

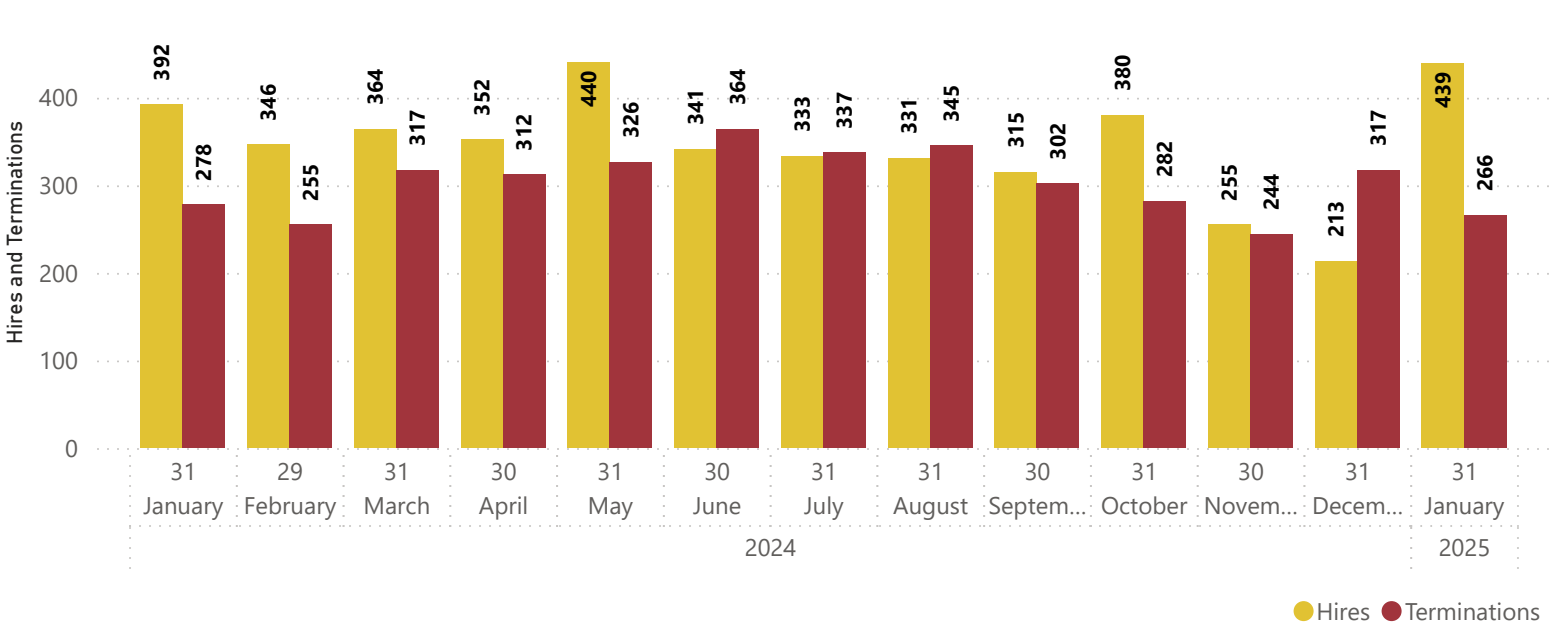


Agency Vacancy Analysis

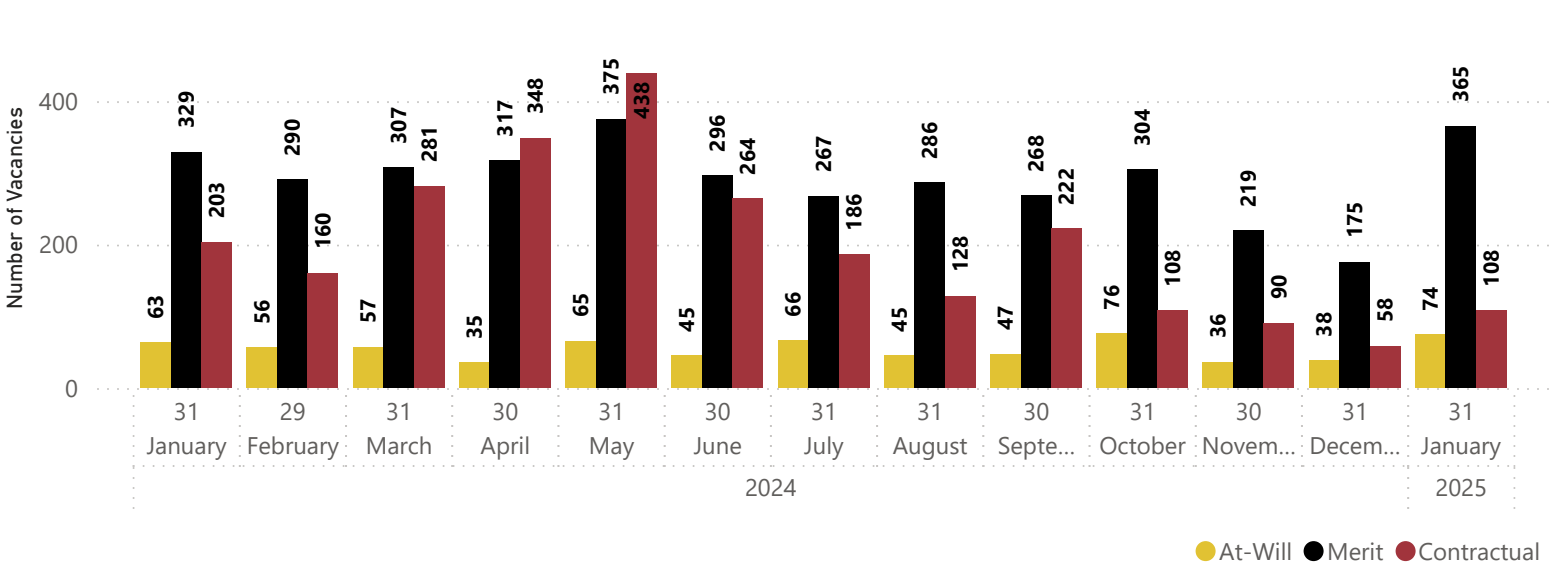
- All Vacancies, Hires, and Terminations include SPMS and MDOT
- Data from MDH excludes Local Positions

- 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.

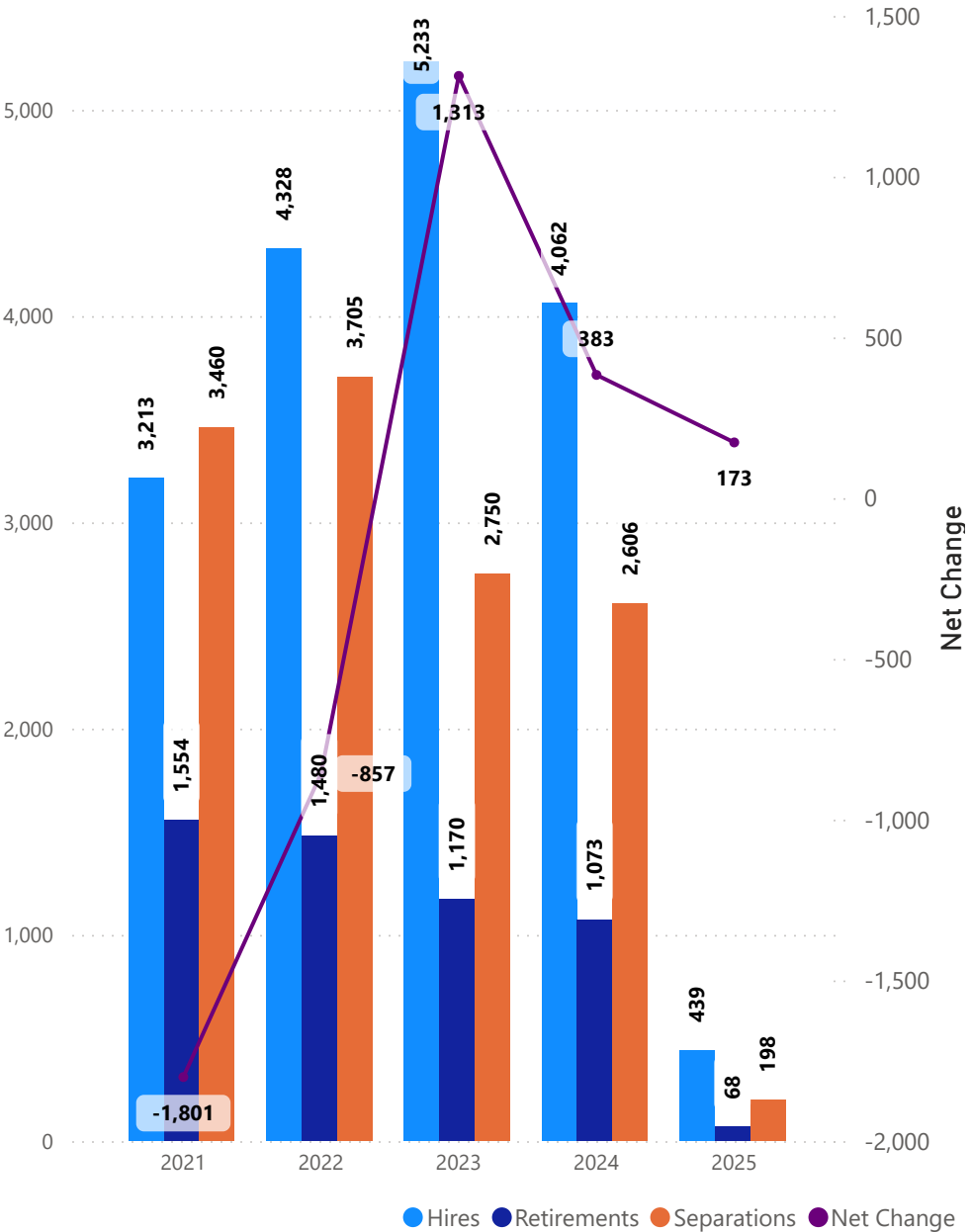
Hires and Terminations by Year, Month and Day



Hires by Type



Regular Hires, Terminations & Net Change



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	5	1	1	0	5	0	31.25%	73.33%
Alcohol and Tobacco Commission CC	60	5	0	0	0	2	3	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	0	1	0	1	0	0	0.00%	0.00%
Comptroller of Maryland CC	1,228	96	24	4	20	17	79	7.82%	10.03%
Department of Aging CC	49	7	1	0	1	1	6	14.29%	30.00%
Department of Budget and Management CC	331	21	1	2	-1	17	4	6.34%	9.91%
Department of Commerce CC	210	26	1	2	-1	20	6	12.38%	10.05%
Department of Disabilities CC	39	2	0	0	0	1	1	5.13%	8.57%
Department of General Services CC	734	80	2	2	0	16	64	10.90%	12.13%
Department of Housing and Community Development CC	421	30	4	4	0	12	18	7.13%	11.38%
Department of Human Services CC	6,006	475	49	37	12	65	410	7.91%	15.37%
Department of Information Technology CC	227	38	3	0	3	20	18	16.74%	8.65%
Department of Juvenile Services CC	2,163	251	18	24	-6	32	219	11.60%	16.17%
Department of Natural Resources CC	1,504	193	14	11	3	12	181	12.83%	11.51%
Department of Public Safety and Correctional Services CC	9,214	1,013	95	51	44	64	949	10.99%	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	10	1	1	0	1	9	7.94%	13.45%
Executive Department - Governor CC	121	11	4	1	3	11	0	9.09%	43.75%
Governor's Office of Children CC	16	2	0	1	-1	2	0	12.50%	20.00%
Governor's Office of Crime Prevention, Youth and Victim Services CC	86	14	0	0	0	12	2	16.28%	16.36%
Maryland Cannabis Administration CC	110	9	0	0	0	5	4	8.18%	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	34	12	1	11	2	32	7.96%	14.11%
Maryland Department of Emergency Management CC	108	19	2	1	1	4	15	17.59%	16.44%
Maryland Department of Health CC	7,252	1,134	47	37	10	113	1,021	15.64%	13.51%
Maryland Department of Labor CC	1,571	220	12	5	7	49	171	14.00%	13.06%
Maryland Department of Planning CC	142	18	1	0	1	6	12	12.68%	11.02%
Maryland Department of the Environment CC	979	117	6	2	4	15	102	11.95%	10.87%

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 People's Counsel CC	27	2	0	0	0	2	0	7.41%	10.53%
Office of the Deaf and Hard of Hearing CC	7	4	0	0	0	4	0	57.14%	0.00%
Office of the Correctional Ombudsman CC	6	1	0	0	0	1	0	16.67%	0.00%
Office of the Attorney General CC	375	14	7	3	4	8	6	3.73%	13.29%
Office of Administrative Hearings CC	117	7	0	0	0	4	3	5.98%	6.78%
MSDE-Interagency Comm on Sch Constr	44	4	0	0	0	3	1	9.09%	0.00%
Military Department Operations and Maintenance CC	236	49	4	2	2	4	45	20.76%	22.03%
MD Thoroughbred Racetrack Operating Authority CC	6	3	0	0	0	2	1	50.00%	0.00%
MD State Department of Education CC	1,385	85	16	8	8	34	51	6.14%	18.04%
MD Office of Inspector General for Education CC	16	0	1	0	1	0	0	0.00%	0.00%
MD Longit.Data Sys Ctr	16	0	0	0	0	0	0	0.00%	0.00%
MD Institute for Emergency Medical Services Systems CC	100	7	2	1	1	0	7	7.00%	14.74%
MD Ctr For Sch Safety	15	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%
Maryland Supplemental Retirement Plan CC	14	2	0	1	-1	1	1	14.29%	0.00%
Maryland State Retirement and Pension Systems CC	238	24	3	4	-1	8	16	10.08%	9.09%
Maryland State Police and Office of the State Fire Marshal CC	2,577	285	8	6	2	12	273	11.06%	13.82%
Maryland State Library CC	33	0	0	0	0	0	0	0.00%	6.45%
Maryland State Board of Contract Appeals CC	10	0	0	0	0	0	0	0.00%	12.50%
Maryland School for the Deaf CC	367	19	4	0	4	3	16	5.18%	7.65%
Maryland Public Television CC	151	5	1	1	0	4	1	3.31%	4.83%
Maryland Prescription Drug Affordability Board CC	5	1	0	1	-1	0	1	20.00%	20.00%
Maryland Insurance Administration CC	275	32	2	1	1	24	8	11.64%	11.28%
Maryland Higher Education Commission CC	84	7	2	0	2	2	5	8.33%	18.84%
Maryland Health Benefits Exchange CC	73	1	1	0	1	1	0	1.37%	4.48%
Maryland Energy Administration CC	49	1	1	1	0	1	0	2.04%	9.68%
Maryland Department of Transportation	9,241	608	49	36	13	84	389	6.58%	9.86%

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	983	78	26	4	22	1	77	7.93%	10.06%
Office of the State Prosecutor CC	17	0	1	0	1	0	0	0.00%	15.38%
Office of the Treasurer CC	96	7	1	0	1	5	2	7.29%	17.46%
Property Tax Assessment Appeals Boards CC	114	25	0	0	0	25	0	21.93%	24.56%
Public Service Commission CC	165	35	0	0	0	7	28	21.21%	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	282	26	1	1	0	1	25	9.22%	14.72%
State Department of Assessments and Taxation CC	575	34	4	6	-2	5	29	5.91%	9.28%
State Lottery Agency CC	365	30	2	2	0	2	28	8.22%	15.62%
Subsequent Injury Fund CC	20	1	0	1	-1	1	0	5.00%	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	2	0	0	0	2	0	14.29%	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 15th 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]