSL734 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP CSL] [Pseudo 734]  
360107003ASL735 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP ASL] [Pseudo 735]  
360107003ASL736 MSDE - INTERAGENCY COMMISSION ON SCH CONS ADMIN [SP ASL] [Pseudo 736]  
3607010011BS215 MSDE - Interagency Commission on School Construction [SP 1BS] [Pseudo 215]