



# Agency Vacancy Analysis

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

- Date range reflects the 16th of the named month to the 15th of the following month
- 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: January 2023 - December 2023

Department

All

## Agency Pins

# 49,863

## Vacancies

# 5,035!

Target: 3,242 (-55.31%)

## Vacancy Rate

# 10.10%!

Target: 6.64% (-51.96%)

## Net Change

# 1,313

## Terminations & Retirements

# 3,920

## Agency Contractual Conversions

# 590

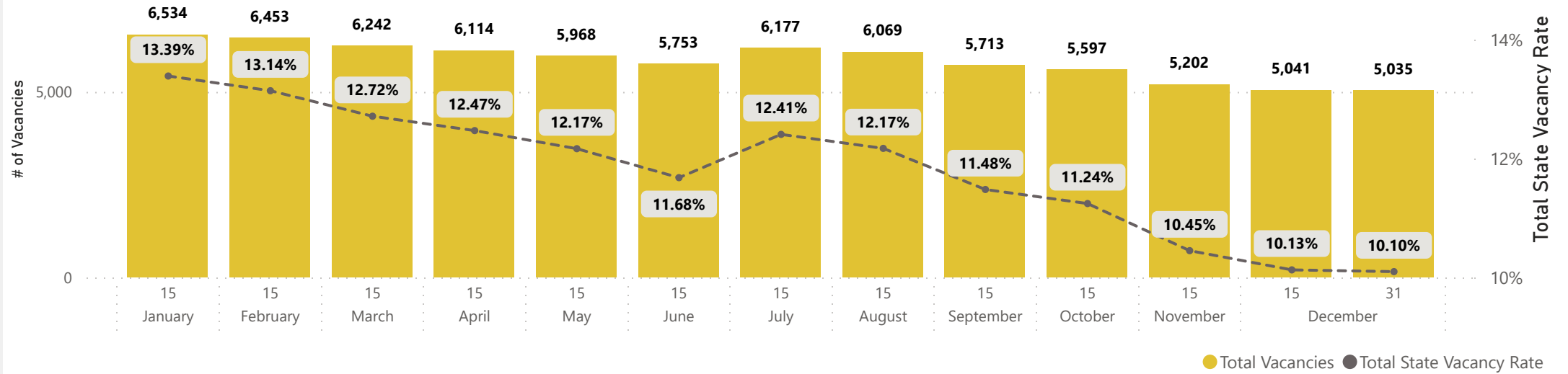
## Average Time to Fill (Days) (SPMS Only)

# 122

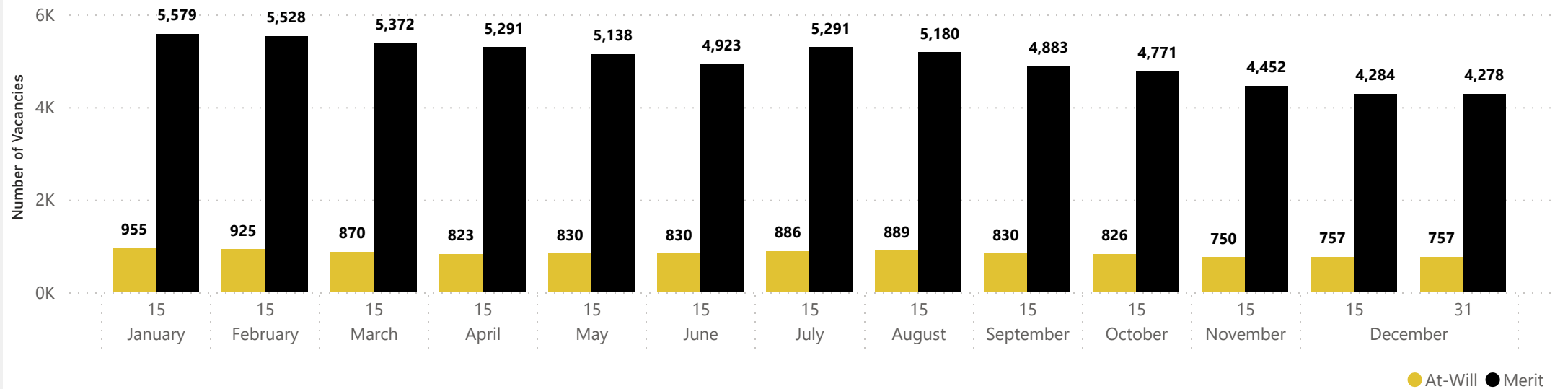
## Contractual Employees Over 2 Years

# 1,119

## Regular Vacancies/Vacancy Rate by Month



## Vacancies by Type



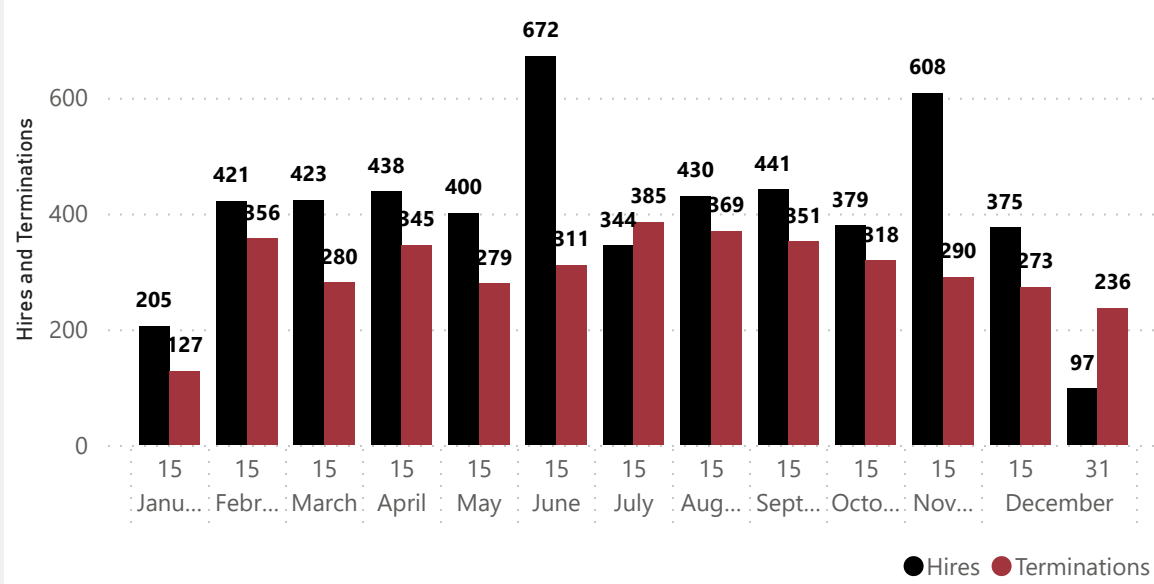


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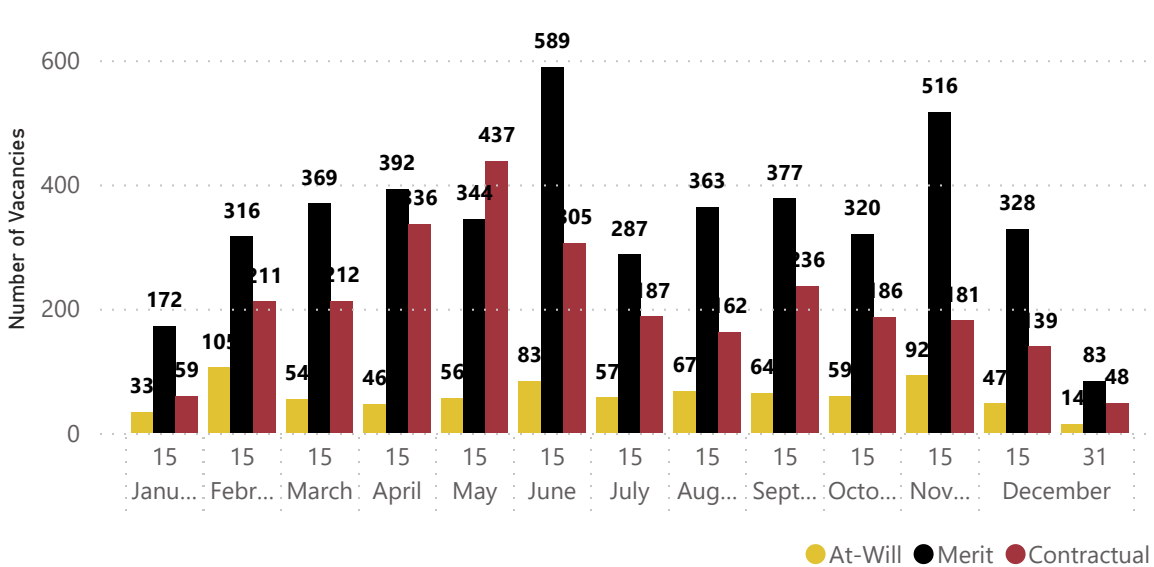
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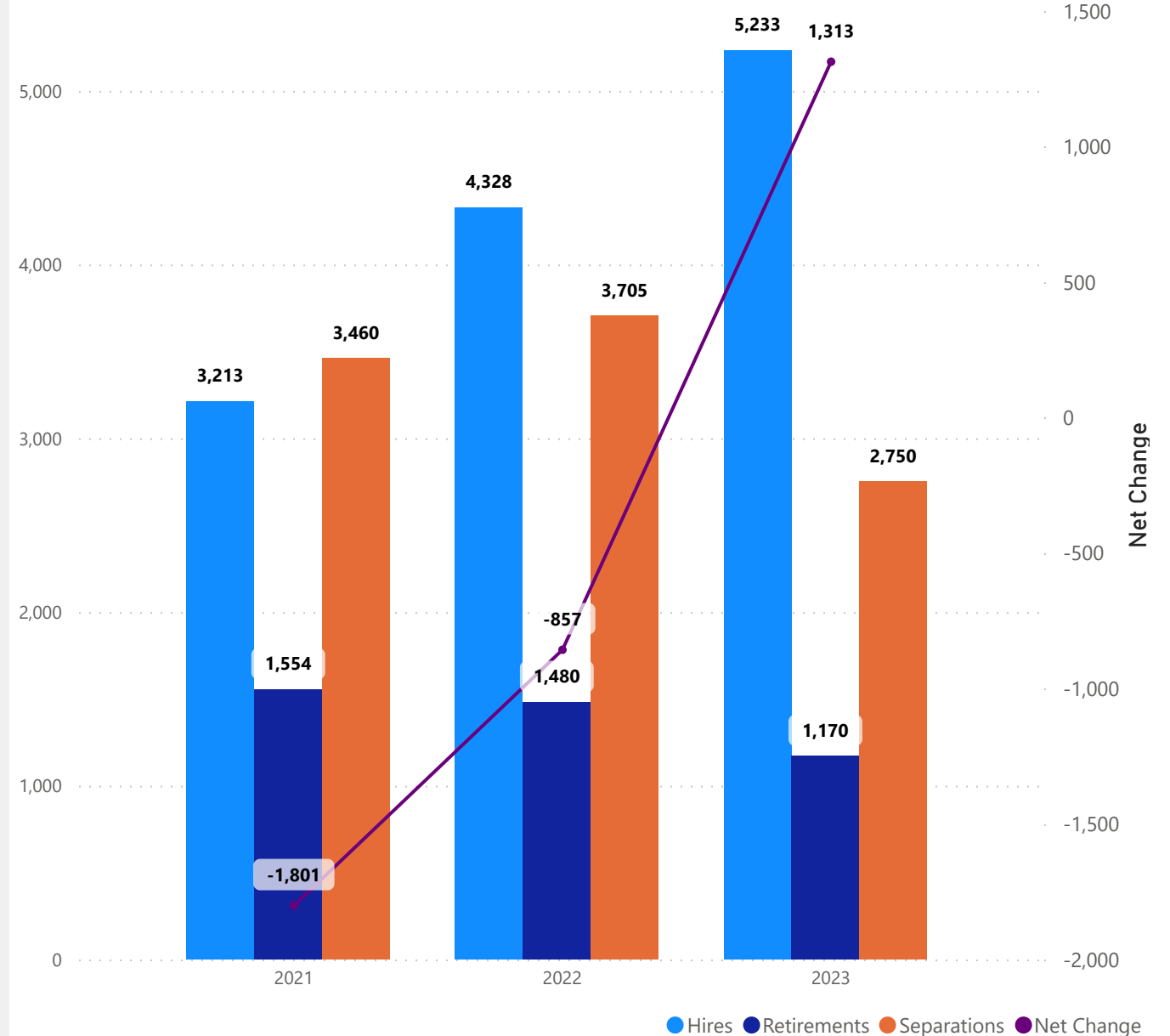
## Hires and Terminations by Month and Day



## Hires by Type



## Regular Hires, Terminations & Net Change



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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	Target Vacancy Rate
Accountability and Implementation Board CC	15	8	0	0	0	8	0	53.33%	73.33%	36.67%
Alcohol and Tobacco Commission CC	60	11	0	1	-1	1	10	18.33%	7.89%	3.95%
Board of Public Works CC	11	1	0	0	0	1	0	9.09%	0.00%	0.00%
Commission on Civil Rights CC	38	0	0	0	0	0	0	0.00%	0.00%	0.00%
Comptroller of Maryland CC	1,137	81	0	9	-9	14	67	7.12%	10.03%	5.02%
Department of Aging CC	40	7	0	0	0	3	4	17.50%	30.00%	15.00%
Department of Budget and Management CC	325	21	0	4	-4	16	5	6.46%	9.91%	4.96%
Department of Commerce CC	187	18	0	0	0	14	4	9.63%	10.05%	5.03%
Department of Disabilities CC	37	3	0	0	0	2	1	8.11%	8.57%	4.29%
Department of General Services CC	710	44	2	6	-4	13	31	6.20%	12.13%	6.07%
Department of Housing and Community Development CC	356	23	1	0	1	11	12	6.46%	11.38%	5.69%
Department of Human Services CC	6,006	580	10	40	-30	56	524	9.66%	15.37%	7.69%
Department of Information Technology CC	208	45	1	1	0	34	11	21.63%	8.65%	4.33%
Department of Juvenile Services CC	2,166	263	7	20	-13	33	230	12.14%	16.17%	8.09%
Department of Natural Resources CC	1,465	176	5	7	-2	16	160	12.01%	11.51%	5.76%
Department of Public Safety and Correctional Services CC	9,219	1,007	5	25	-20	50	957	10.92%	15.86%	7.93%
Department of Service and Civic Innovation CC	32	8	0	1	-1	6	2	25.00%	92.86%	46.43%
Department of Veteran's Affairs CC	123	14	1	2	-1	0	14	11.38%	13.45%	6.73%
Executive Department - Boards Commissions and Offices CC	59	13	0	0	0	13	0	22.03%	21.13%	10.57%
Executive Department - Governor CC	99	5	1	1	0	5	0	5.05%	43.75%	21.88%
Governor's Office of Crime Prevention, Youth and Victim Services CC	64	8	0	0	0	8	0	12.50%	16.36%	8.18%
Maryland 529 CC	0	0	0	0	0	0	0		67.86%	33.93%
Maryland Cannabis Administration CC	106	29	0	0	0	1	28	27.36%	0.00%	0.00%
Maryland Commission on African American History and Culture CC	9	4	0	1	-1	4	0	44.44%	16.67%	8.34%
Maryland Department of Agriculture CC	411	27	1	2	-1	3	24	6.57%	14.11%	7.06%
Maryland Department of Emergency Management CC	96	24	1	0	1	3	21	25.00%	16.44%	8.22%
Maryland Department of Health CC	6,548	791	15	25	-10	86	705	12.08%	13.51%	6.76%
Maryland Department of Labor CC	1,432	177	3	5	-2	38	139	12.36%	13.06%	6.53%
Maryland Department of Planning CC	133	15	1	2	-1	6	9	11.28%	11.02%	5.51%
Maryland Department of the Environment CC	960	129	5	2	3	14	115	13.44%	10.87%	5.44%

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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	Target Vacancy Rate
Maryland Department of Transportation	9,100	581	17	28	-11	96	340	6.38%	9.86%	4.93%
Maryland Energy Administration CC	41	2	0	0	0	2	0	4.88%	9.68%	4.84%
Maryland Health Benefits Exchange CC	67	3	0	0	0	2	1	4.48%	4.48%	2.24%
Maryland Higher Education Commission CC	72	4	0	0	0	0	4	5.56%	18.84%	9.42%
Maryland Insurance Administration CC	260	13	0	2	-2	9	4	5.00%	11.28%	5.64%
Maryland Prescription Drug Affordability Board CC	5	0	0	0	0	0	0	0.00%	20.00%	10.00%
Maryland Public Television CC	145	3	1	3	-2	2	1	2.07%	4.83%	2.42%
Maryland School for the Deaf CC	346	23	0	2	-2	2	21	6.65%	7.65%	3.83%
Maryland State Board of Contract Appeals CC	10	2	0	0	0	1	1	20.00%	12.50%	6.25%
Maryland State Library CC	32	0	0	0	0	0	0	0.00%	6.45%	3.23%
Maryland State Police and Office of the State Fire Marshal CC	2,545	304	0	16	-16	16	288	11.94%	13.82%	6.91%
Maryland State Retirement and Pension Systems CC	230	30	1	2	-1	12	18	13.04%	9.09%	4.55%
Maryland Supplemental Retirement Plan CC	14	2	0	0	0	1	1	14.29%	0.00%	0.00%
Maryland Tax Court CC	9	0	0	0	0	0	0	0.00%	11.11%	5.56%
MD Ctr For Sch Safety	14	0	1	0	1	0	0	0.00%	0.00%	0.00%
MD Institute for Emergency Medical Services Systems CC	98	12	0	1	-1	4	8	12.24%	14.74%	7.37%
MD Longit.Data Sys Ctr	14	2	0	0	0	0	2	14.29%	0.00%	0.00%
MD State Department of Education CC	1,218	104	0	14	-14	41	63	8.54%	18.04%	9.02%
MD Thoroughbred Racetrack Operating Authority CC	6	5	0	0	0	4	1	83.33%	0.00%	0.00%
Military Department Operations and Maintenance CC	236	25	0	0	0	3	22	10.59%	22.03%	11.02%
MSDE-Interagency Comm on Sch Constr	39	4	0	0	0	1	3	10.26%	0.00%	0.00%
Office of Administrative Hearings CC	117	2	0	0	0	1	1	1.71%	6.78%	3.39%
Office of the Attorney General CC	363	59	1	3	-2	30	29	16.25%	13.29%	6.65%
Office of the Deaf and Hard of Hearing CC	3	0	0	0	0	0	0	0.00%	0.00%	0.00%
Office of the Inspector General for Education CC	16	2	0	0	0	1	1	12.50%	7.14%	3.57%
Office of the People's Counsel CC	22	1	0	1	-1	0	1	4.55%	10.53%	5.27%
Office of the Public Defender CC	940	110	12	3	9	3	107	11.70%	10.06%	5.03%

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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	Target Vacancy Rate
Office of the State Prosecutor CC	16	0	0	0	0	0	0	0.00%	15.38%	7.69%
Office of the Treasurer CC	108	30	0	0	0	16	14	27.78%	17.46%	8.73%
Property Tax Assessment Appeals Boards CC	114	28	0	0	0	28	0	24.56%	24.56%	12.28%
Public Service Commission CC	147	15	0	0	0	7	8	10.20%	9.93%	4.97%
Secretary of State CC	29	2	0	0	0	1	1	6.90%	0.00%	0.00%
State Archives CC	63	1	0	0	0	1	0	1.59%	12.90%	6.45%
State Board of Elections CC	275	38	4	3	1	5	33	13.82%	14.72%	7.36%
State Department of Assessments and Taxation CC	571	46	0	3	-3	4	42	8.06%	9.28%	4.64%
State Lottery Agency CC	365	35	1	1	0	2	33	9.59%	15.62%	7.81%
Subsequent Injury Fund CC	20	0	0	0	0	0	0	0.00%	10.00%	5.00%
Uninsured Employer's Fund CC	16	2	0	0	0	2	0	12.50%	12.50%	6.25%
West North Avenue Development Authority CC	9	0	0	0	0	0	0	0.00%	0.00%	0.00%
Worker's Compensation Commission CC	116	13	0	0	0	1	12	11.21%	14.66%	7.33%

# 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 (Jan. 15, Feb. 15, etc.)

## 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 report date (Jan. 15, Feb. 15, etc.)
- 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, MLDS: 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]

**MLDS:** 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]