



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: September 1, 2025 - September 30, 2025

Department

All

Agency Pins
52,711

Vacancies
5,024

Vacancy Rate
9.53%

Net Change
-435

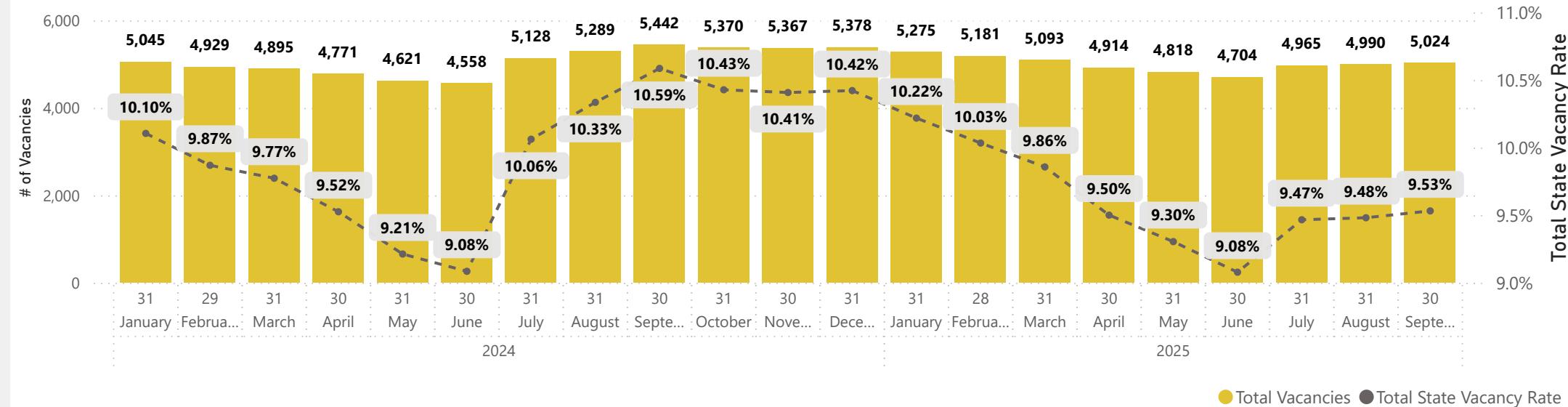
Terminations & Retirements
688

Agency Contractual
Conversions
51

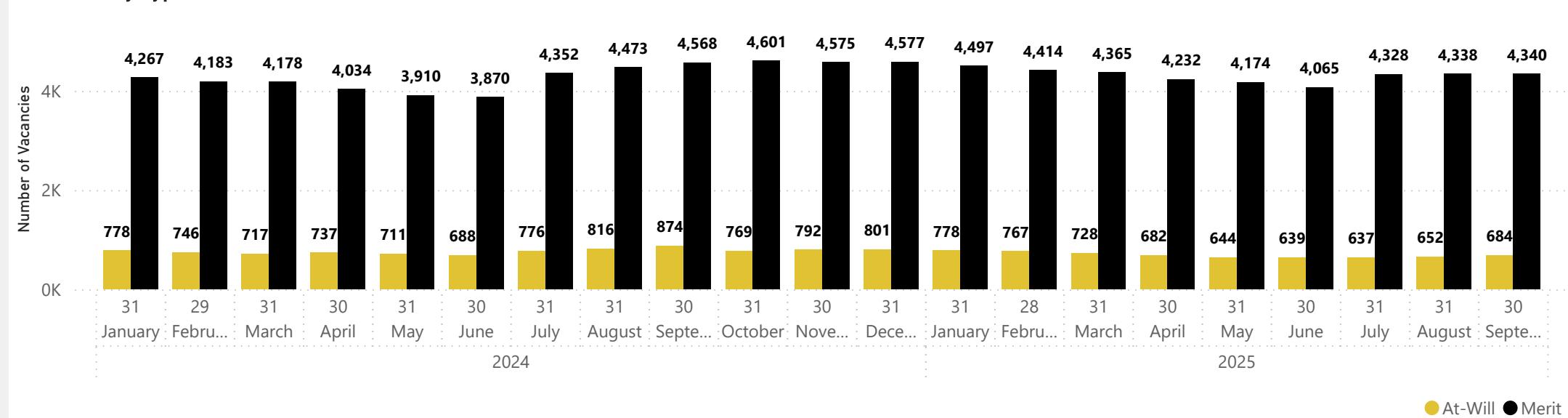
Average Time to Fill (Days)
(SPMS Only)
73

Contractual Employees Over
2 Years
1,026

Regular Vacancies/Vacancy Rate by Month



Vacancies by Type

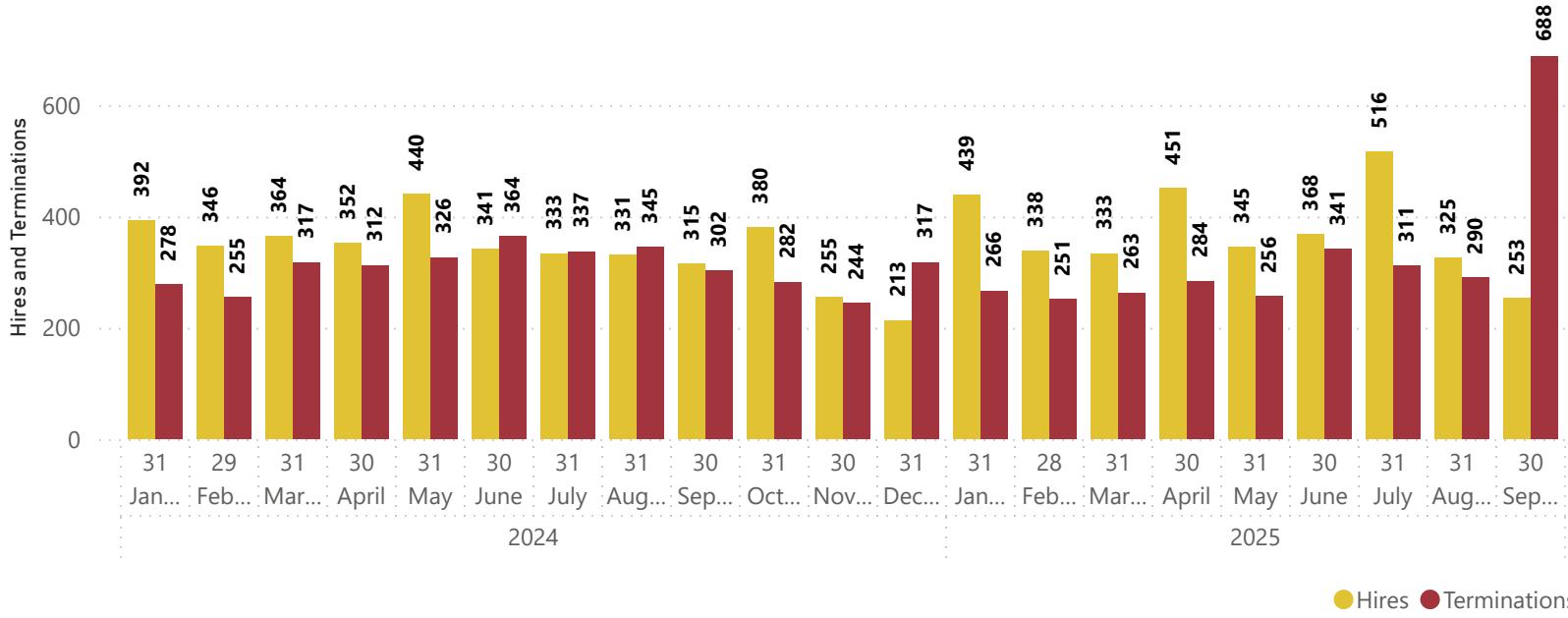


Agency Vacancy Analysis

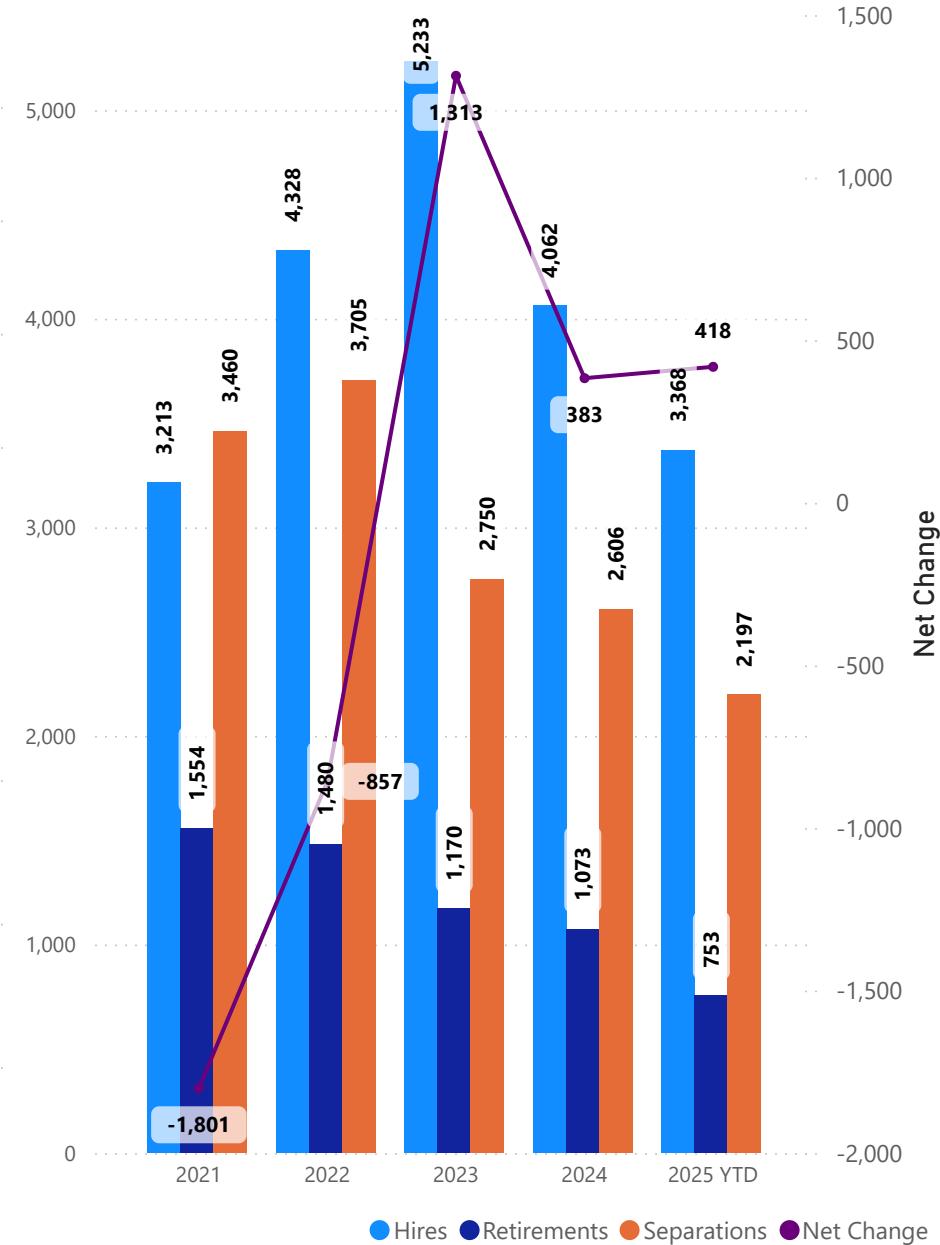
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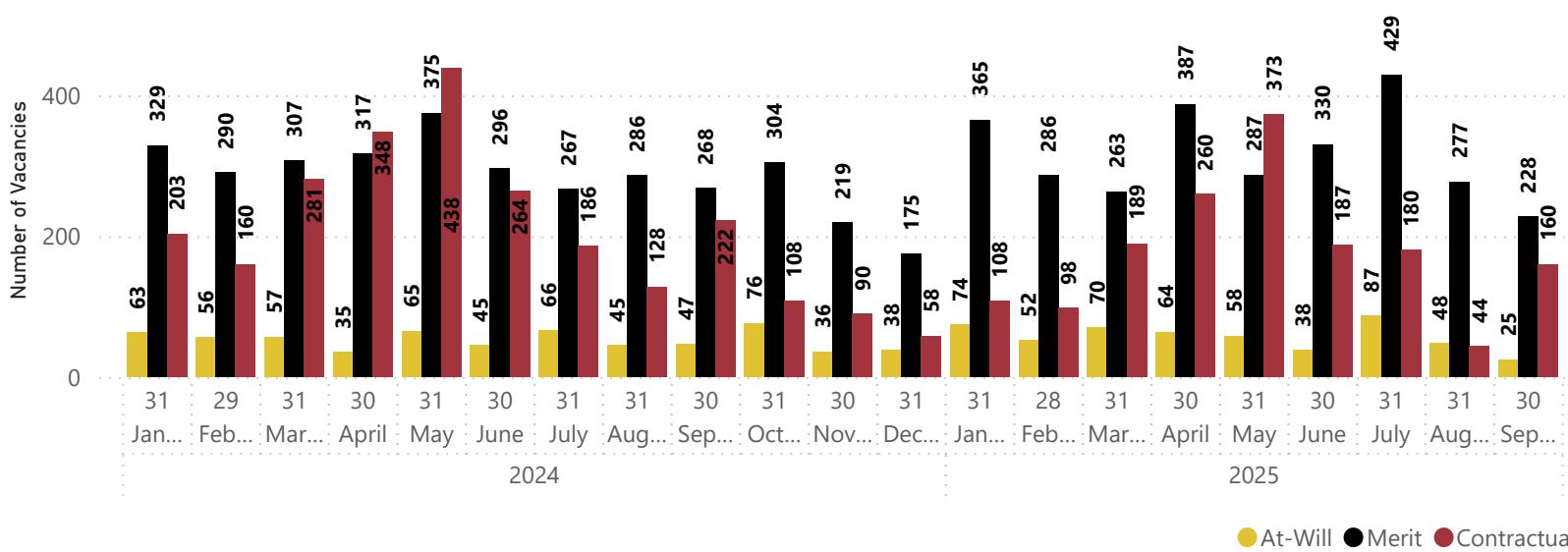
Hires and Terminations by Year, Month and Day



Hires and Terminations by Year, Month and Day



Hires by Type



● At-Will ● Merit ● Contractual

● Hires ● Retirements ● Separations ● Net Change

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Data is collected on a monthly basis and reflects most recent month values.

Net Change is 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	2	0	12.50%	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	14	1	1	0	0	14	28.00%	0.00%
Comptroller of Maryland CC	1,363	111	5	18	-13	17	94	8.14%	10.03%
Department of Aging CC	56	12	1	0	1	2	10	21.43%	30.00%
Department of Budget and Management CC	339	21	1	5	-4	14	7	6.19%	9.91%
Department of Commerce CC	216	19	1	6	-5	15	4	8.80%	10.05%
Department of Disabilities CC	40	2	1	1	0	1	1	5.00%	8.57%
Department of General Services CC	739	56	0	13	-13	14	42	7.58%	12.13%
Department of Housing and Community Development CC	444	11	0	4	-4	7	4	2.48%	11.38%
Department of Human Services CC	5,988	414	35	135	-100	47	367	6.91%	15.37%
Department of Information Technology CC	265	39	2	2	0	22	17	14.72%	8.65%
Department of Juvenile Services CC	2,149	247	20	41	-21	21	226	11.49%	16.17%
Department of Natural Resources CC	1,554	174	0	35	-35	8	166	11.20%	11.51%
Department of Public Safety and Correctional Services CC	9,236	831	83	90	-7	39	792	9.00%	15.86%
Department of Service and Civic Innovation CC	56	5	2	1	1	2	3	8.93%	92.86%
Department of Veteran's Affairs CC	126	9	0	1	-1	1	8	7.14%	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	122	12	3	0	3	12	0	9.84%	43.75%
Governor's Office of Children CC	27	11	0	0	0	11	0	40.74%	20.00%
Governor's Office of Crime Prevention, Youth and Victim Services CC	105	10	0	0	0	10	0	9.52%	16.36%
Maryland Cannabis Administration CC	111	9	1	1	0	5	4	8.11%	0.00%
Maryland Commission on African American History and Culture CC	11	0	0	0	0	0	0	0.00%	16.67%
Maryland Department of Agriculture CC	440	32	0	10	-10	3	29	7.27%	14.11%
Maryland Department of Emergency Management CC	107	16	0	3	-3	3	13	14.95%	16.44%
Maryland Department of Health CC	7,424	972	33	88	-55	89	883	13.09%	13.51%
Maryland Department of Labor CC	1,749	314	2	28	-26	40	274	17.95%	13.06%
Maryland Department of Planning CC	149	15	1	2	-1	1	14	10.07%	11.02%
Maryland Department of the Environment CC	1,014	102	1	24	-23	9	93	10.06%	10.87%
Maryland Department of Transportation	9,387	657	34	57	-23	98	371	7.00%	9.86%
Maryland Energy Administration CC	55	6	0	1	-1	6	0	10.91%	9.68%
Maryland Health Benefits Exchange CC	79	4	0	0	0	0	4	5.06%	4.48%
Maryland Higher Education Commission CC	89	8	0	1	-1	0	8	8.99%	18.84%
Maryland Insurance Administration CC	279	15	0	8	-8	12	3	5.38%	11.28%
Maryland Prescription Drug Affordability Board CC	5	2	0	0	0	0	2	40.00%	20.00%
Maryland Public Television CC	151	10	0	0	0	8	2	6.62%	4.83%

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Select Department

All

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Maryland School for the Deaf CC	376	26	1	1	0	2	24	6.91%	7.65%
Maryland State Board of Contract Appeals CC	11	2	0	0	0	0	2	18.18%	12.50%
Maryland State Library CC	33	0	0	2	-2	0	0	0.00%	6.45%
Maryland State Police and Office of the State Fire Marshal CC	2,577	259	3	15	-12	14	245	10.05%	13.82%
Maryland State Retirement and Pension Systems CC	246	32	3	7	-4	19	13	13.01%	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	102	10	0	1	-1	1	9	9.80%	14.74%
MD Longit.Data Sys Ctr	16	1	0	0	0	0	1	6.25%	0.00%
MD Office of Inspector General for Education CC	16	2	0	0	0	2	0	12.50%	0.00%
MD State Department of Education CC	1,398	108	2	18	-16	19	89	7.73%	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	240	60	1	13	-12	6	54	25.00%	22.03%
MSDE-Interagency Comm on Sch Constr	44	4	0	0	0	1	3	9.09%	0.00%
Office of Administrative Hearings CC	117	4	0	4	-4	2	2	3.42%	6.78%
Office of the Attorney General CC	402	26	0	3	-3	13	13	6.47%	13.29%
Office of the Correctional Ombudsman CC	12	4	1	1	0	4	0	33.33%	0.00%

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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 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	0	0	0	0	0	0	0.00%	10.53%
Office of the Public Defender CC	1,034	103	8	20	-12	3	100	9.96%	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	7	1	0	1	5	2	7.29%	17.46%
Property Tax Assessment Appeals Boards CC	114	22	0	0	0	22	0	19.30%	24.56%
Public Service Commission CC	175	27	2	0	2	4	23	15.43%	9.93%
Secretary of State CC	29	1	0	0	0	1	0	3.45%	0.00%
State Archives CC	64	4	0	0	0	0	4	6.25%	12.90%
State Board of Elections CC	288	24	2	2	0	0	24	8.33%	14.72%
State Department of Assessments and Taxation CC	577	33	0	12	-12	6	27	5.72%	9.28%
State Lottery Agency CC	367	28	0	5	-5	3	25	7.63%	15.62%
Subsequent Injury Fund CC	21	1	0	0	0	1	0	4.76%	10.00%
Uninsured Employer's Fund CC	16	2	0	1	-1	2	0	12.50%	12.50%
West North Avenue Development Authority CC	15	6	0	1	-1	5	1	40.00%	0.00%
Worker's Compensation Commission CC	116	11	1	6	-5	3	8	9.48%	14.66%



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Regular Vacancies/Vacancy Rate by Month

Year	Total State Vacancy Rate	Total State Vacancies
2024		
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
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

Vacancy By Type

Year	At-Will Vacancies	Merit Vacancies
2024		
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
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



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Hires and Terminations by Year & Month

Year **Hires** **Terminations**

2024	
January	392
February	346
March	364
April	352
May	440
June	341
July	333
August	331
September	315
October	380
November	255
December	213
2025	
January	439
February	338
March	333
April	451
May	345
June	368
July	516
August	325
September	253
	688

Hires by Type

Year **At-Will Hires** **Merit Hires** **Contractual Hires**

2024	
January	63
February	56
March	57
April	35
May	65
June	45
July	66
August	45
September	47
October	76
November	36
December	38
2025	
January	74
February	52
March	70
April	64
May	58
June	38
July	87
August	48
September	25
	228
	160



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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 YTD	3,368	753	2,197	418

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
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Terminations and Retirements (Termination # includes Retirements)

- SPMS/MDOT Combined
- State Regular Positions Only
- All Termination events
- 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
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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 report date
- Excludes all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Excludes 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
- 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
- Excludes from 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
- 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
- Excludes 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
- Excludes all Local, non-budgeted state regular positions for MDH (320602049 cc)
- Excludes Patient workers (8999), Senior Citizen Aides (5539), MSP
- Excludes Mil – Active Duty Sup Org
- Excludes from 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]