



# 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: January 1, 2024 - December 31, 2024

Department

All

## Agency Pins

51,606

## Vacancies

5,378

## Vacancy Rate

10.42%

## Net Change

383

## Terminations & Retirements

3,679

## Agency Contractual Conversions

870

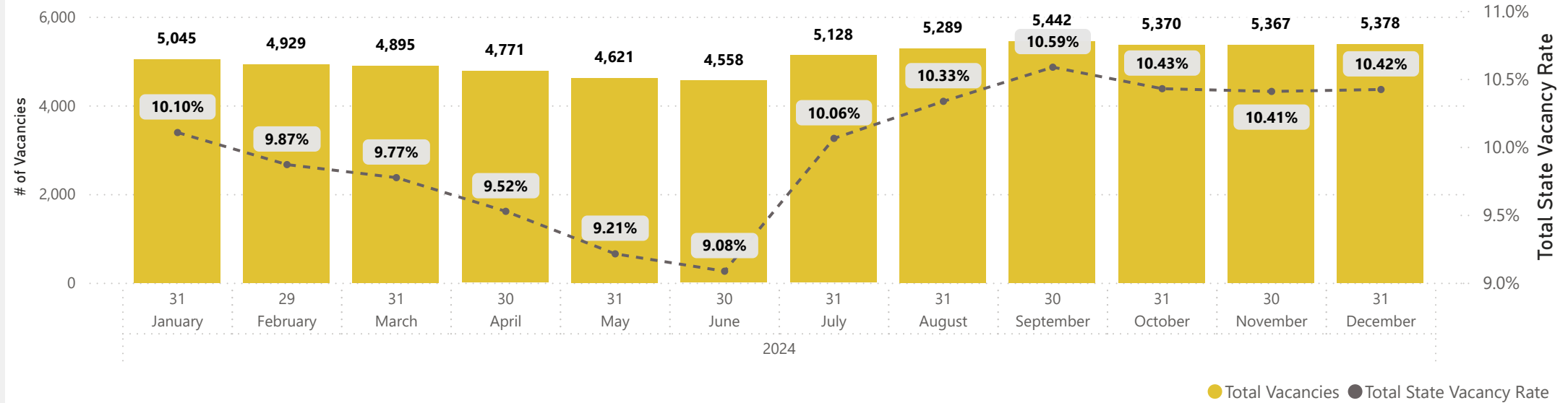
## Average Time to Fill (Days) (SPMS Only)

111

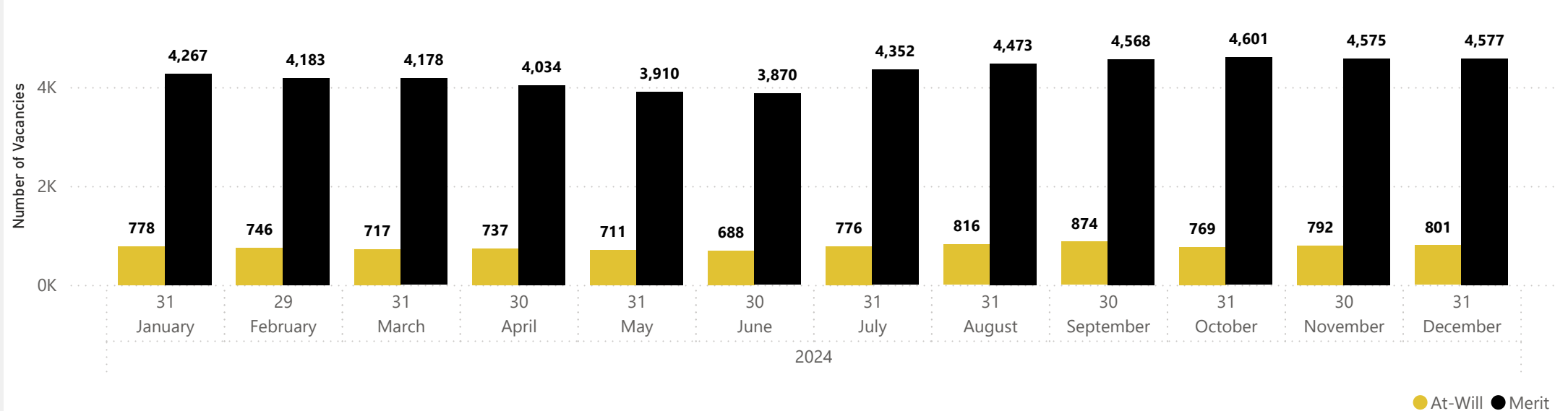
## Contractual Employees Over 2 Years

1,032

## Regular Vacancies/Vacancy Rate by Month



## Vacancies by Type



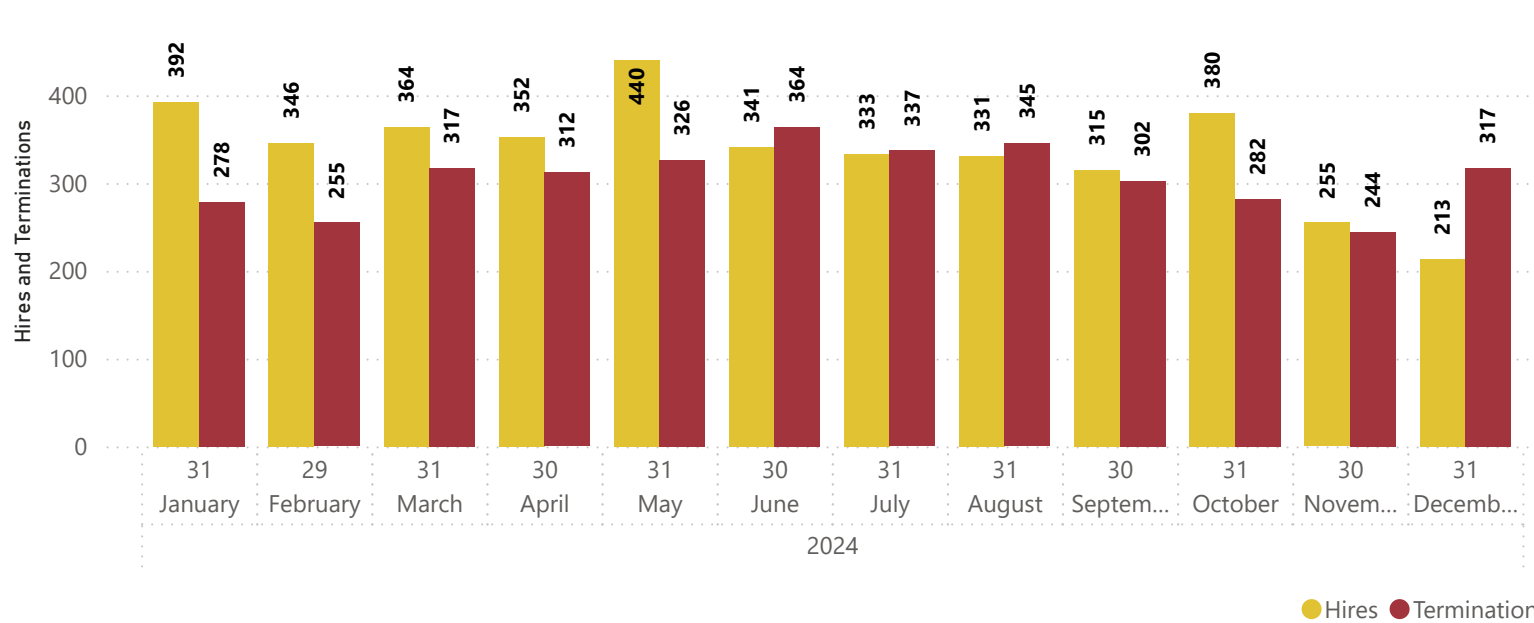


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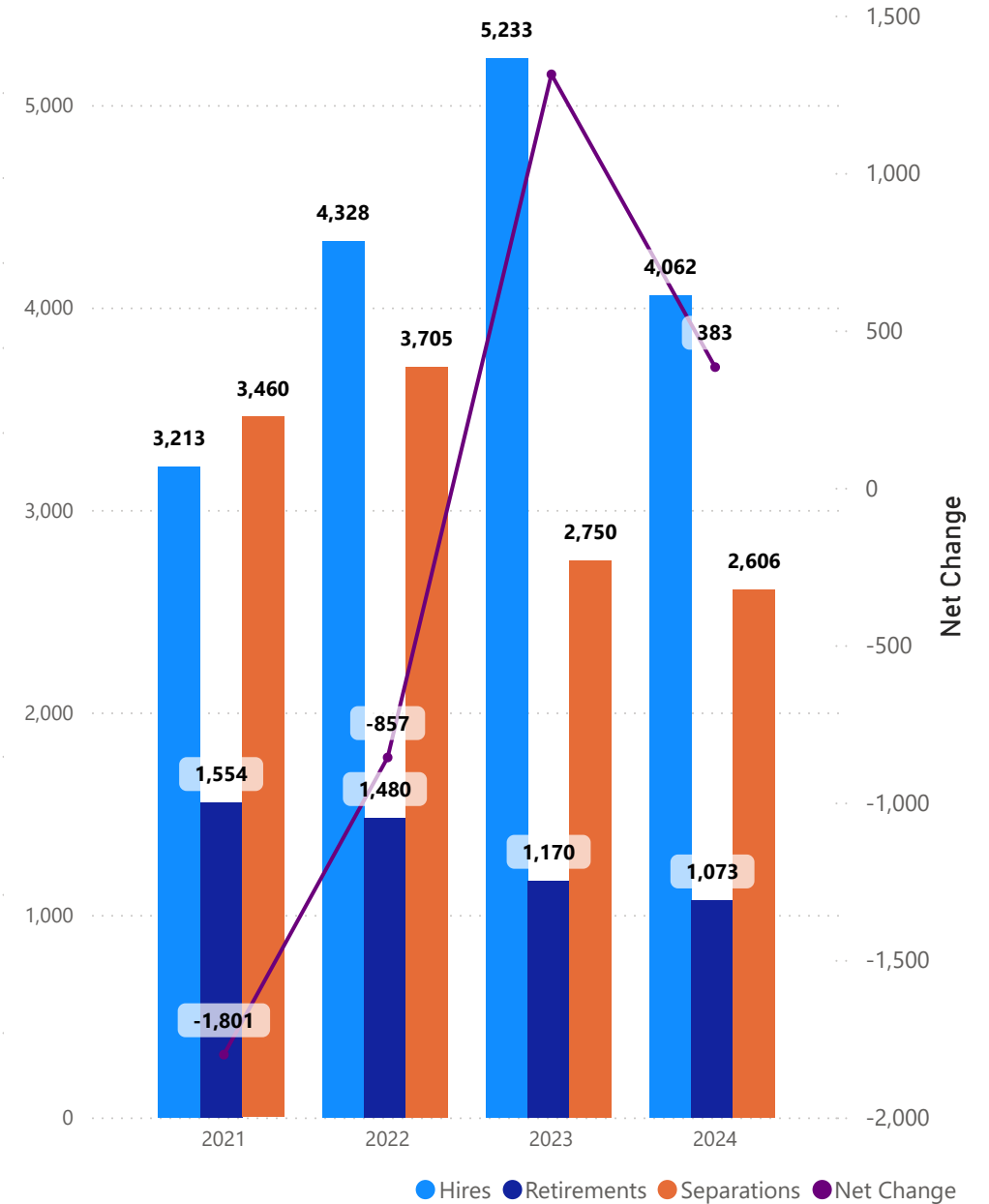
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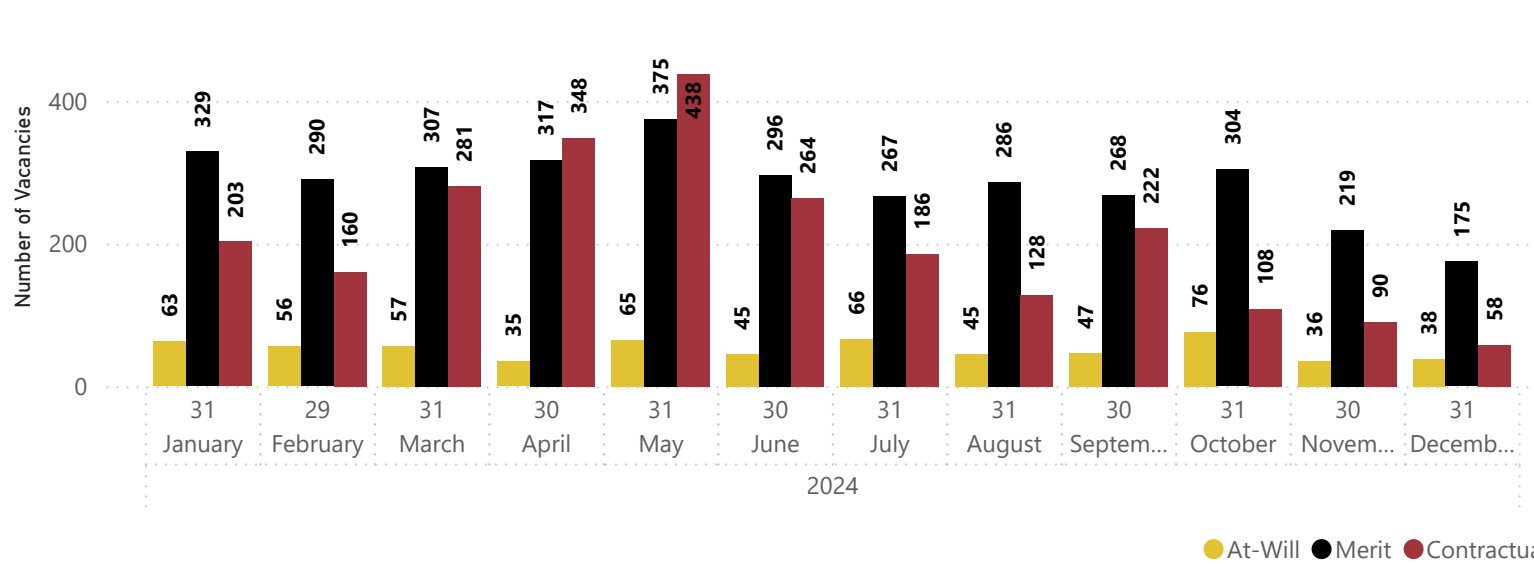
## Hires and Terminations by Year, Month and Day



## Regular Hires, Terminations & Net Change



## Hires by Type



# Agency Vacancy Analysis

Time Period: December 1, 2024 - December 31, 2024

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
Accountability and Implementation Board CC	16	6	0	0	0	6	0	37.50%	73.33%
Alcohol and Tobacco Commission CC	60	5	0	1	-1	3	2	8.33%	7.89%
Board of Public Works CC	11	0	0	0	0	0	0	0.00%	0.00%
Commission on Civil Rights CC	38	2	0	0	0	1	1	5.26%	0.00%
Comptroller of Maryland CC	1,223	111	0	10	-10	17	94	9.08%	10.03%
Department of Aging CC	49	8	3	0	3	1	7	16.33%	30.00%
Department of Budget and Management CC	331	18	0	3	-3	17	1	5.44%	9.91%
Department of Commerce CC	210	22	0	2	-2	17	5	10.48%	10.05%
Department of Disabilities CC	39	2	0	0	0	1	1	5.13%	8.57%
Department of General Services CC	736	77	7	14	-7	14	63	10.46%	12.13%
Department of Housing and Community Development CC	420	31	0	4	-4	10	21	7.38%	11.38%
Department of Human Services CC	6,008	480	31	56	-25	66	414	7.99%	15.37%
Department of Information Technology CC	227	40	4	0	4	22	18	17.62%	8.65%
Department of Juvenile Services CC	2,163	234	17	13	4	28	206	10.82%	16.17%
Department of Natural Resources CC	1,505	194	0	7	-7	12	182	12.89%	11.51%
Department of Public Safety and Correctional Services CC	9,214	1,041	34	48	-14	71	970	11.30%	15.86%
Department of Service and Civic Innovation CC	39	17	0	0	0	11	6	43.59%	92.86%
Department of Veteran's Affairs CC	126	8	2	1	1	0	8	6.35%	13.45%
Executive Department - Governor CC	121	13	3	0	3	13	0	10.74%	43.75%
Governor's Office of Children CC	16	2	0	0	0	2	0	12.50%	20.00%
Governor's Office of Crime Prevention, Youth and Victim Services CC	86	14	1	1	0	12	2	16.28%	16.36%
Maryland Cannabis Administration CC	110	8	0	1	-1	4	4	7.27%	0.00%
Maryland Commission on African American History and Culture CC	11	2	0	0	0	1	1	18.18%	16.67%
Maryland Department of Agriculture CC	427	46	2	9	-7	4	42	10.77%	14.11%
Maryland Department of Emergency Management CC	108	20	3	3	0	6	14	18.52%	16.44%
Maryland Department of Health CC	7,239	1,125	33	40	-7	112	1,013	15.54%	13.51%
Maryland Department of Labor CC	1,568	212	4	18	-14	42	170	13.52%	13.06%
Maryland Department of Planning CC	142	18	0	1	-1	6	12	12.68%	11.02%
Maryland Department of the Environment CC	979	116	5	5	0	15	101	11.85%	10.87%

# Agency Vacancy Analysis

Time Period: December 1, 2024 - December 31, 2024

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	9,242	630	33	42	-9	94	400	6.82%	9.86%
Maryland Energy Administration CC	46	1	1	0	1	1	0	2.17%	9.68%
Maryland Health Benefits Exchange CC	73	2	0	0	0	2	0	2.74%	4.48%
Maryland Higher Education Commission CC	84	9	1	0	1	2	7	10.71%	18.84%
Maryland Insurance Administration CC	275	33	1	3	-2	25	8	12.00%	11.28%
Maryland Prescription Drug Affordability Board CC	5	0	0	0	0	0	0	0.00%	20.00%
Maryland Public Television CC	151	4	2	0	2	3	1	2.65%	4.83%
Maryland School for the Deaf CC	368	25	1	1	0	4	21	6.79%	7.65%
Maryland State Board of Contract Appeals CC	10	1	0	0	0	1	0	10.00%	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	6	11	-5	12	268	10.87%	13.82%
Maryland State Retirement and Pension Systems CC	236	23	0	3	-3	8	15	9.75%	9.09%
Maryland Supplemental Retirement Plan CC	14	1	0	0	0	0	1	7.14%	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	9	0	1	-1	2	7	9.00%	14.74%
MD Longit.Data Sys Ctr	16	0	0	0	0	0	0	0.00%	0.00%
MD Office of Inspector General for Education CC	16	1	0	0	0	1	0	6.25%	0.00%
MD State Department of Education CC	1,385	99	9	5	4	36	63	7.15%	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	50	1	3	-2	3	47	21.19%	22.03%
MSDE-Interagency Comm on Sch Constr	44	4	0			3	1	9.09%	0.00%
Office of Administrative Hearings CC	117	6	0	1	-1	3	3	5.13%	6.78%
Office of the Attorney General CC	374	19	2	1	1	8	11	5.08%	13.29%
Office of the Correctional Ombudsman CC	6	1	1	0	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	3	0	0	0	2	1	11.11%	10.53%

# Agency Vacancy Analysis

Time Period: December 1, 2024 - December 31, 2024

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
Office of the Public Defender CC	984	106	1	5	-4	1	105	10.77%	10.06%
Office of the State Prosecutor CC	17	1	0	0	0	1	0	5.88%	15.38%
Office of the Treasurer CC	96	8	0	0	0	6	2	8.33%	17.46%
Property Tax Assessment Appeals Boards CC	114	27	0	0	0	27	0	23.68%	24.56%
Public Service Commission CC	164	28	1	0	1	6	22	17.07%	9.93%
Secretary of State CC	29	0	0	0	0	0	0	0.00%	0.00%
State Archives CC	63	4	0	0	0	2	2	6.35%	12.90%
State Board of Elections CC	283	28	0	2	-2	1	27	9.89%	14.72%
State Department of Assessments and Taxation CC	575	34	1	1	0	6	28	5.91%	9.28%
State Lottery Agency CC	365	31	2	0	2	3	28	8.49%	15.62%
Subsequent Injury Fund CC	20	0	0	1	-1	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	0	0	3	0	21.43%	0.00%
Worker's Compensation Commission CC	116	18	0	0	0	4	14	15.52%	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, 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]

**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]