



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: June 1, 2024 - June 30, 2024

Department

All

Agency Pins

50,174

Vacancies

4,558!

Target: 3,225 (-41.33%)

Vacancy Rate

9.08%!

Target: 6.62% (-37.18%)

Net Change

-23

Terminations & Retirem...

364

Agency Contractual Conversions

25

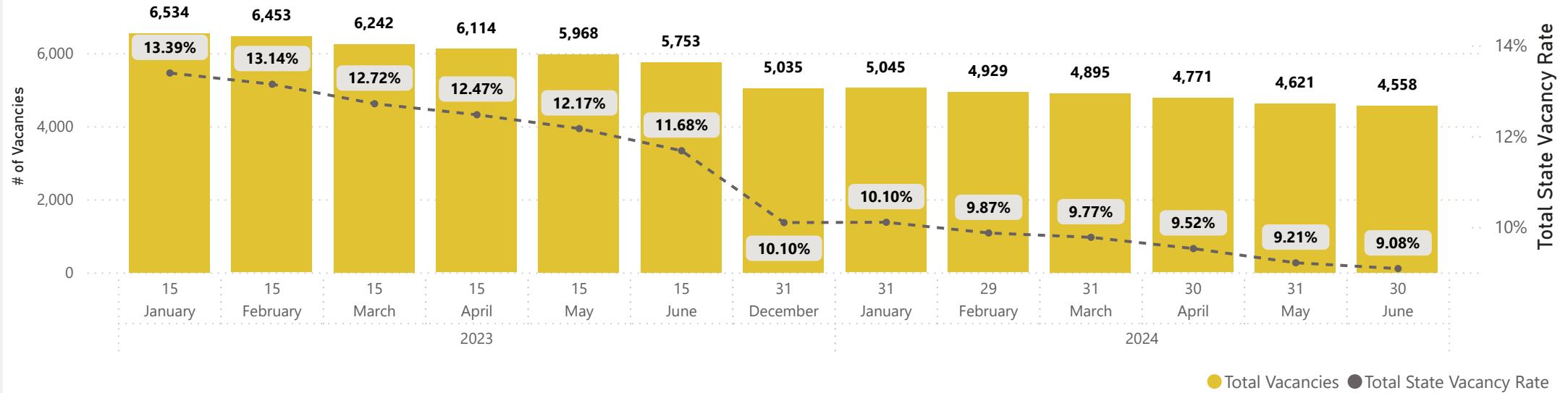
Average Time to Fill (Days) (SPMS Only)

99

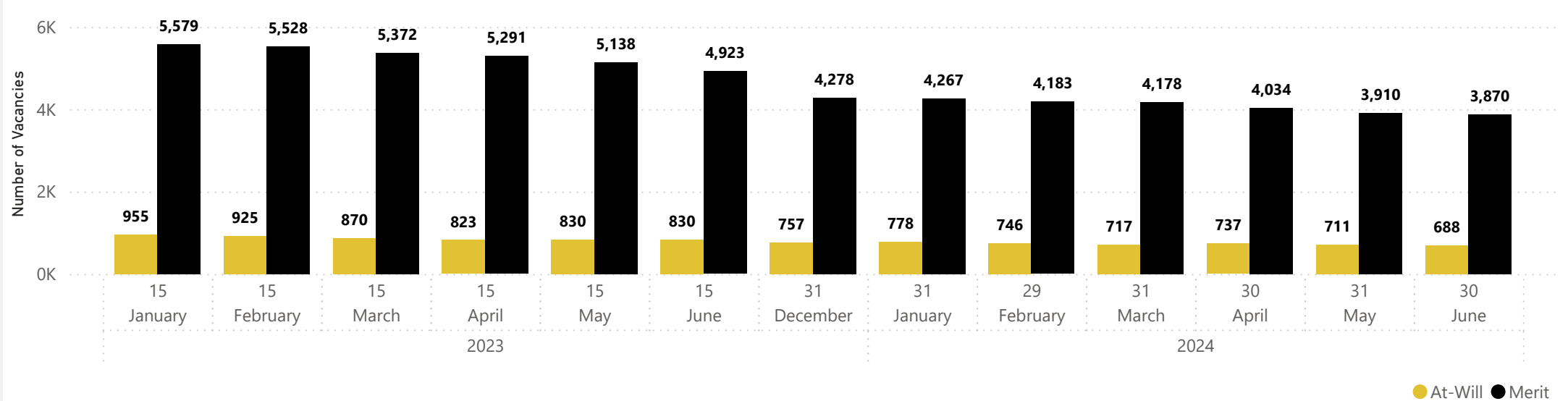
Contractual Employees Over 2 Years

1,052

Regular Vacancies/Vacancy Rate by Month



Vacancies by Type



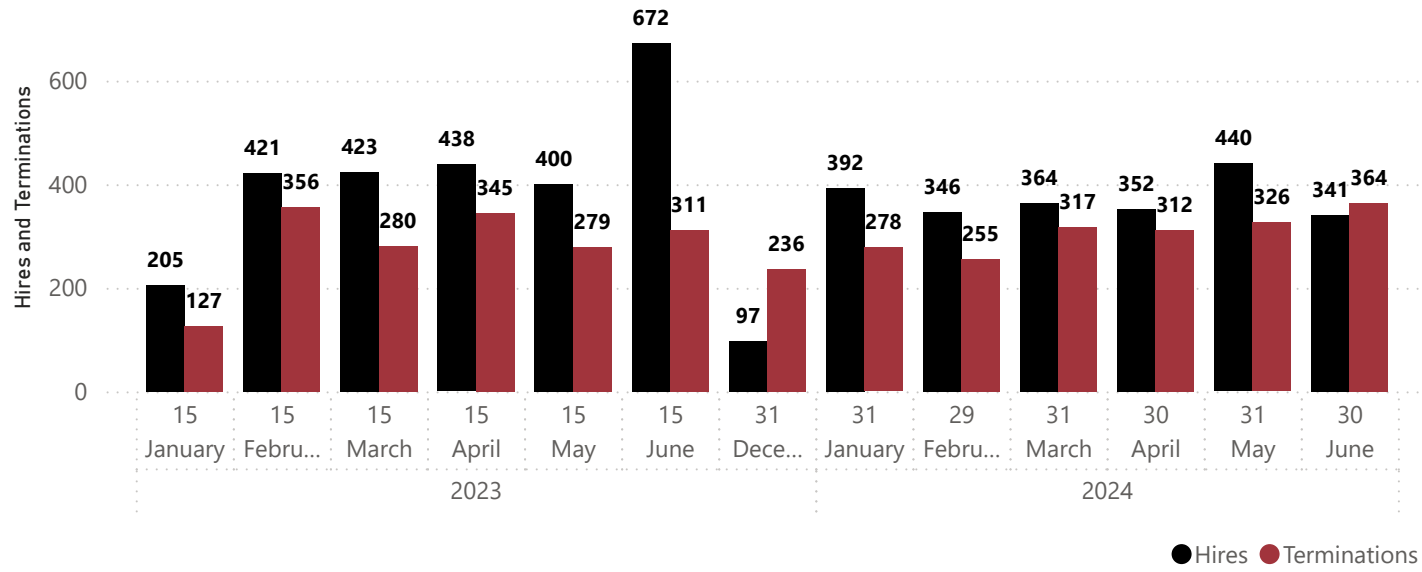


Agency Vacancy Analysis

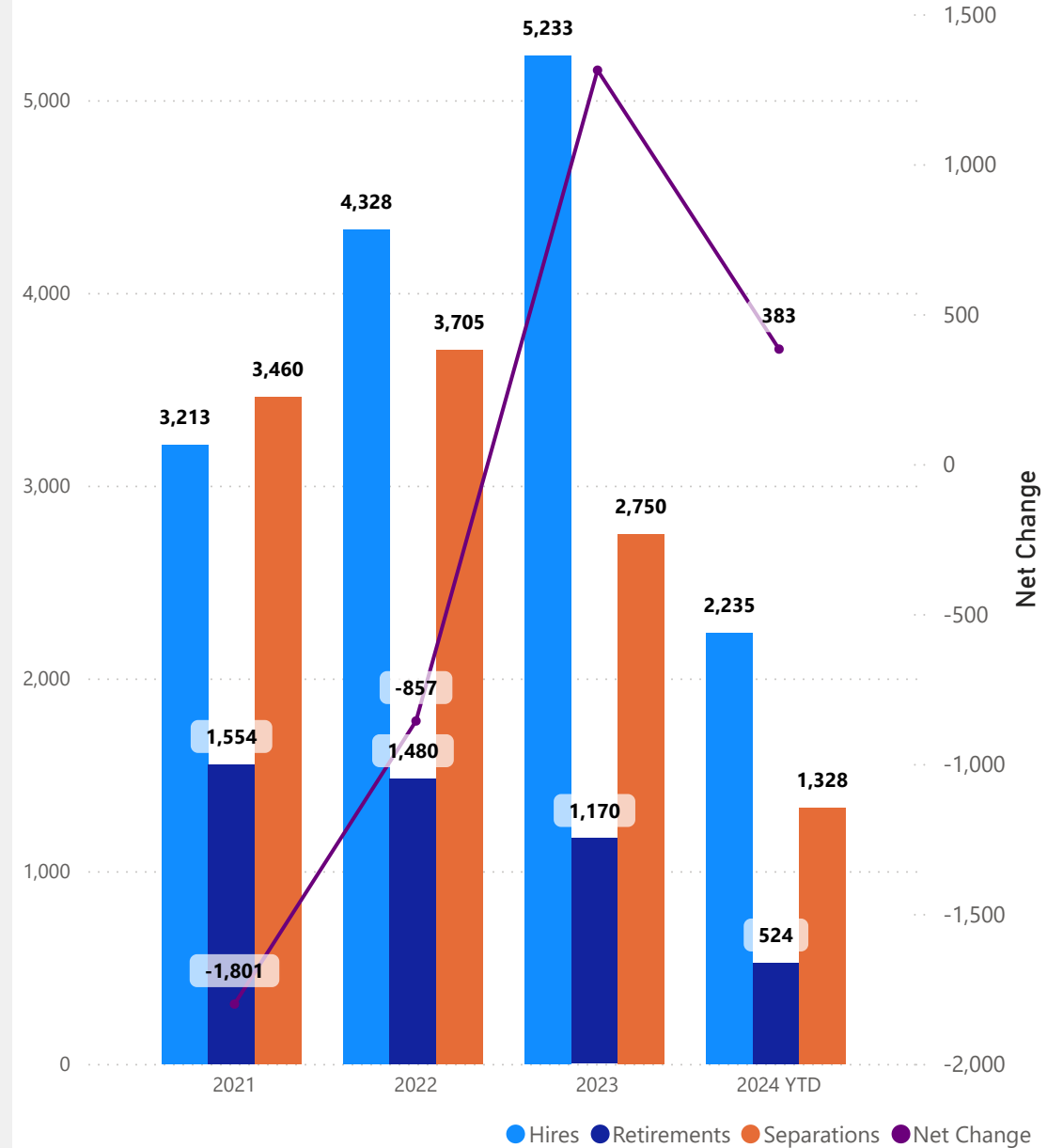
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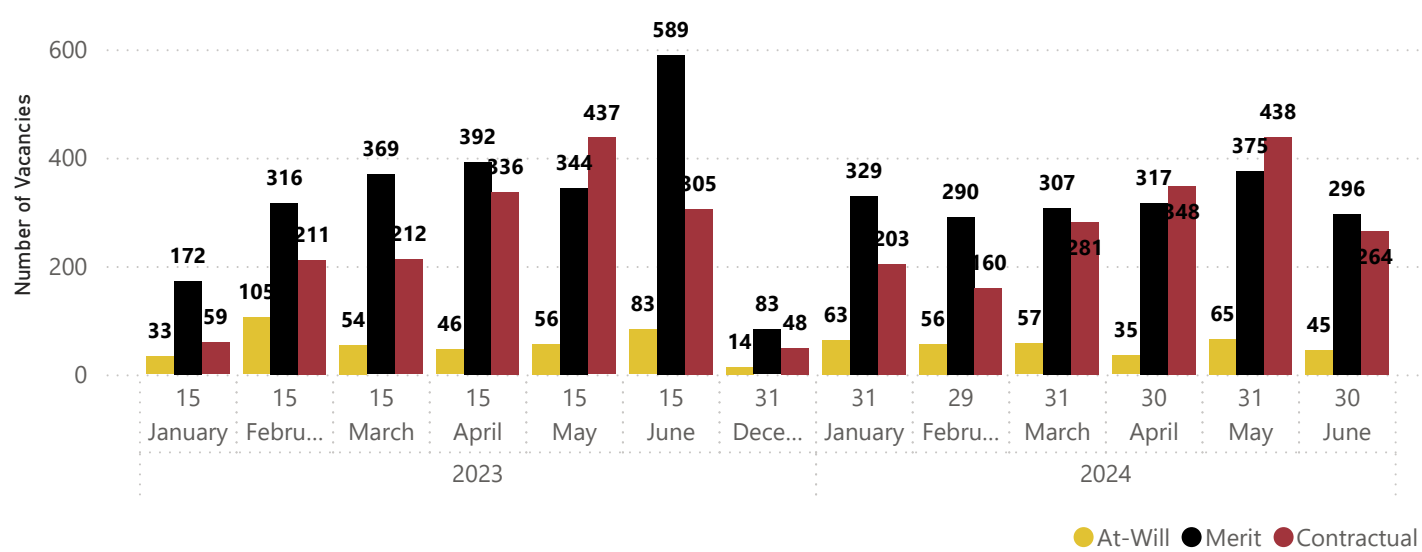
Hires and Terminations by Year, Month and Day



Regular Hires, Terminations & Net Change



Hires by Type



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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 | 6 | 0 | 0 | 0 | 6 | 0 | 40.00% | 73.33% | 36.67% |
| Alcohol and Tobacco Commission CC | 60 | 5 | 0 | 1 | -1 | 1 | 4 | 8.33% | 7.89% | 3.95% |
| Board of Public Works CC | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.00% | 0.00% |
| Commission on Civil Rights CC | 38 | 4 | 0 | 0 | 0 | 2 | 2 | 10.53% | 0.00% | 0.00% |
| Comptroller of Maryland CC | 1,137 | 61 | 6 | 5 | 1 | 8 | 53 | 5.36% | 10.03% | 5.02% |
| Department of Aging CC | 40 | 8 | 0 | 1 | -1 | 2 | 6 | 20.00% | 30.00% | 15.00% |
| Department of Budget and Management CC | 324 | 15 | 2 | 2 | 0 | 14 | 1 | 4.63% | 9.91% | 4.96% |
| Department of Commerce CC | 189 | 11 | 3 | 1 | 2 | 6 | 5 | 5.82% | 10.05% | 5.03% |
| Department of Disabilities CC | 37 | 2 | 1 | 0 | 1 | 1 | 1 | 5.41% | 8.57% | 4.29% |
| Department of General Services CC | 710 | 48 | 2 | 8 | -6 | 12 | 36 | 6.76% | 12.13% | 6.07% |
| Department of Housing and Community Development CC | 410 | 70 | 1 | 2 | -1 | 7 | 63 | 17.07% | 11.38% | 5.69% |
| Department of Human Services CC | 6,007 | 488 | 77 | 42 | 35 | 66 | 422 | 8.12% | 15.37% | 7.69% |
| Department of Information Technology CC | 208 | 35 | 3 | 0 | 3 | 26 | 9 | 16.83% | 8.65% | 4.33% |
| Department of Juvenile Services CC | 2,164 | 254 | 30 | 17 | 13 | 30 | 224 | 11.74% | 16.17% | 8.09% |
| Department of Natural Resources CC | 1,473 | 173 | 5 | 9 | -4 | 13 | 160 | 11.74% | 11.51% | 5.76% |
| Department of Public Safety and Correctional Services CC | 9,217 | 954 | 65 | 56 | 9 | 52 | 902 | 10.35% | 15.86% | 7.93% |
| Department of Service and Civic Innovation CC | 32 | 8 | 1 | 3 | -2 | 8 | 0 | 25.00% | 92.86% | 46.43% |
| Department of Veteran's Affairs CC | 122 | 16 | 3 | 4 | -1 | 1 | 15 | 13.11% | 13.45% | 6.73% |
| Executive Department - Governor CC | 101 | 4 | 2 | 1 | 1 | 4 | 0 | 3.96% | 43.75% | 21.88% |
| Governor's Office of Children CC | 10 | 2 | 1 | 0 | 1 | 2 | 0 | 20.00% | 20.00% | 10.00% |
| Governor's Office of Crime Prevention, Youth and Victim Services CC | 65 | 6 | 2 | 1 | 1 | 6 | 0 | 9.23% | 16.36% | 8.18% |
| Maryland Cannabis Administration CC | 110 | 16 | 2 | 1 | 1 | 4 | 12 | 14.55% | 0.00% | 0.00% |
| Maryland Commission on African American History and Culture CC | 9 | 1 | 0 | 0 | 0 | 1 | 0 | 11.11% | 16.67% | 8.34% |
| Maryland Department of Agriculture CC | 413 | 33 | 2 | 8 | -6 | 3 | 30 | 7.99% | 14.11% | 7.06% |
| Maryland Department of Emergency Management CC | 98 | 20 | 1 | 0 | 1 | 6 | 14 | 20.41% | 16.44% | 8.22% |
| Maryland Department of Health CC | 6,733 | 675 | 39 | 43 | -4 | 89 | 586 | 10.03% | 13.51% | 6.76% |
| Maryland Department of Labor CC | 1,462 | 162 | 9 | 11 | -2 | 25 | 137 | 11.08% | 13.06% | 6.53% |
| Maryland Department of Planning CC | 133 | 11 | 1 | 1 | 0 | 4 | 7 | 8.27% | 11.02% | 5.51% |
| Maryland Department of the Environment CC | 972 | 112 | 6 | 16 | -10 | 12 | 100 | 11.52% | 10.87% | 5.44% |

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| Office of the Public Defender CC | 940 | 95 | 7 | 5 | 2 | 2 | 93 | 10.11% | 10.06% | 5.03% |
| Office of the People's Counsel CC | 22 | 2 | 0 | 0 | 0 | 2 | 0 | 9.09% | 10.53% | 5.27% |
| Office of the Inspector General for Education CC | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 7.14% | 3.57% |
| Office of the Deaf and Hard of Hearing CC | 5 | 4 | 0 | 2 | -2 | 4 | 0 | 80.00% | 0.00% | 0.00% |
| Office of the Attorney General CC | 365 | 42 | 5 | 4 | 1 | 25 | 17 | 11.51% | 13.29% | 6.65% |
| Office of Administrative Hearings CC | 117 | 4 | 0 | 1 | -1 | 2 | 2 | 3.42% | 6.78% | 3.39% |
| MSDE-Interagency Comm on Sch Constr | 39 | 4 | 0 | 0 | 0 | 4 | 0 | 10.26% | 0.00% | 0.00% |
| Military Department Operations and Maintenance CC | 236 | 41 | 1 | 0 | 1 | 4 | 37 | 17.37% | 22.03% | 11.02% |
| MD Thoroughbred Racetrack Operating Authority CC | 6 | 5 | 0 | 0 | 0 | 4 | 1 | 83.33% | 0.00% | 0.00% |
| MD State Department of Education CC | 1,224 | 88 | 8 | 7 | 1 | 32 | 56 | 7.19% | 18.04% | 9.02% |
| MD Longit.Data Sys Ctr | 14 | 1 | 0 | 0 | 0 | 0 | 1 | 7.14% | 0.00% | 0.00% |
| MD Institute for Emergency Medical Services Systems CC | 98 | 9 | 0 | 1 | -1 | 7 | 2 | 9.18% | 14.74% | 7.37% |
| MD Ctr For Sch Safety | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 0.00% | 0.00% |
| Maryland Tax Court CC | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 11.11% | 5.56% |
| Maryland Supplemental Retirement Plan CC | 14 | 1 | 0 | 0 | 0 | 1 | 0 | 7.14% | 0.00% | 0.00% |
| Maryland State Retirement and Pension Systems CC | 230 | 20 | 2 | 3 | -1 | 7 | 13 | 8.70% | 9.09% | 4.55% |
| Maryland State Police and Office of the State Fire Marshal CC | 2,544 | 266 | 8 | 12 | -4 | 17 | 249 | 10.46% | 13.82% | 6.91% |
| Maryland State Library CC | 33 | 0 | 1 | 1 | 0 | 0 | 0 | 0.00% | 6.45% | 3.23% |
| Maryland State Board of Contract Appeals CC | 10 | 1 | 0 | 0 | 0 | 1 | 0 | 10.00% | 12.50% | 6.25% |
| Maryland School for the Deaf CC | 346 | 26 | 2 | 12 | -10 | 1 | 25 | 7.51% | 7.65% | 3.83% |
| Maryland Public Television CC | 145 | 4 | 2 | 1 | 1 | 4 | 0 | 2.76% | 4.83% | 2.42% |
| Maryland Prescription Drug Affordability Board CC | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% | 20.00% | 10.00% |
| Maryland Insurance Administration CC | 260 | 20 | 0 | 4 | -4 | 16 | 4 | 7.69% | 11.28% | 5.64% |
| Maryland Higher Education Commission CC | 72 | 5 | 0 | 2 | -2 | 1 | 4 | 6.94% | 18.84% | 9.42% |
| Maryland Health Benefits Exchange CC | 68 | 1 | 1 | 1 | 0 | 1 | 0 | 1.47% | 4.48% | 2.24% |
| Maryland Energy Administration CC | 44 | 3 | 0 | 0 | 0 | 3 | 0 | 6.82% | 9.68% | 4.84% |
| Maryland Department of Transportation | 9,101 | 536 | 24 | 62 | -38 | 71 | 327 | 5.89% | 9.86% | 4.93% |

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|---|-------------|-----------|---------------|------------------------------|------------|-------------------|-----------------|----------------------|-----------------------|---------------------|
| Office of the State Prosecutor CC | 16 | 1 | 0 | 0 | 0 | 1 | 0 | 6.25% | 15.38% | 7.69% |
| Office of the Treasurer CC | 96 | 12 | 2 | 0 | 2 | 6 | 6 | 12.50% | 17.46% | 8.73% |
| Property Tax Assessment Appeals Boards CC | 114 | 27 | 0 | 0 | 0 | 27 | 0 | 23.68% | 24.56% | 12.28% |
| Public Service Commission CC | 147 | 19 | 0 | 3 | -3 | 8 | 11 | 12.93% | 9.93% | 4.97% |
| Secretary of State CC | 29 | 1 | 0 | 1 | -1 | 1 | 0 | 3.45% | 0.00% | 0.00% |
| State Archives CC | 63 | 2 | 0 | 0 | 0 | 1 | 1 | 3.17% | 12.90% | 6.45% |
| State Board of Elections CC | 277 | 23 | 3 | 0 | 3 | 2 | 21 | 8.30% | 14.72% | 7.36% |
| State Department of Assessments and Taxation CC | 572 | 40 | 5 | 5 | 0 | 5 | 35 | 6.99% | 9.28% | 4.64% |
| State Lottery Agency CC | 365 | 31 | 6 | 3 | 3 | 4 | 27 | 8.49% | 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 | 15 | 0 | 0 | 0 | 4 | 11 | 12.93% | 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

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, 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]