



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: March 1, 2026 - March 31, 2026

Department

All

Agency Pins

52,196

Vacancies

4,906

Vacancy Rate

9.40%

Net Change

-14

Terminations & Retirements

287

Agency Contractual
Conversions

21

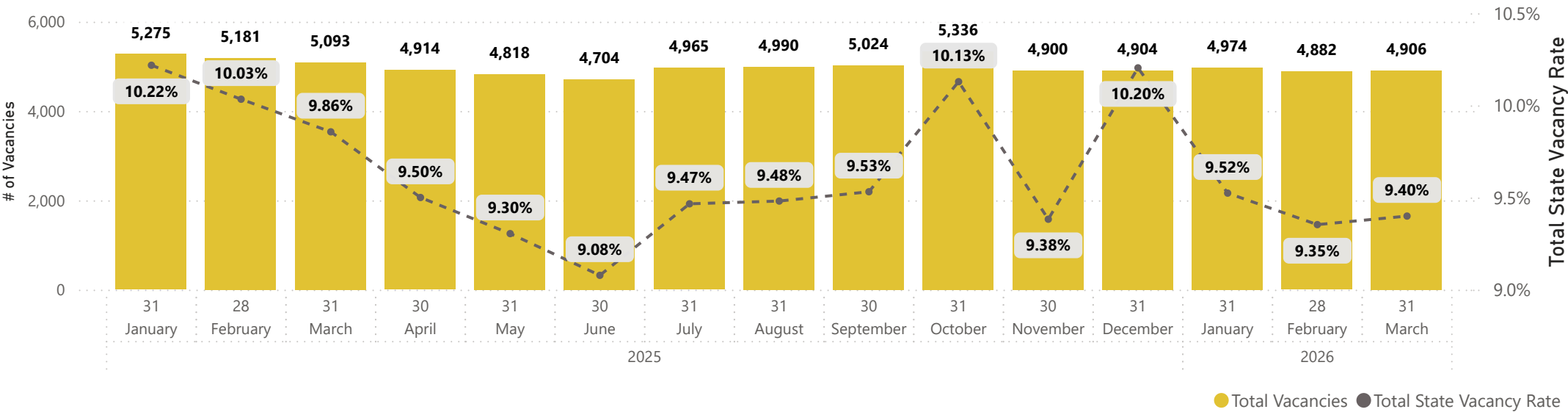
Average Time to Fill (Days)
(SPMS Only)

100

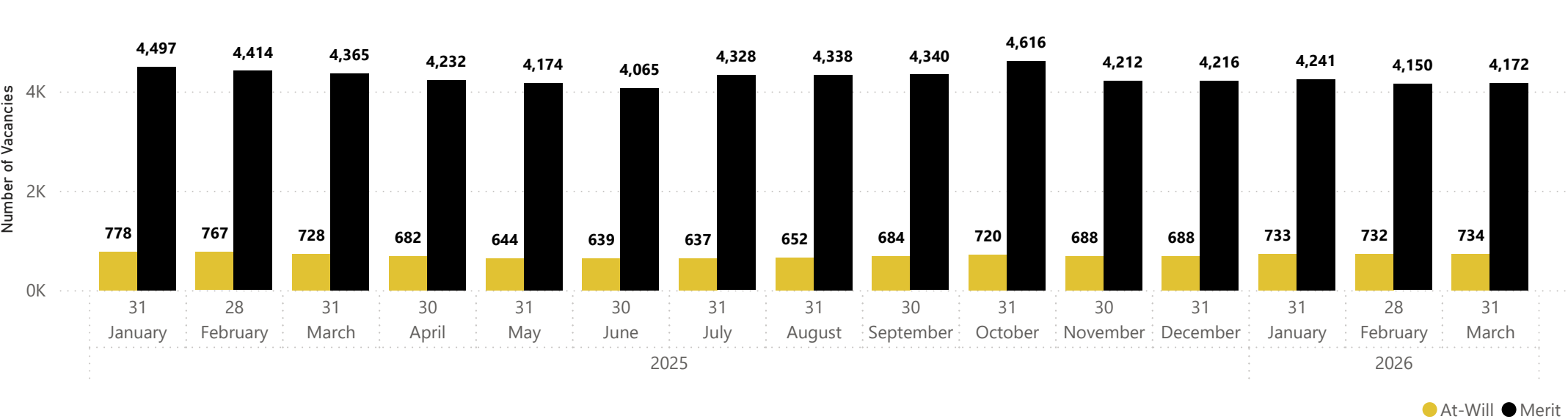
Contractual Employees Over
2 Years

1,110

Regular Vacancies/Vacancy Rate by Month



Vacancies by Type



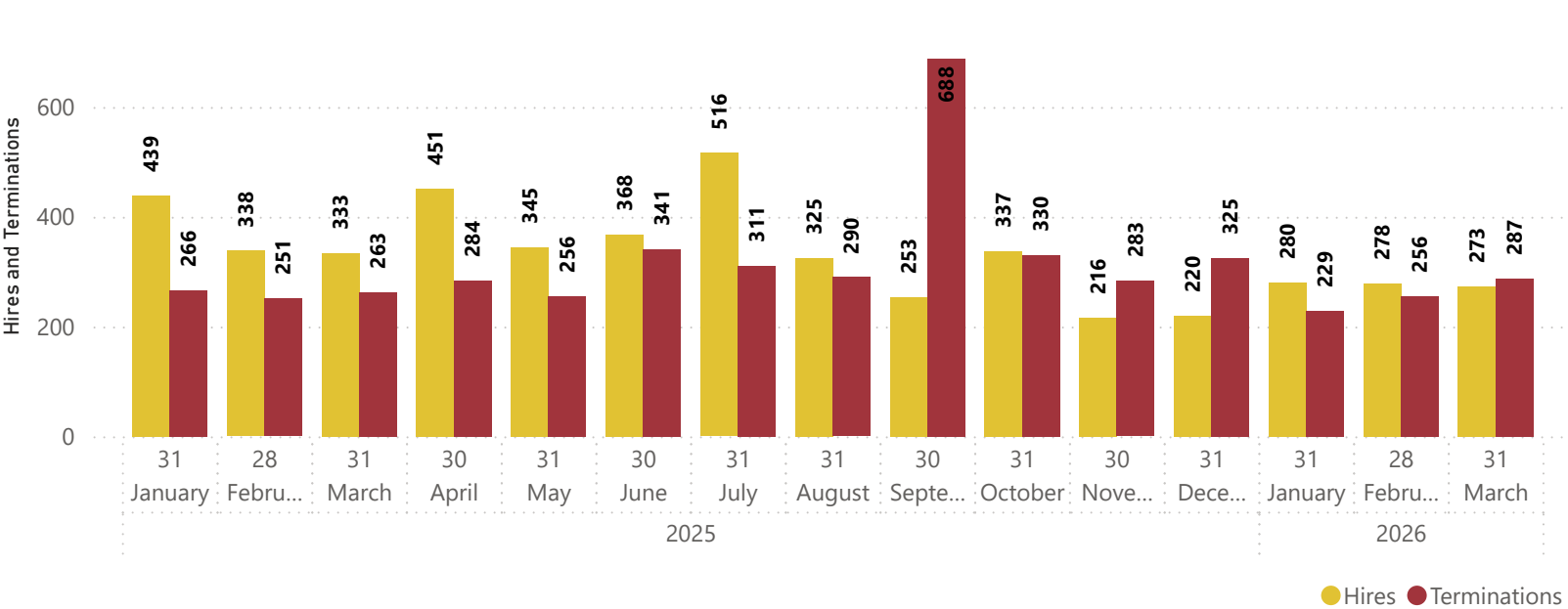


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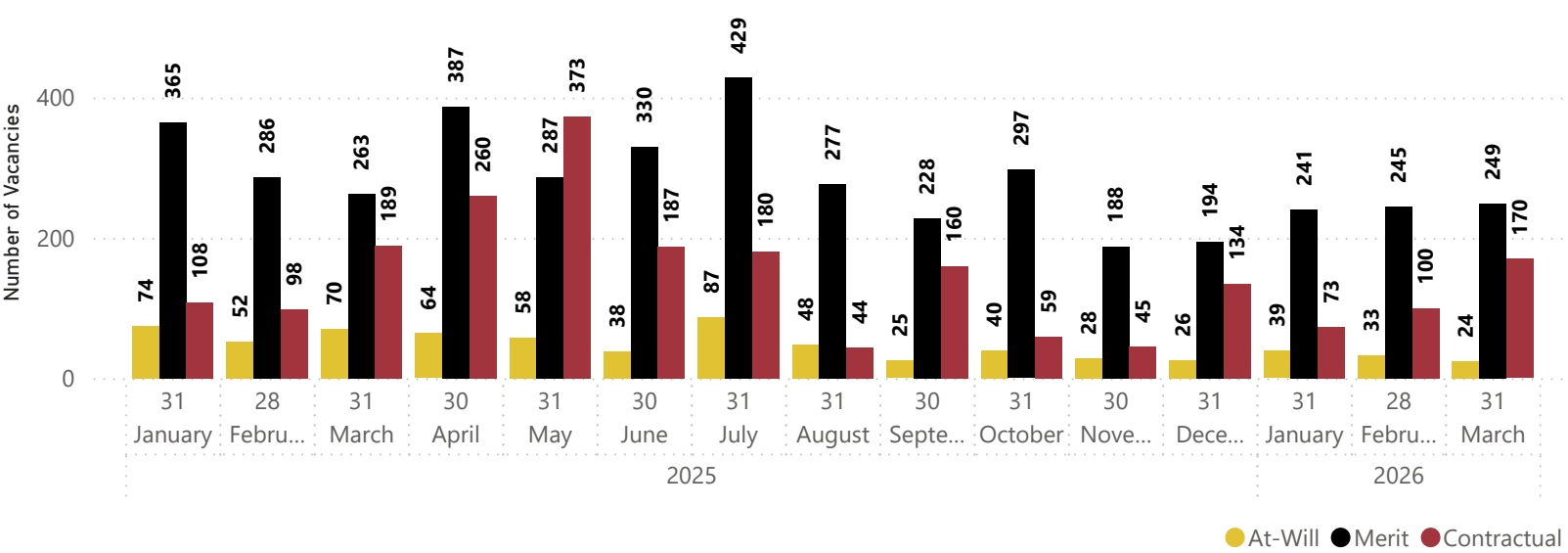
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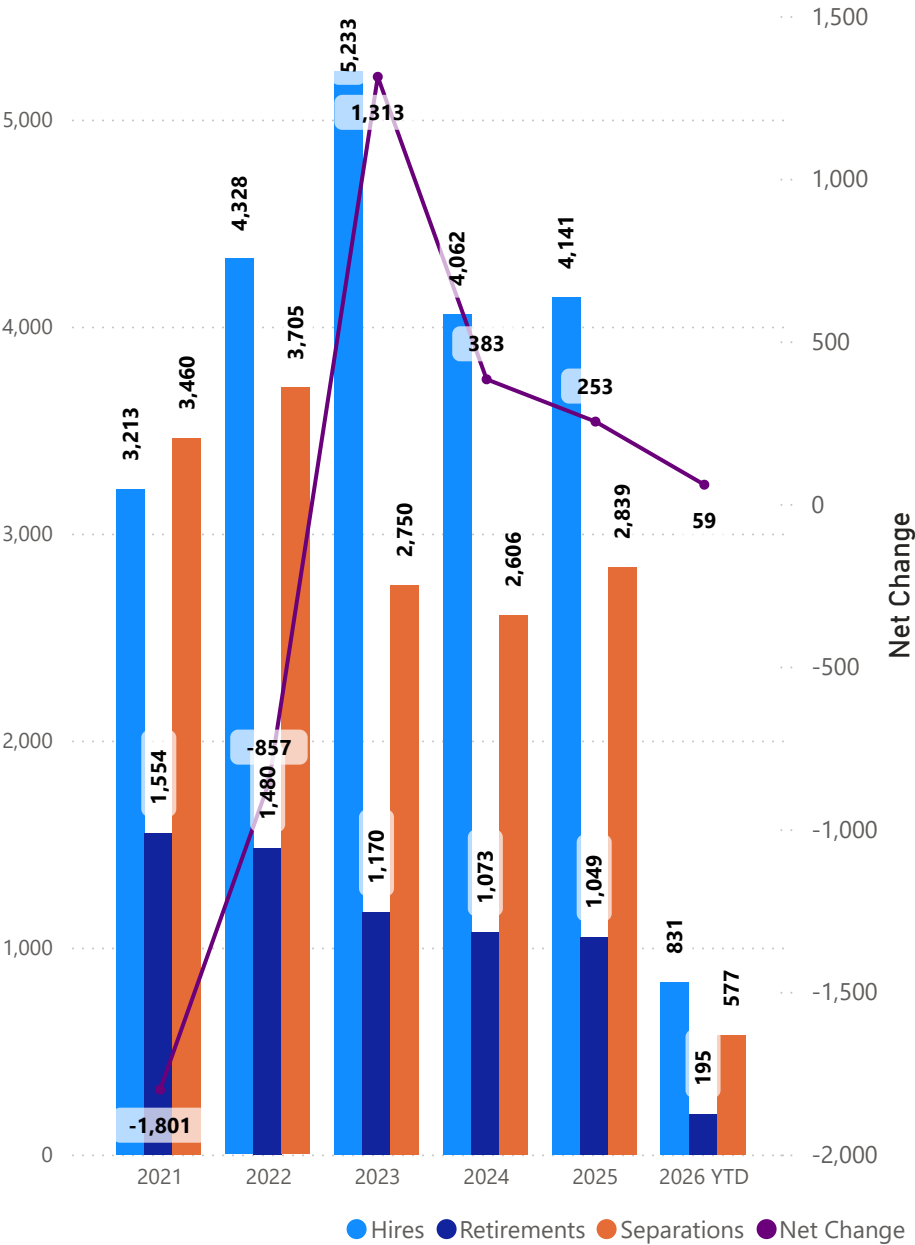
Hires and Terminations by Year, Month and Day



Hires by Type



Hires and Terminations by Year, Month and Day



Agency Vacancy Analysis

Time Period: March 1, 2026 - March 31, 2026

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	3	0	1	-1	2	1	18.75%	73.33%
Alcohol and Tobacco Commission CC	60	0	0	0	0	0	0	0.00%	7.89%
Board of Public Works CC	11	0	0	0	0	0	0	0.00%	0.00%
Commission on Civil Rights CC	50	7	0	0	0	1	6	14.00%	0.00%
Comptroller of Maryland CC	1,353	89	9	5	4	12	77	6.58%	10.03%
Department of Aging CC	54	10	0	0	0	1	9	18.52%	30.00%
Department of Budget and Management CC	331	22	1	1	0	14	8	6.65%	9.91%
Department of Commerce CC	213	19	1	1	0	14	5	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	74	2	3	-1	20	54	10.08%	12.13%
Department of Housing and Community Development CC	447	25	0	6	-6	17	8	5.59%	11.38%
Department of Human Services CC									
Department of Information Technology CC	265	39	0	1	-1	25	14	14.72%	8.65%
Department of Juvenile Services CC	2,138	218	27	18	9	27	191	10.20%	16.17%
Department of Natural Resources CC	1,521	174	1	5	-4	8	166	11.44%	11.51%
Department of Public Safety and Correctional Services CC	9,201	793	46	61		64	729		15.86%
Department of Service and Civic Innovation CC	56	10	1	0	1	7	3	17.86%	92.86%
Department of Social and Economic Mobility CC	70	16	0	1	-1	10	6	22.86%	0.00%
Department of Veteran's Affairs CC	125	11	0	1	-1	3	8	8.80%	13.45%

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	118	9	0	0	0	8	1	7.63%	43.75%
Governor's Office of Children CC	25	4	2	0	2	4	0	16.00%	20.00%
Governor's Office of Crime Prevention, Youth and Victim Services CC	105	8	0	1	-1	8	0	7.62%	16.36%
Maryland Cannabis Administration CC	102	6	0	0	0	2	4	5.88%	0.00%
Maryland Commission on African American History and Culture CC	11	1	0	0	0	1	0	9.09%	16.67%
Maryland Department of Agriculture CC	431	48	0	2	-2	5	43	11.14%	14.11%
Maryland Department of Emergency Management CC	107	16	0	1	-1	4	12	14.95%	16.44%
Maryland Department of Health CC	7,341	956	35	33	2	89	867	13.02%	
Maryland Department of Labor CC	1,731	236	13	14	-1	41	195	13.63%	13.06%
Maryland Department of Planning CC	142	12	1	1	0	3	9	8.45%	11.02%
Maryland Department of the Environment CC	985	97	3	5	-2	11	86	9.85%	10.87%
Maryland Department of Transportation									
Maryland Energy Administration CC	54	2	1	1	0	2	0		
Maryland Health Benefits Exchange CC	79	1	1	1	0	0	1		
Maryland Higher Education Commission CC	88	13	1	2	-1	2	11	14.77%	18.84%
Maryland Insurance Administration CC	274		4		4	6	2	2.92%	11.28%
Maryland Prescription Drug Affordability Board CC	5	0	0	0	0	0	0	0.00%	20.00%
Maryland Public Television CC	151	9	0	2	-2	8	1	5.96%	4.83%

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Select Department

All

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Maryland School for the Deaf CC	376	31	0	2	-2	1	30	8.24%	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	303	5	10	-5	21	282	11.77%	13.82%
Maryland State Retirement and Pension Systems CC	244	25	2	2	0	15	10	10.25%	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		1		
MD Institute for Emergency Medical Services Systems CC	101	12	1	0	1	1	11	11.88%	14.74%
MD Longit.Data Sys Ctr	15	1	0	0	0		1		
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									
MD Thoroughbred Racetrack Operating Authority CC	1	1	0	0	0	0	1		
Military Department Operations and Maintenance CC	223	86	0	2	-2	4	82		
MSDE-Interagency Comm on Sch Constr	44	6	0	1	-1	1	5	13.64%	0.00%
Office of Administrative Hearings CC	114		0		-1	5	0	4.39%	6.78%
Office of the Attorney General CC	404	22	7	2	5	11	11	5.45%	13.29%
Office of the Correctional Ombudsman CC	13	3	0	0	0	3	0	23.08%	0.00%

Department	Agency Pins	Vacancies	Regular Hires	Terminations and Retirements	Net Change	At-Will Vacancies	Merit Vacancies	Current Vacancy Rate	Baseline Vacancy Rate
▼									
Worker's Compensation Commission CC	110	10	1	1	0	1	9	9.09%	14.66%
West North Avenue Development Authority CC	15	6	0	0	0	5	1	40.00%	0.00%
Uninsured Employer's Fund CC	16	4	0	0	0	3	1	25.00%	12.50%
Subsequent Injury Fund CC	20	2	0	0	0	1	1	10.00%	10.00%
State Lottery Agency CC	355	20	3	2	1	1	19	5.63%	15.62%
State Department of Assessments and Taxation CC	570	35	2	2	0	2	33	6.14%	9.28%
State Board of Elections CC	289	23	5	1	4	3	20	7.96%	14.72%
State Archives CC	64	2	0	0	0	0	2	3.13%	12.90%
Secretary of State CC	29	0	0	0	0	0	0	0.00%	0.00%
Public Service Commission CC	175	18	5	1	4	3	15	10.29%	9.93%
Property Tax Assessment Appeals Boards CC	114	22	0	0	0	22	0	19.30%	24.56%
Office of the Treasurer CC	96	9	0	0	0	6	3	9.38%	17.46%
Office of the State Prosecutor CC	18	0	0	0	0	0	0	0.00%	15.38%
Office of the Public Defender CC	1,013	106	3	5	-2	5	101	10.46%	10.06%
Office of the People's Counsel CC	28	1	0	0	0	1	0	3.57%	10.53%
Office of the Deaf and Hard of Hearing CC	7	4	0	0	0	4	0	57.14%	0.00%



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Regular Vacancies/Vacancy Rate by Month

Year	Total State Vacancy Rate	Total State Vacancies
☐ 2025		
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
☐ 2026		
January	9.52%	4,974
February	9.35%	4,882
March	9.40%	4,906

Vacancy By Type

Year	At-Will Vacancies	Merit Vacancies
☐ 2025		
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
☐ 2026		
January	733	4,241
February	732	4,150
March	734	4,172



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Hires and Terminations by Year & Month

Year	Hires	Terminations
☐ 2025		
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
☐ 2026		
January	280	229
February	278	256
March	273	287

Hires by Type

Year	At-Will Hires	Merit Hires	Contractual Hires
☐ 2025			
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
☐ 2026			
January	39	241	73
February	33	245	100
March	24	249	170



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Hires and Terminations by Year, Month and Day				
Year	Hires	Retirements	Non Retirement Separations	Net Change
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
2026 YTD	831	195	577	59

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]