



# 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: December 1, 2025 - December 31, 2025

Department

All

Agency Pins

48,062

Vacancies

4,904

Vacancy Rate

10.20%

Net Change

-105

Terminations & Retirements

325

Agency Contractual Conversions

26

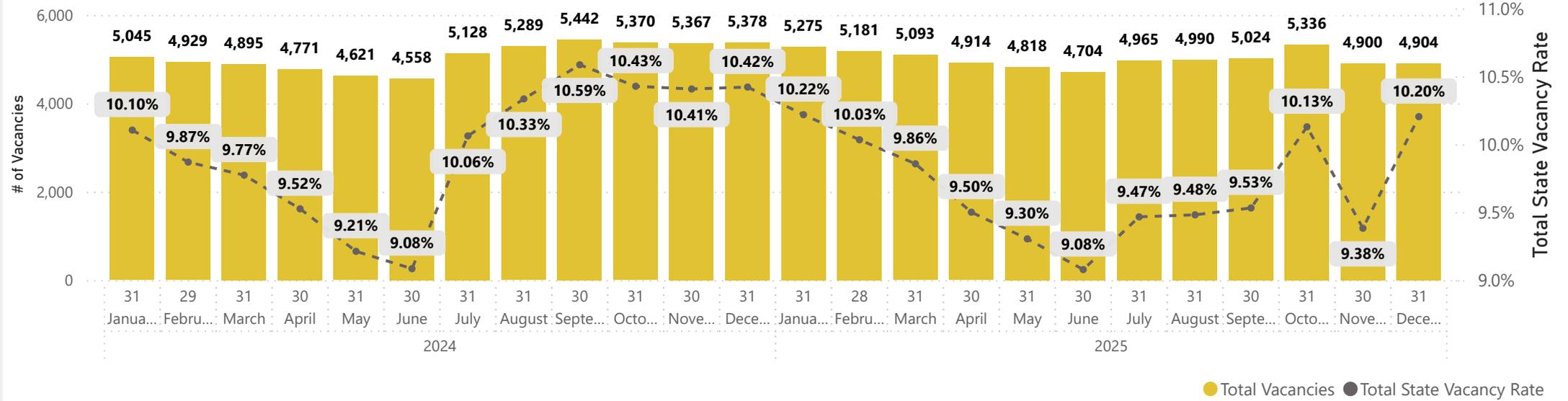
Average Time to Fill (Days) (SPMS Only)

88

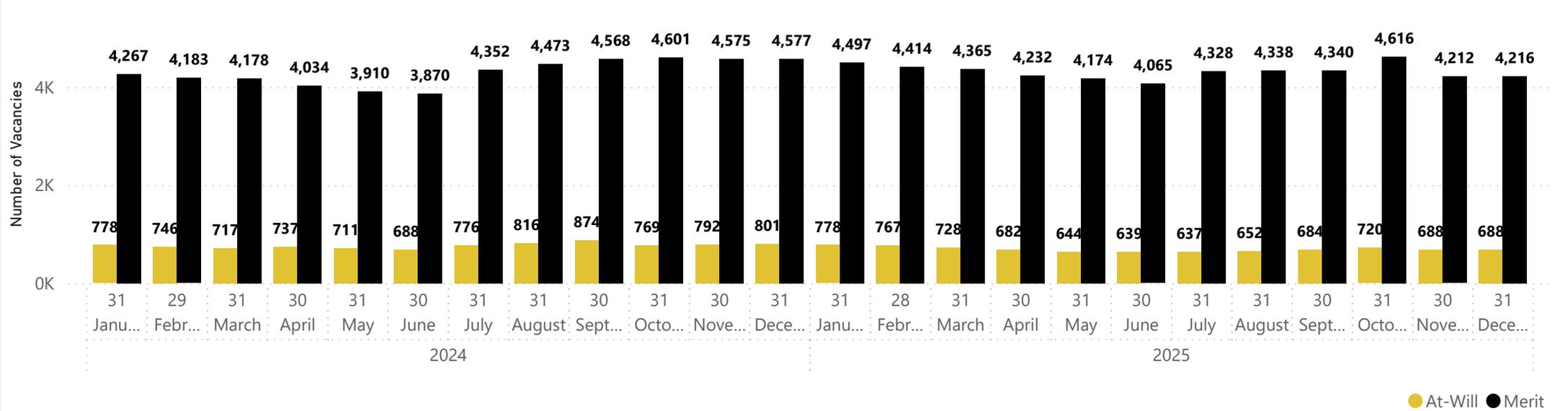
Contractual Employees Over 2 Years

1,045

## Regular Vacancies/Vacancy Rate by Month



## Vacancies by Type



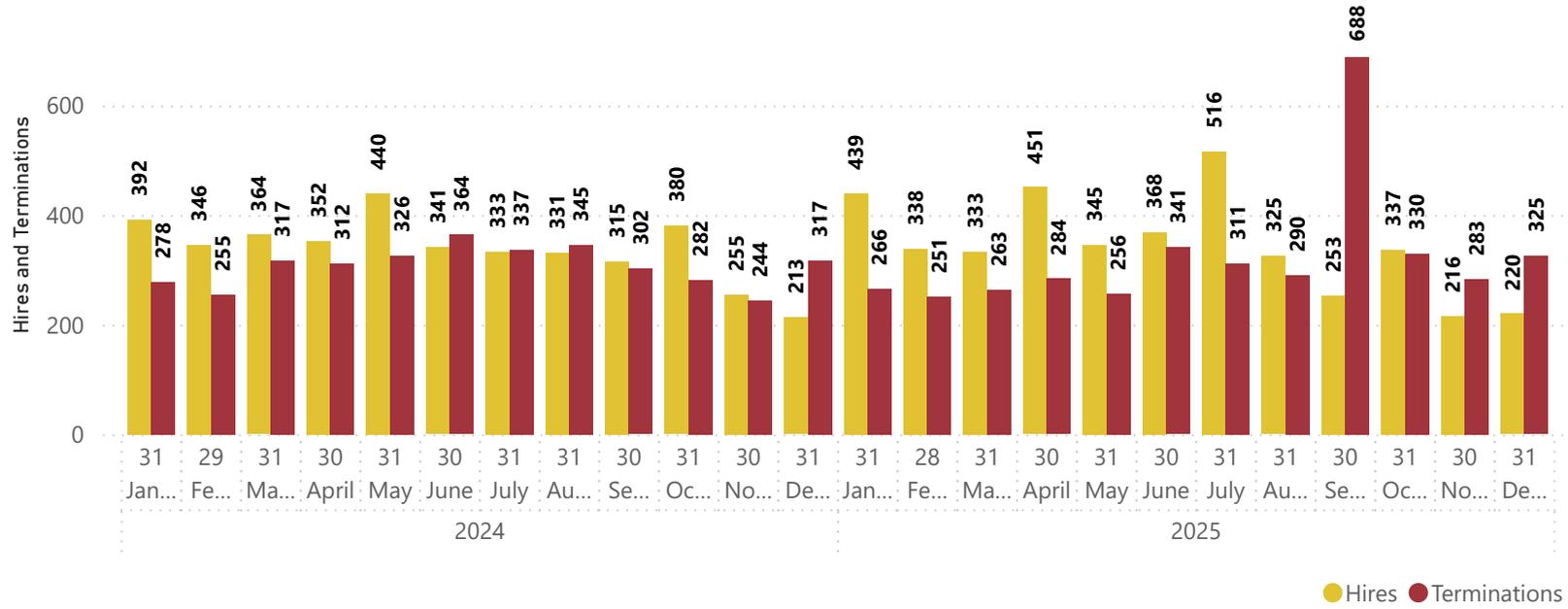


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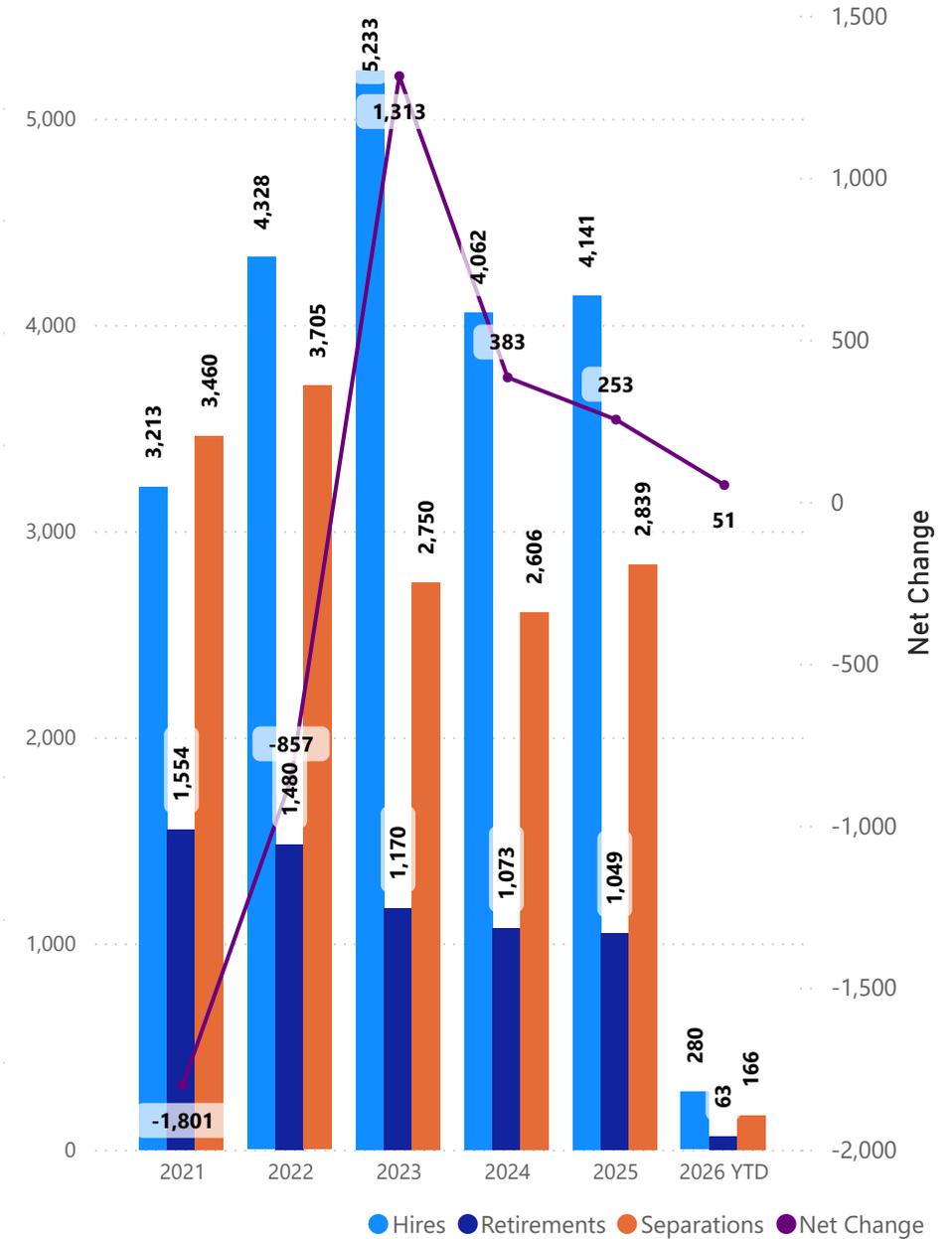
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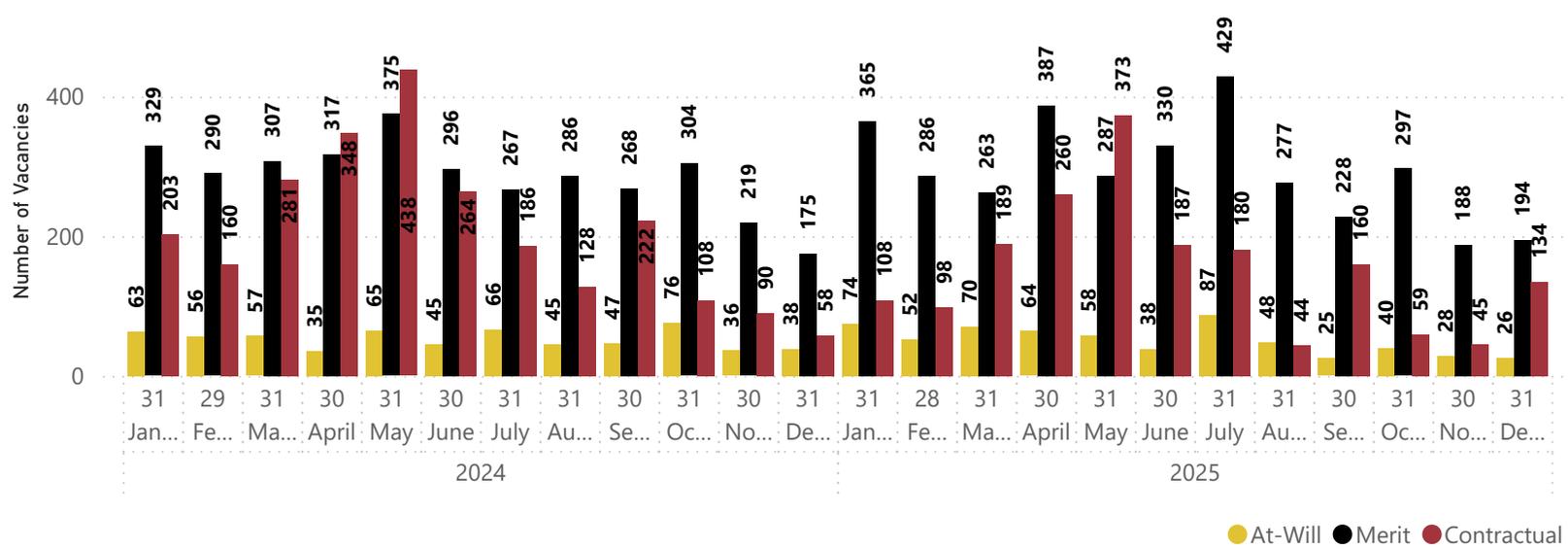
## Hires and Terminations by Year, Month and Day



## Hires and Terminations by Year, Month and Day



## Hires by Type



# Agency Vacancy Analysis

Time Period: December 1, 2025 - December 31, 2025

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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	2	0	0	0	1	1	12.50%	73.33%
Alcohol and Tobacco Commission CC	60	1	0	0	0	1	0	1.67%	7.89%
Board of Public Works CC	11	0	0	0	0	0	0	0.00%	0.00%
Commission on Civil Rights CC	50	13	1	1	0	0	13	26.00%	0.00%
Comptroller of Maryland CC	1,353	101	5	4	1	12	89	7.46%	10.03%
Department of Aging CC	54	9	0	1	-1	1	8	16.67%	30.00%
Department of Budget and Management CC	331	20	0	1	-1	12	8	6.04%	9.91%
Department of Commerce CC	213	19	0	1	-1	13	6	8.92%	10.05%
Department of Disabilities CC	40	3	0	0	0	1	2	7.50%	8.57%
Department of General Services CC	734	55	2	4	-2	15	40	7.49%	12.13%
Department of Housing and Community Development CC	447	19	2	0	2	10	9	4.25%	11.38%
Department of Human Services CC	5,897	417	27	36	-9	46	371	7.07%	15.37%
Department of Information Technology CC	265	37	1	3	-2	23	14	13.96%	8.65%
Department of Juvenile Services CC	2,138	253	19	19	0	22	231	11.83%	16.17%
Department of Natural Resources CC	1,522	169	0	3	-3	6	163	11.10%	11.51%
Department of Public Safety and Correctional Services CC	9,201	753	58	53	5	42	711	8.18%	15.86%
Department of Service and Civic Innovation CC	56	6	0	1	-1	2	4	10.71%	92.86%
Department of Social and Economic Mobility CC	1	0	0	0	0	0	0	0.00%	0.00%
Department of Veteran's Affairs CC	125	9	3	0	3	1	8	7.20%	13.45%

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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
Executive Department - Governor CC	121	8	2	0	2	8	0	6.61%	43.75%
Governor's Office of Children CC	25	8	0	1	-1	8	0	32.00%	20.00%
Governor's Office of Crime Prevention, Youth and Victim Services CC	105	7	2	1	1	7	0	6.67%	16.36%
Maryland Cannabis Administration CC	103	7	0	0	0	2	5	6.80%	0.00%
Maryland Commission on African American History and Culture CC	11	1	0	1	-1	1	0	9.09%	16.67%
Maryland Department of Agriculture CC	431	34	0	1	-1	4	30	7.89%	14.11%
Maryland Department of Emergency Management CC	107	13	1	0	1	3	10	12.15%	16.44%
Maryland Department of Health CC	7,340	953	28	28	0	86	867	12.98%	13.51%
Maryland Department of Labor CC	1,726	246	9	3	6	36	210	14.25%	13.06%
Maryland Department of Planning CC	142	12	0	2	-2	3	9	8.45%	11.02%
Maryland Department of the Environment CC	984	93	1	1	0	10	83	9.45%	10.87%
Maryland Department of Transportation	9,354	719	30	54	-24	125	409	7.69%	9.86%
Maryland Energy Administration CC	54	5	0	1	-1	5	0	9.26%	9.68%
Maryland Health Benefits Exchange CC	79	4	0	0	0	1	3	5.06%	4.48%
Maryland Higher Education Commission CC	89	10	0	3	-3	1	9	11.24%	18.84%
Maryland Insurance Administration CC	274	17	0	0	0	14	3	6.20%	11.28%
Maryland Prescription Drug Affordability Board CC	5	1	0	0	0	0	1	20.00%	20.00%
Maryland Public Television CC	151	10	0	0	0	8	2	6.62%	4.83%

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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
Maryland School for the Deaf CC	376	24	2	1	1	2	22	6.38%	7.65%
Maryland State Board of Contract Appeals CC	9	0	0	0	0	0	0	0.00%	12.50%
Maryland State Library CC	32	1	0	0	0	1	0	3.13%	6.45%
Maryland State Police and Office of the State Fire Marshal CC	2,574	279	2	8	-6	20	259	10.84%	13.82%
Maryland State Retirement and Pension Systems CC	244	31	2	1	1	20	11	12.70%	9.09%
Maryland Supplemental Retirement Plan CC	14	0	0	0	0	0	0	0.00%	0.00%
Maryland Tax Court CC	9	0	0	0	0	0	0	0.00%	11.11%
MD Ctr For Sch Safety	15	1	0	0	0	0	1	6.67%	0.00%
MD Institute for Emergency Medical Services Systems CC	101	10	0	0	0	0	10	9.90%	14.74%
MD Longit.Data Sys Ctr	15	2	0	1	-1	0	2	13.33%	0.00%
MD Office of Inspector General for Education CC	16	1	1	0	1	1	0	6.25%	0.00%
MD State Department of Education CC	1,380	113	5	8	-3	23	90	8.19%	18.04%
MD Thoroughbred Racetrack Operating Authority CC	2	2	0	0	0	1	1	100.00%	0.00%
Military Department Operations and Maintenance CC	223	79	1	26	-25	4	75	35.43%	22.03%
MSDE-Interagency Comm on Sch Constr	44	4	0	0	0	0	4	9.09%	0.00%
Office of Administrative Hearings CC	114	4	0	0	0	2	2	3.51%	6.78%
Office of the Attorney General CC	400	26	1	2	-1	12	14	6.50%	13.29%
Office of the Correctional Ombudsman CC	13	3	0	0	0	3	0	23.08%	0.00%

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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	28	1	0	0	0	1	0	3.57%	10.53%
Office of the Public Defender CC	1,013	100	1	3	-2	4	96	9.87%	10.06%
Office of the State Prosecutor CC	18	0	0	0	0	0	0	0.00%	15.38%
Office of the Treasurer CC	96	6	1	0	1	5	1	6.25%	17.46%
Property Tax Assessment Appeals Boards CC	114	22	1	0	1	22	0	19.30%	24.56%
Public Service Commission CC	175	29	0	1	-1	5	24	16.57%	9.93%
Secretary of State CC	29	0	0	0	0	0	0	0.00%	0.00%
State Archives CC	64	3	0	0	0	0	3	4.69%	12.90%
State Board of Elections CC	288	23	1	1	0	0	23	7.99%	14.72%
State Department of Assessments and Taxation CC	571	32	6	1	5	3	29	5.60%	9.28%
State Lottery Agency CC	356	27	0	5	-5	2	25	7.58%	15.62%
Subsequent Injury Fund CC	21	2	0	0	0	1	1	9.52%	10.00%
Uninsured Employer's Fund CC	16	4	0	0	0	3	1	25.00%	12.50%
West North Avenue Development Authority CC	15	6	0	0	0	5	1	40.00%	0.00%
Worker's Compensation Commission CC	110	10	1	0	1	2	8	9.09%	14.66%



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## Regular Vacancies/Vacancy Rate by Month

Year	Total State Vacancy Rate	Total State Vacancies
<b>2024</b>		
January	10.10%	5,045
February	9.87%	4,929
March	9.77%	4,895
April	9.52%	4,771
May	9.21%	4,621
June	9.08%	4,558
July	10.06%	5,128
August	10.33%	5,289
September	10.59%	5,442
October	10.43%	5,370
November	10.41%	5,367
December	10.42%	5,378
<b>2025</b>		
January	10.22%	5,275
February	10.03%	5,181
March	9.86%	5,093
April	9.50%	4,914
May	9.30%	4,818
June	9.08%	4,704
July	9.47%	4,965
August	9.48%	4,990
September	9.53%	5,024
October	10.13%	5,336
November	9.38%	4,900
December	10.20%	4,904

## Vacancy By Type

Year	At-Will Vacancies	Merit Vacancies
<b>2024</b>		
January	778	4,267
February	746	4,183
March	717	4,178
April	737	4,034
May	711	3,910
June	688	3,870
July	776	4,352
August	816	4,473
September	874	4,568
October	769	4,601
November	792	4,575
December	801	4,577
<b>2025</b>		
January	778	4,497
February	767	4,414
March	728	4,365
April	682	4,232
May	644	4,174
June	639	4,065
July	637	4,328
August	652	4,338
September	684	4,340
October	720	4,616
November	688	4,212
December	688	4,216



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## Hires and Terminations by Year & Month

Year	Hires	Terminations
<b>2024</b>		
January	392	278
February	346	255
March	364	317
April	352	312
May	440	326
June	341	364
July	333	337
August	331	345
September	315	302
October	380	282
November	255	244
December	213	317
<b>2025</b>		
January	439	266
February	338	251
March	333	263
April	451	284
May	345	256
June	368	341
July	516	311
August	325	290
September	253	688
October	337	330
November	216	283
December	220	325

## Hires by Type

Year	At-Will Hires	Merit Hires	Contractual Hires
<b>2024</b>			
January	63	329	203
February	56	290	160
March	57	307	281
April	35	317	348
May	65	375	438
June	45	296	264
July	66	267	186
August	45	286	128
September	47	268	222
October	76	304	108
November	36	219	90
December	38	175	58
<b>2025</b>			
January	74	365	108
February	52	286	98
March	70	263	189
April	64	387	260
May	58	287	373
June	38	330	187
July	87	429	180
August	48	277	44
September	25	228	160
October	40	297	59
November	28	188	45
December	26	194	134



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## Hires and Terminations by Year, Month and Day

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	4,141	1,049	2,839	253

# 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
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## 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]

**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]