



LARRY HOGAN  
*Governor*

BOYD K. RUTHERFORD  
*Lieutenant Governor*

DAVID R. BRINKLEY  
*Secretary*

MARC L. NICOLE  
*Deputy Secretary*

January 1, 2023

The Honorable Larry Hogan  
Governor  
Executive Department  
State House  
Annapolis, MD 21401

The Honorable Bill Ferguson.  
President of the Senate  
H-107 State House  
Annapolis, MD 21401-1991

The Honorable Adrienne A. Jones  
Speaker of the House  
H-101 State House  
Annapolis, MD 21401-1991

Dear Governor Hogan, President Ferguson and Speaker Jones:

Section 4-302 (b) of the State Personnel and Pensions Article, requires the Secretary of Budget and Management (DBM) to report to the Governor and the General Assembly on or before January 1 of each year regarding personnel activity for the previous fiscal year. The enclosed Annual Personnel Report, which was prepared by the DBM Office of Personnel Services and Benefits, is submitted in compliance with that statutory requirement.

If there are any questions regarding the information provided in this report, please do not hesitate to contact me or Cynthia A. Kollner, Executive Director of the Office of Personnel Services and Benefits, at 410-767-4716.

Sincerely,

A handwritten signature in black ink that reads "David R. Brinkley".

David R. Brinkley  
Secretary

Enclosure

cc: Cindy Kollner, Executive Director, Office of Personnel Services and Benefits, DBM  
Barbara Wilkins, Director of Government Relations, DBM

**Highlights About State Employees  
As of June 30, 2022**

	<b>SPMS</b>	<b>MDOT</b>
<b>State Government at a Glance</b>		
FTEs <sup>1</sup> Included in Collective Bargaining Units	23,412.64	3,176.00
FTEs Excluded from Collective Bargaining Units	13,223.15	2,470.50
<b>Total</b>	<b><u>36,635.79</u></b>	<b><u>5,646.50</u></b>
 <b>Percentage of Employees working in . . .</b>		
Anne Arundel County	8.6%	37.4%
Baltimore City	34.5%	27.6%
Baltimore Metro Area <sup>2</sup>	22.6%	9.0%
Eastern Shore Area	11.5%	6.8%
Southern Maryland Area	2.8%	2.7%
Washington Metro Area	5.5%	8.6%
Western Maryland Area	14.0%	7.8%
 <b>Employees<sup>3</sup> Employed on a . . .</b>		
Full-Time Basis	36,356	5,632
Part-Time Basis	578	29
<b>Total</b>	<b><u>36,934</u></b>	<b><u>5,661</u></b>
 <b>The Average Employee Age is . . .</b>	 <b>48</b>	 <b>48</b>
 <b>The Average Employee Length of Service in years is . . .</b>	 <b>13</b>	 <b>12</b>
 <b>The Average Employee Earns . . .</b>	 <b>\$66,245</b>	 <b>\$65,332</b>

<sup>1</sup>The full-time equivalents (FTE) counts do not include vacant positions.

<sup>2</sup>The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.

<sup>3</sup>The employee count is actual employees, not FTEs.

**Highlights About State Employees  
As of June 30, 2022**

	NON- SPMS	MDOT MDTA	MDOT MTA UNION
<b>State Government at a Glance</b>			
FTEs <sup>1</sup> Included in Collective Bargaining Units	532	882.00	2,455.00
FTEs Excluded from Collective Bargaining Units	2,573.00	480.00	0.00
<b>Total</b>	<b><u>3,105.00</u></b>	<b><u>1,362.00</u></b>	<b><u>2,455.00</u></b>
<b>Percentage of Employees working in . . .</b>			
Anne Arundel County	10.7%	14.4%	0.0%
Baltimore City	62.7%	40.9%	100.0%
Baltimore Metro Area <sup>2</sup>	4.9%	28.6%	0.0%
Eastern Shore Area	3.7%	8.1%	0.0%
Southern Maryland Area	11.3%	3.3%	0.0%
Washington Metro Area	4.1%	4.7%	0.0%
Western Maryland Area	1.9%	0.1%	0.0%
<b>Employees<sup>3</sup> Employed on a . . .</b>			
Full-Time Basis	3,077	1,361	2,447
Part-Time Basis	36	2	16
<b>Total</b>	<b><u>3,113</u></b>	<b><u>1,363</u></b>	<b><u>2,463</u></b>
<b>The Average Employee Age is . . .</b>	<b>49</b>	<b>46</b>	<b>48</b>
<b>The Average Employee Length of Service in years is . . .</b>	<b>9</b>	<b>13</b>	<b>13</b>
<b>The Average Employee Earns . . .</b>	<b>\$69,701</b>	<b>\$71,104</b>	<b>\$64,821</b>

<sup>1</sup>The full-time equivalent (FTE) counts do not include vacant positions.

<sup>2</sup>The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.

<sup>3</sup>The employee count is actual employees, not FTEs.

**Summary of State Positions  
As of June 30, 2022**

**PERMANENT FTEs BY STATUS**

	SPMS	MDOT
<b>FTEs Included in Bargaining</b>	<b>23,412.64</b>	<b>3,176.00</b>
<b>FTEs Excluded from Bargaining</b>	<b>13,223.15</b>	<b>2,470.50</b>
<i>Agency Excluded by Statute</i>	6,100.89	233.00
<i>Confidential</i>	325.35	307.00
<i>Managerial</i>	3,646.25	828.00
<i>Supervisory</i>	3,104.02	1,098.00
<i>Student</i>	0.00	0.00
<i>Agency Head</i>	21.00	1.00
<i>Board or Commission Member</i>	25.64	3.50
<b>TOTAL</b>	<b>36,635.79</b>	<b>5,646.50</b>

**FULL-TIME VERSES PART-TIME EMPLOYMENT**

<b>Full-Time</b>		
Filled positions	36,356	5,632
Vacant positions	6,480	768
<b>Total Full-Time Positions</b>	<b>42,836</b>	<b>6,400</b>
<b>Part-Time <sup>1</sup></b>		
Filled positions	578	29
Vacant positions	225	6
<b>Total Part-Time Positions</b>	<b>803</b>	<b>35</b>
Total Number of Filled Positions	36,934	5,661
Total Number of Vacant Positions	6,705	774
<b>TOTAL NUMBER OF POSITIONS</b>	<b>43,639</b>	<b>6,435</b>

**CONTRACTUAL EMPLOYMENT <sup>2</sup>**

<b>Total Number of Contracts</b>	<b>4,524</b>	<b>49</b>
<b>Total Number of FTE Contractual Positions</b>	<b>4,050.77</b>	<b>37.50</b>

\*Chart reflects actual employment and not total budgeted FTE employment.

<sup>1</sup>Part-time reflects any position employed less than 100%.

<sup>2</sup>SPMS Contractual data was obtained from the SPS.

**Summary of State Positions  
As of June 30, 2022**

**PERMANENT FTEs BY STATUS**

	NON - SPMS	MDOT MDTA	MDOT MTA UNION
<b>FTEs Included in Bargaining</b>	<b>532.00</b>	<b>882.00</b>	<b>2,455.00</b>
<b>FTEs Excluded from Bargaining<sup>3</sup></b>	<b>2,573.00</b>	<b>480.00</b>	<b>0.00</b>
<i>Agency Excluded by Statute</i>	<i>0.00</i>	<i>192.00</i>	<i>0.00</i>
<i>Confidential</i>	<i>0.00</i>	<i>30.00</i>	<i>0.00</i>
<i>Managerial</i>	<i>0.00</i>	<i>90.00</i>	<i>0.00</i>
<i>Supervisory</i>	<i>0.00</i>	<i>168.00</i>	<i>0.00</i>
<i>Student</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
<i>Agency Head</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
<i>Board or Commission Member</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
<b>TOTAL</b>	<b>3,105.00</b>	<b>1,362.00</b>	<b>2,455.00</b>

**FULL-TIME VERSES PART-TIME EMPLOYMENT**

**Full-Time**

Filled positions	3,077	1,361	2,447
Vacant positions	372	335	193
<b>Total Full-Time Positions</b>	<b>3,449</b>	<b>1,696</b>	<b>2,640</b>

**Part-Time<sup>1</sup>**

Filled positions	36	2	16
Vacant positions	3	0	3
<b>Total Part-Time Positions</b>	<b>39</b>	<b>2</b>	<b>19</b>

Total Number of Filled Positions	3,113	1,363	2,463
Total Number of Vacant Positions	375	335	196
<b>TOTAL NUMBER OF POSITIONS</b>	<b>3,488</b>	<b>1,698</b>	<b>2,659</b>

**CONTRACTUAL EMPLOYMENT<sup>2</sup>**

<b>Total Number of Contracts</b>	<b>2,047</b>	<b>11</b>	<b>0</b>
<b>Total Number of FTE Contractual Positions</b>	<b>389.00</b>	<b>5.00</b>	<b>0.00</b>

\*Chart reflects actual employment and not total budgeted FTE employment.

<sup>1</sup>Part-time reflects any position employed less than 100%.

<sup>2</sup>Contractual data submitted by each Independent Agency.

**History of Contractual Employees Converted to Regular Positions  
Personnel Management System and Maryland  
Department of Transportation Employees  
FY '19 - FY '22**

Agency	FY19 FTE's	FY20 FTE's	FY21 FTE's	FY22 FTE's
Aging	0	0	0	0
Agriculture	2	3	0	2
Archives	1	0	0	0
Assessments and Taxation	0	1	2	0
Attorney General	2	0	0	3
Budget and Management	4	3	0	6
Commerce	1	0	0	1
Comptroller	2	25	1	0
Disabilities	0	0	0	1
Education (MSDE)	17	7	5	7
Elections	1	1	0	3
Environment	1	6	8	5
General Services	0	0	4	1
Health, MD Dept.	167	189	168	167
Housing and Community Development	14	15	8	3
Human Services	10	9	3	24
Information and Technology	0	0	0	0
Juvenile Services	145	81	6	12
Labor, MD Dept.	12	4	39	41
Lottery	1	1	1	0
MD Emergency Management	0	0	0	1
MD Health Benefits Exchange	1	0	0	0
MD Insurance Administration	4	2	0	4
MD School for the Deaf	13	19	4	9
MD State Library	0	1	0	0
Military Department	1	4	1	0
Natural Resources	18	12	3	19
Planning	1	2	0	2
Public Defender	16	6	4	2
Public Safety and Correctional Services	1	8	1	1
Public Television	2	2	1	0
State Police	2	4	5	19
Transportation	21	24	2	10
Veterans Affairs	0	0	0	0
<b>Total</b>	<b>460</b>	<b>429</b>	<b>266</b>	<b>343</b>

**History of Contractual Employees Converted to Regular  
Positions for Executive Branch Independent Agencies  
FY '19 - FY '22**

Agency	FY19 FTE's	FY20 FTE's	FY21 FTE's	FY22 FTE's
African American Museum Corporation	0	0	0	1
Baltimore City Community College	14	3	0	2
Canal Place Preservation & Dev Auth	0	0	0	0
Environmental Services	0	0	0	0
Food Center Authority	0	0	0	1
Historic St. Mary's City Commission	0	0	0	0
MDOT MDTA	10	7	2	3
MDOT MTA Union	0	0	0	0
Morgan State University	43	64	17	130
Stadium Authority	4	1	6	2
St. Mary's College of Maryland	0	0	0	0
<b>Total</b>	<b>71</b>	<b>75</b>	<b>25</b>	<b>139</b>

**Distribution of Full-Time Equivalent Positions  
for State Personnel Management System  
and Maryland Department of Transportation  
As of June 30, 2022**

Agency	Regular Filled FTE's	Regular Vacant FTE's
Accountability and Implementation Board	2.00	12.00
Administrative Hearings	103.20	11.00
Aging	28.00	7.00
Agriculture	335.30	68.00
Alcohol and Tobacco Commission	26.00	3.00
Archives	56.00	4.00
Assessments and Taxation	499.00	67.00
Attorney General	669.80	57.00
Budget and Management	268.60	29.00
Civil Rights Commission	28.00	4.00
Commerce	161.80	16.00
Comptroller	960.78	112.00
Disabilities	29.00	0.00
Education (MSDE)	972.00	248.00
Elections	223.80	46.00
Environment	761.50	87.00
Executive Department	289.60	41.00
General Services	586.50	60.00
Health, MD Dept.	7,830.66	2,113.00
Higher Education Commission	51.00	10.00
Housing and Community Development	294.90	24.00
Human Services	5,006.10	879.00
Information and Technology	165.60	17.00
Juvenile Services	1,860.95	296.00
Labor, MD Dept.	1,247.63	224.00
Lottery	299.50	57.00
MD Emergency Management	58.00	14.00
MD Health Benefits Exchange	57.00	6.00
MD Institute for Emergency Medical Svcs Sys	79.00	13.00
MD Insurance Administration	215.34	26.00
MD 529	10.00	15.00
MD School for the Deaf	295.50	41.00
MD State Library	30.00	0.00
Military Department	204.50	23.00
Natural Resources	1,215.10	122.00
People's Counsel	14.00	4.00
Planning	108.00	15.00
Property Tax Assessment Appeals Board	9.64	23.00
Public Defender	796.50	86.00
Public Safety and Correctional Services	7,807.50	1,383.00
Public Service Commission	128.00	9.00
Public Television	128.00	15.00
State Police	2,249.50	347.00
State Prosecutor	12.00	0.00
State Retirement Agency	184.00	25.00
Subsequent Injury Fund	9.40	2.00
Supplemental Retirement Plans	12.00	0.00
Tax Court	6.00	2.00
Transportation	5,646.50	769.50
Treasurer	43.00	12.00
Uninsured Employer's Fund	4.60	3.00
Veterans Affairs	106.00	10.00
Worker's Compensation Commission	96.00	17.00
<b>Total</b>	<b>42,282.29</b>	<b>7,474.50</b>



**Distribution of Full-Time Equivalent Positions  
for Executive Branch Independent Agencies  
As of June 30, 2022**

Agency	Regular Filled FTE's	Regular Vacant FTE's
African American Museum Corporation	18.00	2.00
Baltimore City Community College	296.00	137.00
Canal Place Preservation & Dev Authority	3.00	0.00
Environmental Services	747.00	73.00
Food Center Authority	21.00	2.00
Historic St. Mary's City Commission	30.00	1.00
MDOT MDTA	1,362.00	335.00
MDOT MTA Union	2,455.00	194.50
Morgan State University	1,514.00	83.00
Stadium Authority	125.00	0.00
St. Mary's College of Maryland	351.00	74.00
<b>Total</b>	<b>6,922.00</b>	<b>901.50</b>

**Full-Time Equivalent Positions Included and Excluded  
from Collective Bargaining for State Personnel  
Management System and Maryland  
Department of Transportation  
As of June 30, 2022**

Agency	Number of Included FTE's	Number of Excluded FTE's
Accountability and Implementation Board	0.00	2.00
Administrative Hearings	0.00	103.20
Aging	16.00	12.00
Agriculture	240.00	95.30
Alcohol and Tobacco Commission	15.00	11.00
Archives	1.00	55.00
Assessments and Taxation	315.00	184.00
Attorney General	1.00	668.80
Budget and Management	27.00	241.60
Civil Rights Commission	0.00	28.00
Commerce	32.80	129.00
Comptroller	367.50	593.28
Disabilities	13.00	16.00
Education (MSDE)	271.00	701.00
Elections	0.00	223.80
Environment	515.50	246.00
Executive Department	1.00	288.60
General Services	394.50	192.00
Health, MD Dept.	5,534.19	2,296.48
Higher Education Commission	0.00	51.00
Housing and Community Development	173.90	121.00
Human Services	3,742.75	1,263.35
Information and Technology	85.00	80.60
Juvenile Services	1,274.00	586.95
Labor, MD Dept.	820.00	427.63
Lottery	234.50	65.00
MD 529	0.00	10.00
MD Emergency Management	1.00	57.00
MD Health Benefits Exchange	0.00	57.00
MD Institute for Emergency Medical Svcs Sys	0.00	79.00
MD Insurance Administration	28.00	187.34
MD School for the Deaf	0.00	295.50
MD State Library	0.00	30.00
Military Department	27.00	177.50
Natural Resources	779.90	435.20
People's Counsel	0.00	14.00
Planning	37.00	71.00
Property Tax Assessment Appeals Board	0.00	9.64
Public Defender	0.00	796.50
Public Safety and Correctional Services	6,468.60	1,338.90
Public Service Commission	0.00	128.00
Public Television	0.00	128.00
State Police	1,912.50	337.00
State Prosecutor	0.00	12.00
State Retirement Agency	1.00	183.00
Subsequent Injury Fund	0.00	9.40
Supplemental Retirement Plans	0.00	12.00
Tax Court	0.00	6.00
Transportation	3,176.00	2,470.50
Treasurer	0.00	43.00
Uninsured Employer's Fund	0.00	4.60
Veterans Affairs	82.00	24.00
Worker's Compensation Commission	0.00	96.00
<b>Total</b>	<b>26,587.64</b>	<b>15,694.67</b>

Note: FTEs counts do not include vacant positions and are based on percent employed.

**Full-Time Equivalent Positions Included and Excluded  
from Collective Bargaining for  
for Executive Branch Independent Agencies  
As of June 30, 2022**

Agency	Number of Included FTE's	Number of Excluded FTE's
African American Museum Corporation	0.00	18.00
Baltimore City Community College	118.00	178.00
Canal Place Preservation & Dev Authority	0.00	3.00
Environmental Services	0.00	747.00
Food Center Authority	0.00	21.00
Historic St. Mary's City Commission	0.00	30.00
MDOT MDTA	882.00	480.00
MDOT MTA Union	2,455.00	0.00
Morgan State University	330.00	1,184.00
Stadium Authority	0.00	125.00
St. Mary's College of Maryland	84.00	267.00
<b>Total</b>	<b>3,869.00</b>	<b>3,053.00</b>

Note: FTEs counts do not include vacant positions and are based on percent employed.

**Geographic Locations of State Positions  
As of June 30, 2022**

	<b>Employees<sup>1</sup></b>		<b>Vacant Positions</b>		<b>Total</b>	
	<b>SPMS</b>	<b>MDOT</b>	<b>SPMS</b>	<b>MDOT<sup>2</sup></b>	<b>SPMS</b>	<b>MDOT</b>
Allegany	1,913	204	207		2,120	204
Anne Arundel	3,187	2,115	484		3,671	2,115
Baltimore City	12,710	1,565	2,211		14,921	1,565
Baltimore County	3,045	297	506		3,551	297
Calvert	302	29	58		360	29
Caroline	164	25	44		208	25
Carroll	1,322	76	277		1,599	76
Cecil	458	58	128		586	58
Charles	290	76	40		330	76
Dorchester	433	23	72		505	23
Frederick	795	132	173		968	132
Garrett	311	41	84		395	41
Harford	628	69	92		720	69
Howard	3,347	66	530		3,877	66
Kent	150	57	48		198	57
Montgomery	593	204	117		710	204
Prince George's	1,438	283	261		1,699	283
Queen Anne's	347	33	82		429	33
Somerset	944	22	138		1,082	22
St. Mary's	447	48	217		664	48
Talbot	316	55	58		374	55
Washington County	2,154	66	399		2,553	66
Wicomico	1,051	86	233		1,284	86
Worcester	406	28	116		522	28
Wash., D.C.	0	1	0		0	1
Out Of State	19	2	2		21	2
Other <sup>2</sup>	164	0	128	774	292	774
<b>Total</b>	<b>36,934</b>	<b>5,661</b>	<b>6,705</b>	<b>774</b>	<b>43,639</b>	<b>6,435</b>

<sup>1</sup>The employee count is actual employees, not full-time equivalents.

<sup>2</sup>Positions that do not have location assignments, and for MDOT vacant positions without

**Geographic Locations of State Positions  
As of June 30, 2022**

	Employees <sup>1</sup>			Vacant Positions			Total		
	NON-SPMS	MDOT MDTA	MDOT MTA Union	NON-SPMS	MDOT <sup>2</sup> MDTA	MDOT <sup>2</sup> MTA Union	NON-SPMS	MDOT MDTA	MDOT MTA Union
Allegany	14	0	0	0			14	0	0
Anne Arundel	334	196	0	33			367	196	0
Baltimore City	1,952	557	2,463	224			2,176	557	2463
Baltimore County	64	320	0	5			69	320	0
Calvert	29	0	0	0			29	0	0
Caroline	28	0	0	1			29	0	0
Carroll	17	0	0	3			20	0	0
Cecil	2	109	0	0			2	109	0
Charles	6	45	0	0			6	45	0
Dorchester	4	0	0	0			4	0	0
Frederick	5	1	0	1			6	1	0
Garrett	11	0	0	0			11	0	0
Harford	44	70	0	0			44	70	0
Howard	29	0	0	4			33	0	0
Kent	0	0	0	0			0	0	0
Montgomery	62	61	0	8			70	61	0
Prince George's	62	3	0	11			73	3	0
Queen Anne's	2	1	0	0			2	1	0
Somerset	32	0	0	2			34	0	0
St. Mary's	316	0	0	1			317	0	0
Talbot	48	0	0	5			53	0	0
Washington County	30	0	0	2			32	0	0
Wicomico	0	0	0	0			0	0	0
Worcester	0	0	0	0			0	0	0
Wash., D.C.	5	0	0	0			5	0	0
Out Of State	17	0	0	0			17	0	0
Other <sup>2</sup>	0	0	0	75	335	196	75	335	196
<b>Total</b>	<b>3,113</b>	<b>1,363</b>	<b>2,463</b>	<b>375</b>	<b>335</b>	<b>196</b>	<b>3,488</b>	<b>1,698</b>	<b>2,659</b>

<sup>1</sup>The employee count is actual employees, not full-time equivalents.

<sup>2</sup>Only the total is listed for positions that do not have location assignments, and for MDOT vacant positions without location assignments.

**Years of Service of State Employees  
As of June 30, 2022**

Years of Service	Number of Employees (%)			
	SPMS		MDOT	
Less than 1 year	2,815	(8%)	474	(8%)
1 - 5 years	9,585	(26%)	1,647	(29%)
6 - 10 years	6,996	(19%)	1,048	(19%)
11 - 15 years	5,592	(15%)	779	(14%)
16 - 20 years	4,133	(11%)	500	(9%)
21 - 30 years	5,515	(15%)	762	(13%)
over 30 years	2,298	(6%)	451	(8%)
<b>Total</b>	<b>36,934</b>		<b>5,661</b>	

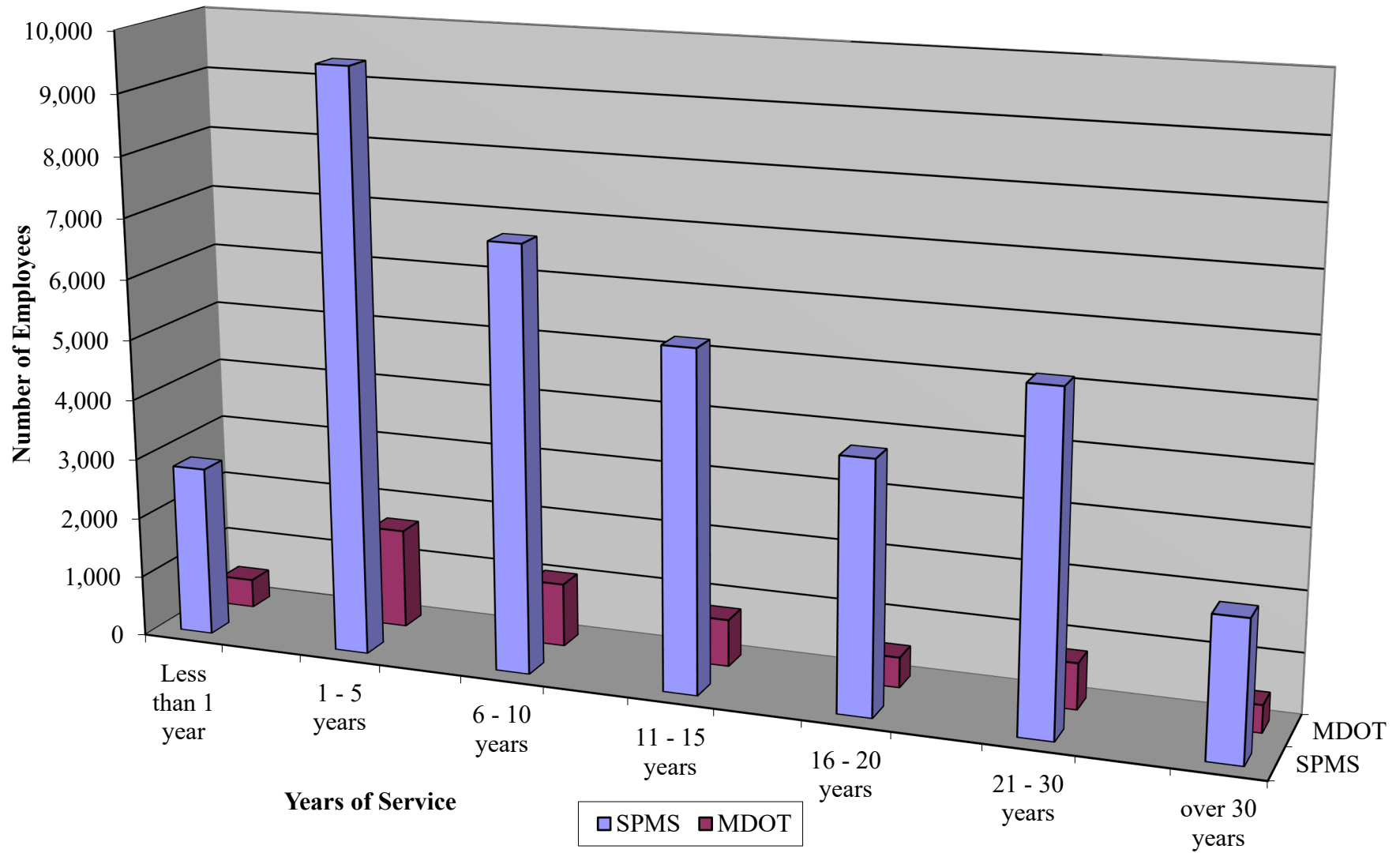
Note: Employees are actual. Percentages are rounded off to the next whole number.

**Years of Service of State Employees  
As of June 30, 2022**

Years of Service	Number of Employees (%)					
	NON-SPMS		MDOT MDTA		MDOT MTA UNION	
Less than 1 year	675	(22%)	79	(6%)	153	(6%)
1 - 5 years	771	(25%)	286	(21%)	538	(22%)
6 - 10 years	530	(17%)	275	(20%)	383	(16%)
11 - 15 years	330	(11%)	271	(20%)	497	(20%)
16 - 20 years	334	(11%)	180	(13%)	305	(12%)
21 - 30 years	346	(11%)	209	(15%)	420	(17%)
over 30 years	127	(4%)	63	(5%)	167	(7%)
<b>Total</b>	<b>3,113</b>		<b>1,363</b>		<b>2,463</b>	

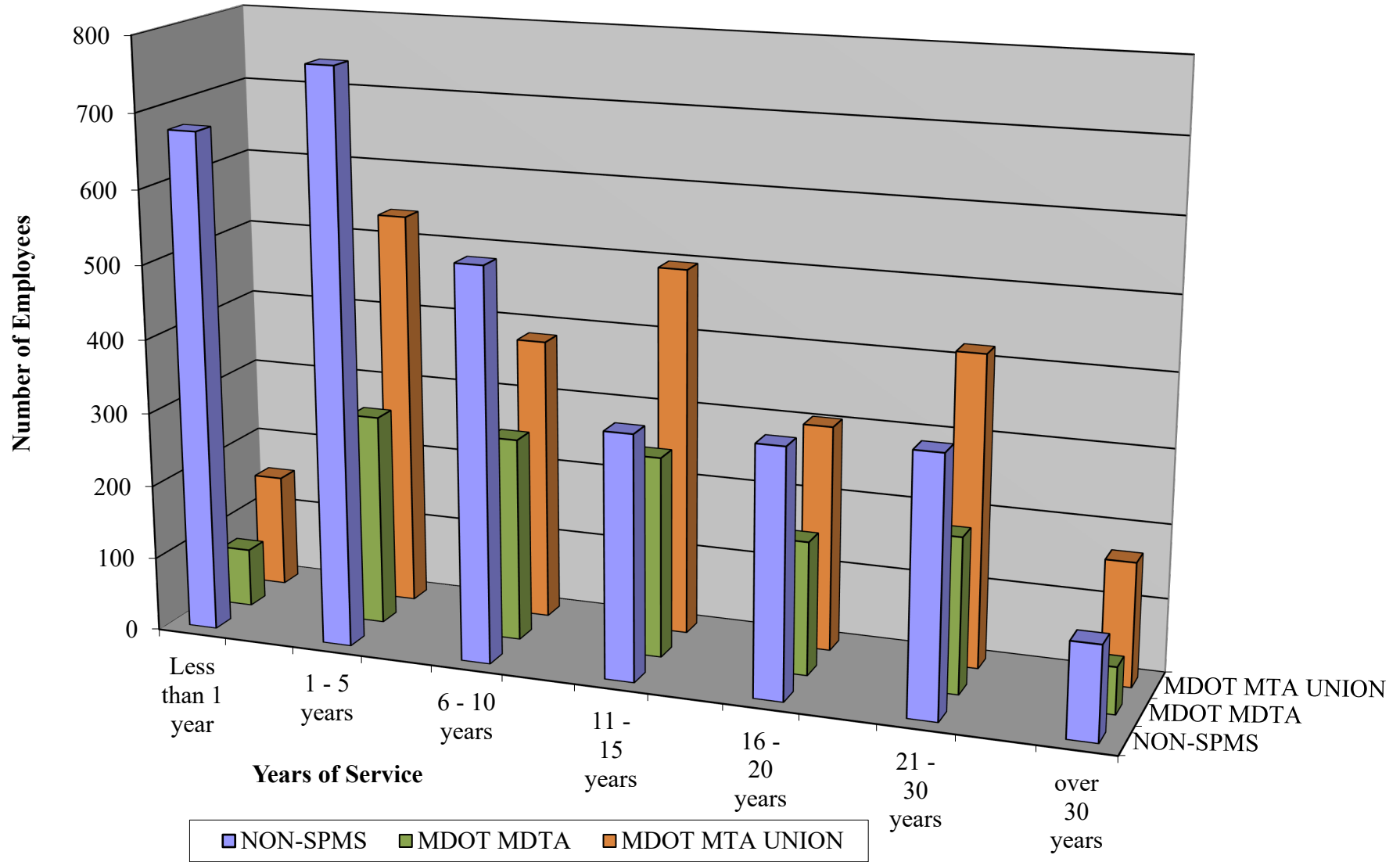
Note: Employees are actual. Percentages are rounded off to the next whole number.

### Years of Service of State Employees





### Years of Service of State Employees



**Personnel Activities for State Employees  
As of June 30, 2022**

		<b>SPMS</b>	<b>MDOT</b>
<b>TRANSACTIONS</b>	Appointments <sup>1</sup>	3,569	557
	Reinstatements	358	60
	Transfers	926	143
	Promotions	1,929	356
	Reclassifications	4,780	584
	Demotions	383	34
	<b>Total</b>	<b>11,945</b>	<b>1,734</b>
<b>SEPARATIONS</b>	Deceased	60	12
	Failed to Report for Duty	19	15
	Layoffs	0	0
	Leave of Absence <sup>2</sup>	10	10
	Resignations	2,875	511
	Retired	1,343	229
	Terminated	159	9
	Terminated on Probation	77	32
	Other	10	133
<b>Total</b>	<b>4,553</b>	<b>951</b>	
<b>GRIEVANCES</b>	Resolved at DBM	88	
	Forwarded to OAH	231	
	<b>Total</b>	<b>319</b>	
<b>DISCIPLINARY ACTION APPEALS</b>	Resolved at DBM	578	
	Forwarded to OAH	251	
	<b>Total</b>	<b>829</b>	
<b>WHISTLEBLOWER COMPLAINTS</b>	Withdrawn/Settlement	1	
	Pending	0	
	Probable Cause	0	
	No Probable Cause	4	
<b>Total</b>	<b>5</b>		

<sup>1</sup>Appointments include contractual employees who were appointed to fill regular positions.

<sup>2</sup>Includes personal, medical, military and leave of absence without pay.

**Personnel Activities for State  
Employees  
As of June 30, 2022**

		<b>NON- SPMS</b>	<b>MDOT MDTA</b>	<b>MDOT MTA UNION</b>
<b>TRANSACTIONS</b>	Appointments <sup>1</sup>	128	105	195
	Reinstatements	3	14	46
	Transfers	10	34	1
	Promotions	221	81	0
	Reclassifications	73	147	0
	Classification Changes <sup>3</sup>	0	0	51
	PIN Changes <sup>4</sup>	0	0	156
	Demotions	2	12	0
	<b>Total</b>	<b>437</b>	<b>393</b>	<b>449</b>
<b>SEPARATIONS</b>	Deceased	13	6	7
	Failed to Report for Duty	3	1	14
	Layoffs	4	0	0
	Leave of Absence <sup>2</sup>	5	1	0
	Resignations	340	113	124
	Retired	83	35	85
	Terminated	39	0	12
	Terminated on Probation	3	8	18
	Other	0	17	59
<b>Total</b>	<b>490</b>	<b>181</b>	<b>319</b>	
<b>GRIEVANCES</b>	Resolved at Agency	4		
	Forwarded to OAH	0		
	<b>Total</b>	<b>4</b>		
<b>DISCIPLINARY ACTION APPEALS</b>	Resolved at Agency	7		
	Forwarded to OAH	0		
	<b>Total</b>	<b>7</b>		
<b>WHISTLEBLOWER COMPLAINTS</b>	Withdrawn/Settlement	0		
	Pending	0		
	Probable Cause	0		
	No Probable Cause	0		
<b>Total</b>	<b>0</b>			

<sup>1</sup>Appointments include contractual employees who were appointed to fill regular positions.

<sup>2</sup>Includes personal, medical, military and leave of absence without pay.

<sup>3</sup>Includes reclassifications and demotions.

<sup>4</sup>Includes promotions, demotions and reassignments.

**Turnover for State Employees  
As of June 30, 2022**

	<b>SPMS</b>	<b>MDOT</b>
Resigned	2,875	511
Retired	1,343	229
Removals <sup>1</sup>	236	9
Deceased	60	12
Military Leave	0	0
<b>Total</b>	<b>4,514</b>	<b>761</b>
<b>Total Positions</b>	<b>43,639</b>	<b>6,435</b>
<b>Turnover<sup>2</sup> % for FY 22</b>	<b>10%</b>	<b>12%</b>

<sup>1</sup>Removals include layoffs, terminations, terminations on probation and those who fail physicals.

<sup>2</sup>Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

**Turnover for State  
Employees  
As of June 30, 2022**

	NON-SPMS	MDOT MDTA	MDOT MTA UNION
Resigned	340	113	124
Retired	83	35	85
Removals <sup>1</sup>	46	0	12
Deceased	13	6	7
Military Leave	0	0	0
<b>Total</b>	<b>482</b>	<b>154</b>	<b>228</b>
<b>Total Positions</b>	<b>3,488</b>	<b>1,698</b>	<b>2,659</b>
<b>Turnover<sup>2</sup> % for FY 22</b>	<b>14%</b>	<b>9%</b>	<b>9%</b>

<sup>1</sup>Removals include layoffs, terminations, terminations on probation and those who fail physicals.

<sup>2</sup>Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

**Distribution of State Positions by Salary Grade  
As of June 30, 2022**

**Standard Salary Schedule**

<b>Distribution of State Positions by Salary Grade As of June 30, 2022 Standard Salary Schedule</b>						
Grade	Number of FTEs		%		CO Grade	CO FTE
	SPMS	MDOT	SPMS	MDOT		
5	270.80	1.00	1.00%	0.02%	CO 0002	82.00
6	123.00	140.00	0.46%	2.56%	CO 0003	431.00
7	299.20	11.00	1.11%	0.20%	CO 0004	3,459.00
8	588.40	323.50	2.18%	5.91%	CO 0005	1,114.00
9	799.60	14.00	2.97%	0.26%	CO 0006	1.00
10	1,117.29	906.50	4.14%	16.57%	CO 0007	154.00
11	2,108.20	56.00	7.82%	1.02%	CORR 0004	10.00
12	1,879.10	684.00	6.97%	12.50%	CORR 0005	5.00
13	2,458.65	60.00	9.12%	1.10%	CORR 0006	18.00
14	2,066.82	474.00	7.67%	8.66%	CORR 0007	332.00
15	1,993.10	240.50	7.39%	4.40%	CORR 0008	240.00
16	2,582.00	358.00	9.58%	6.54%	CORR 0009	101.00
17	2,696.40	418.00	10.00%	7.64%	CORR 0010	9.00
18	2,108.68	437.50	7.82%	8.00%	CORR 0011	15.00
19	1,629.60	324.00	6.05%	5.92%	<b>Total*</b>	<b>5,971.00</b>
20	1,112.65	273.00	4.13%	4.99%		
21	891.20	270.00	3.31%	4.94%		
22	1,043.50	196.00	3.87%	3.58%		
23	443.60	116.00	1.65%	2.12%		
24	401.90	106.00	1.49%	1.94%		
25	195.00	49.00	0.72%	0.90%		
26	146.90	13.00	0.54%	0.24%		
<b>Total*</b>	<b>26,955.59</b>	<b>5,471.00</b>	<b>100.00%</b>	<b>100.00%</b>		
<b>Other Schedules</b>	3,702.30	175.50				
<b>Corr Officer Schedules**</b>	5,971.00					
<b>Total:</b>	<b>36,628.89</b>	<b>5,646.50</b>				

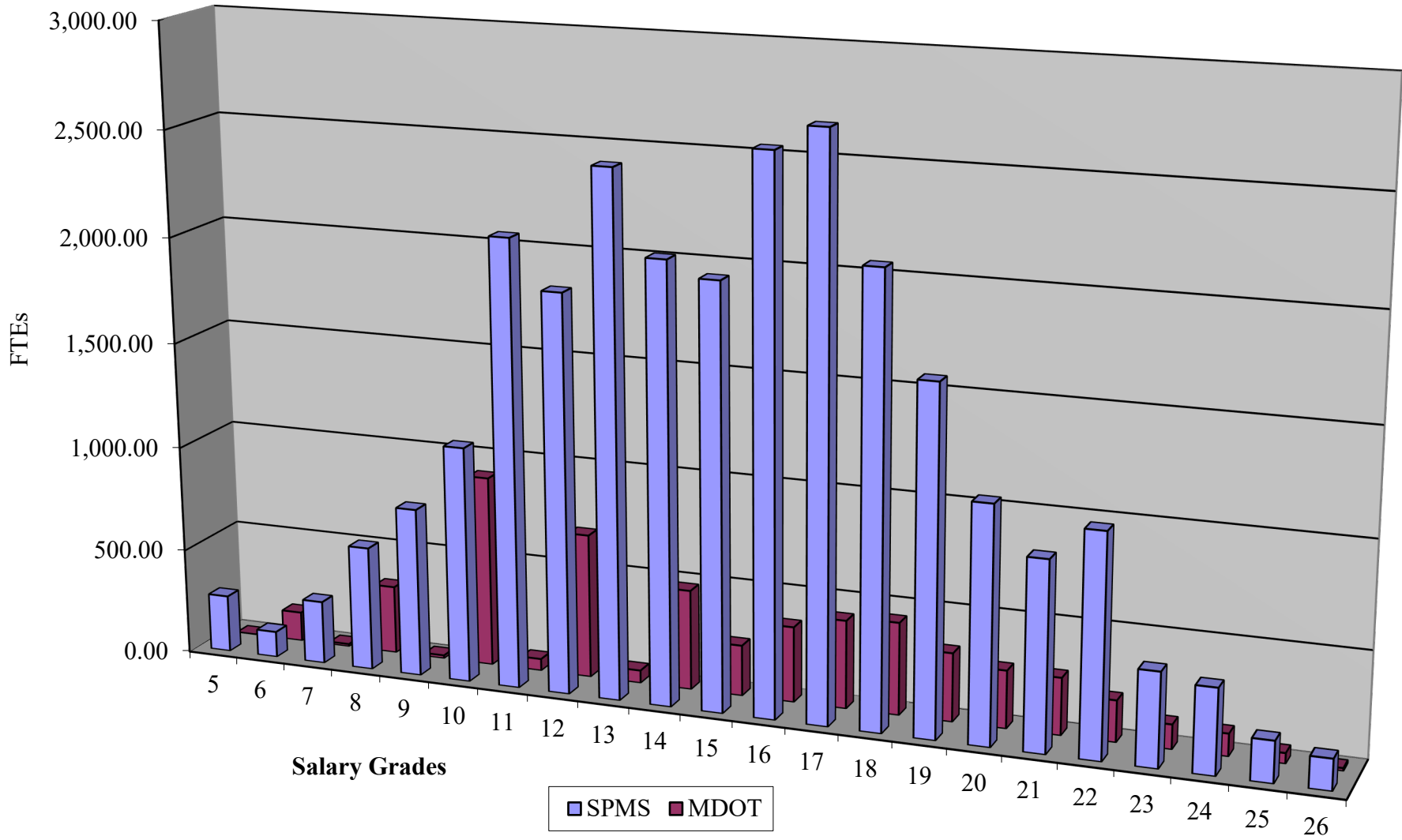
\*Security Attendant Classifications Moved from Standard to CO Salary Schedule.  
\*\*Correctional Officer Salary Schedules were previously on the Standard Salary Schedule.

**Distribution of State Positions by Salary Grade  
As of June 30, 2022**

**Standard Salary Schedule**

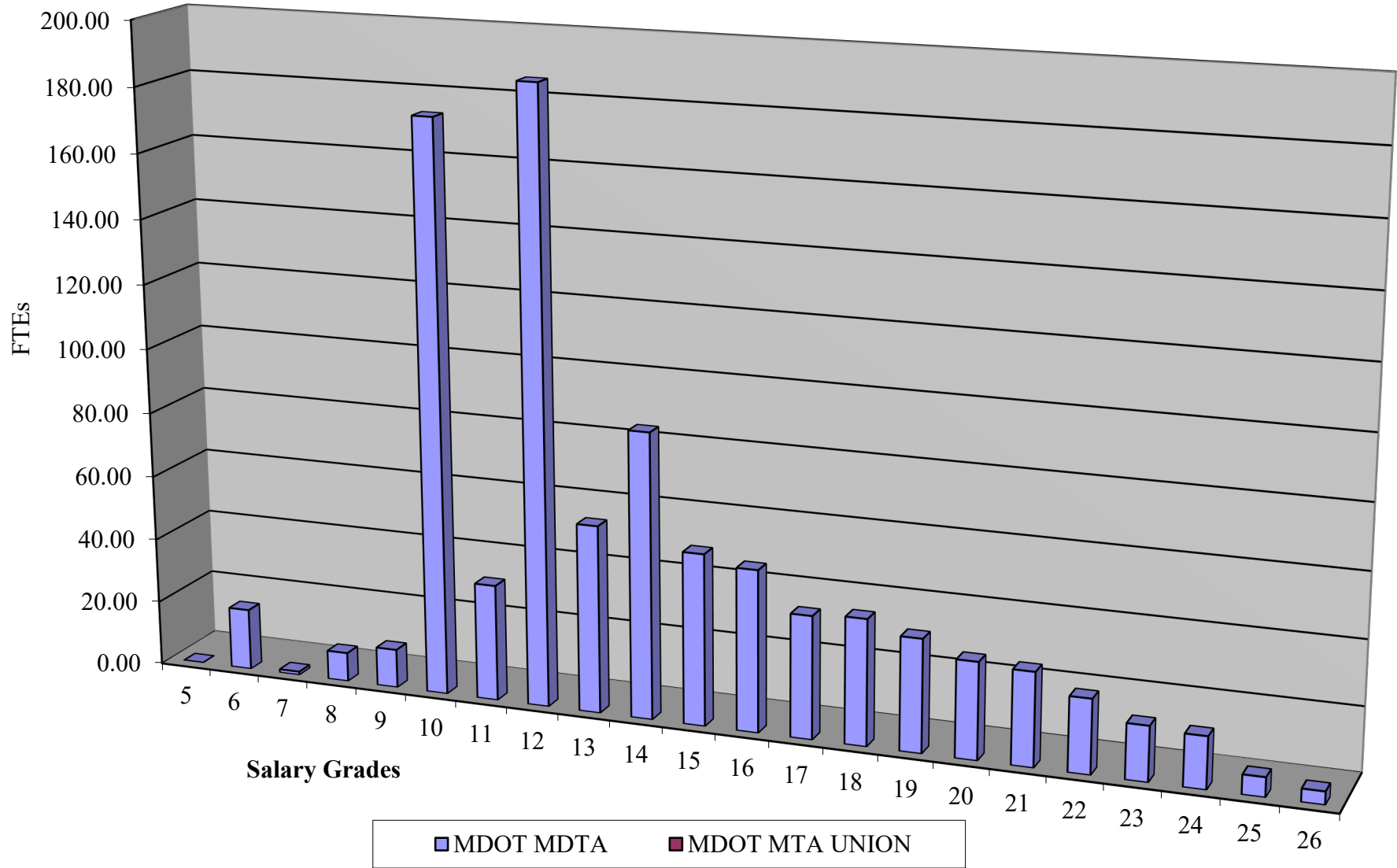
<b>Distribution of State Positions by Salary Grade</b>				
<b>As of June 30, 2022</b>				
<b>Standard Salary Schedule</b>				
<b>Grade</b>	<b>Number of FTEs</b>		<b>%</b>	
	<b>MDOT MDTA</b>	<b>MDOT MTA UNION</b>	<b>MDOT MDTA</b>	<b>MDOT MTA UNION</b>
5	0.00		0.00%	0.00%
6	19.00		2.05%	0.00%
7	1.00		0.11%	0.00%
8	9.00		0.97%	0.00%
9	12.00		1.29%	0.00%
10	176.00		18.99%	0.00%
11	36.00		3.88%	0.00%
12	188.00		20.28%	0.00%
13	58.00		6.26%	0.00%
14	88.00		9.49%	0.00%
15	53.00		5.72%	0.00%
16	50.00		5.39%	0.00%
17	38.00		4.10%	0.00%
18	39.00		4.21%	0.00%
19	35.00		3.78%	0.00%
20	30.00		3.24%	0.00%
21	29.00		3.13%	0.00%
22	23.00		2.48%	0.00%
23	17.00		1.83%	0.00%
24	16.00		1.73%	0.00%
25	6.00		0.65%	0.00%
26	4.00		0.43%	0.00%
<b>Total</b>	<b>927.00</b>	<b>2,455.00</b>	<b>100.00%</b>	<b>0.00%</b>
<b>Other Schedules</b>	435.00			
<b>Total:</b>	<b>1,362.00</b>	<b>2,455.00</b>		

### State Positions by Salary Grades





### State Positions by Salary Grades



**Distribution of State Positions by Salary Step  
As of June 30, 2022**

**Step Levels of Standard Salary Schedule**

<b>Distribution of State Positions by Salary Step As of June 30, 2022</b>						
<b>Step Levels of Standard Salary Schedule</b>						
<b>Step</b>	<b>Number of FTEs</b>		<b>%</b>		<b>CO Step</b>	<b>CO FTE</b>
	<b>SPMS</b>	<b>MDOT</b>	<b>SPMS</b>	<b>MDOT</b>		
Base	491.50	12.00	1.82%	0.22%	002	48.00
1	1,631.08	80.00	6.05%	1.46%	003	105.00
2	810.68	69.00	3.01%	1.26%	004	165.00
3	894.15	227.50	3.32%	4.16%	005	360.00
4	2,197.20	640.50	8.15%	11.71%	006	120.00
5	1,615.68	165.50	5.99%	3.03%	007	108.00
6	1,547.34	245.00	5.74%	4.48%	008	495.00
7	1,478.88	280.00	5.49%	5.12%	009	2,283.00
8	1,146.00	149.00	4.25%	2.72%	010	486.00
9	1,814.75	467.50	6.73%	8.55%	011	791.00
10	2,445.60	607.00	9.07%	11.09%	012	152.00
11	1,070.60	227.00	3.97%	4.15%	013	121.00
12	1,000.10	257.00	3.71%	4.70%	014	86.00
13	1,231.75	375.00	4.57%	6.85%	015	56.00
14	914.45	229.50	3.39%	4.19%	016	105.00
15	920.84	310.00	3.42%	5.67%	017	53.00
16	994.88	377.50	3.69%	6.90%	018	42.00
17	821.85	170.50	3.05%	3.12%	019	94.00
18	682.70	126.50	2.53%	2.31%	020	106.00
19	938.50	149.50	3.48%	2.73%	021	195.00
20	989.20	148.00	3.67%	2.71%	<b>Total*</b>	<b>5,971.00</b>
21	1,317.86	157.50	4.89%	2.88%		
<b>Total*</b>	<b>26,955.59</b>	<b>5,471.00</b>	<b>100.00%</b>	<b>100.00%</b>		
<b>Other Schedules</b>	3,702.30	175.50				
<b>Corr Officer Schedules**</b>	5,971.00					
<b>Total:</b>	<b>36,628.89</b>	<b>5,646.50</b>				

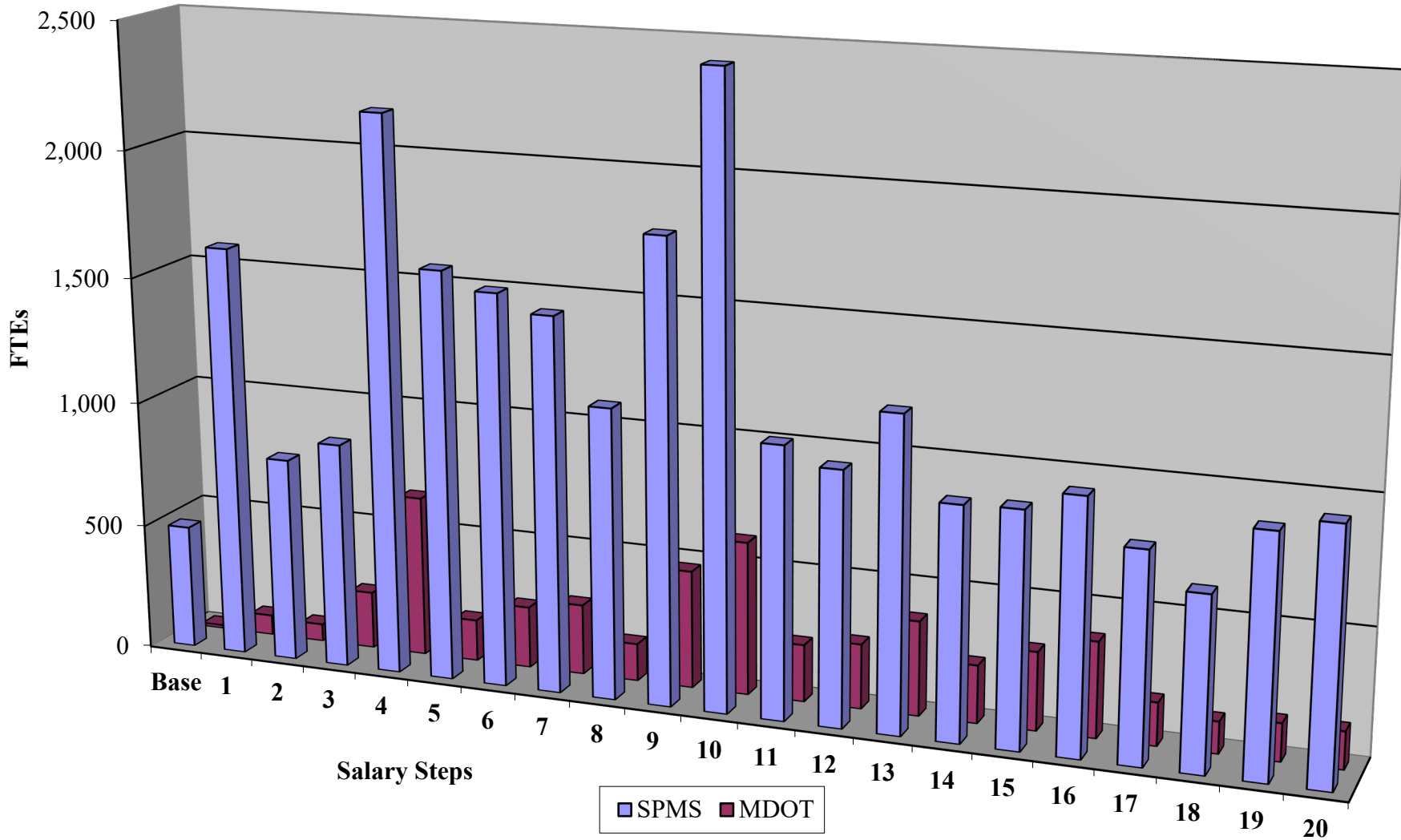
\*Security Attendant Classifications Move from Standard to CO Salary Schedule.  
\*\*Correctional Officer Salary Schedules were previously on the Standard Salary Schedule.

**Distribution of State Positions by Salary Step  
As of June 30, 2022**

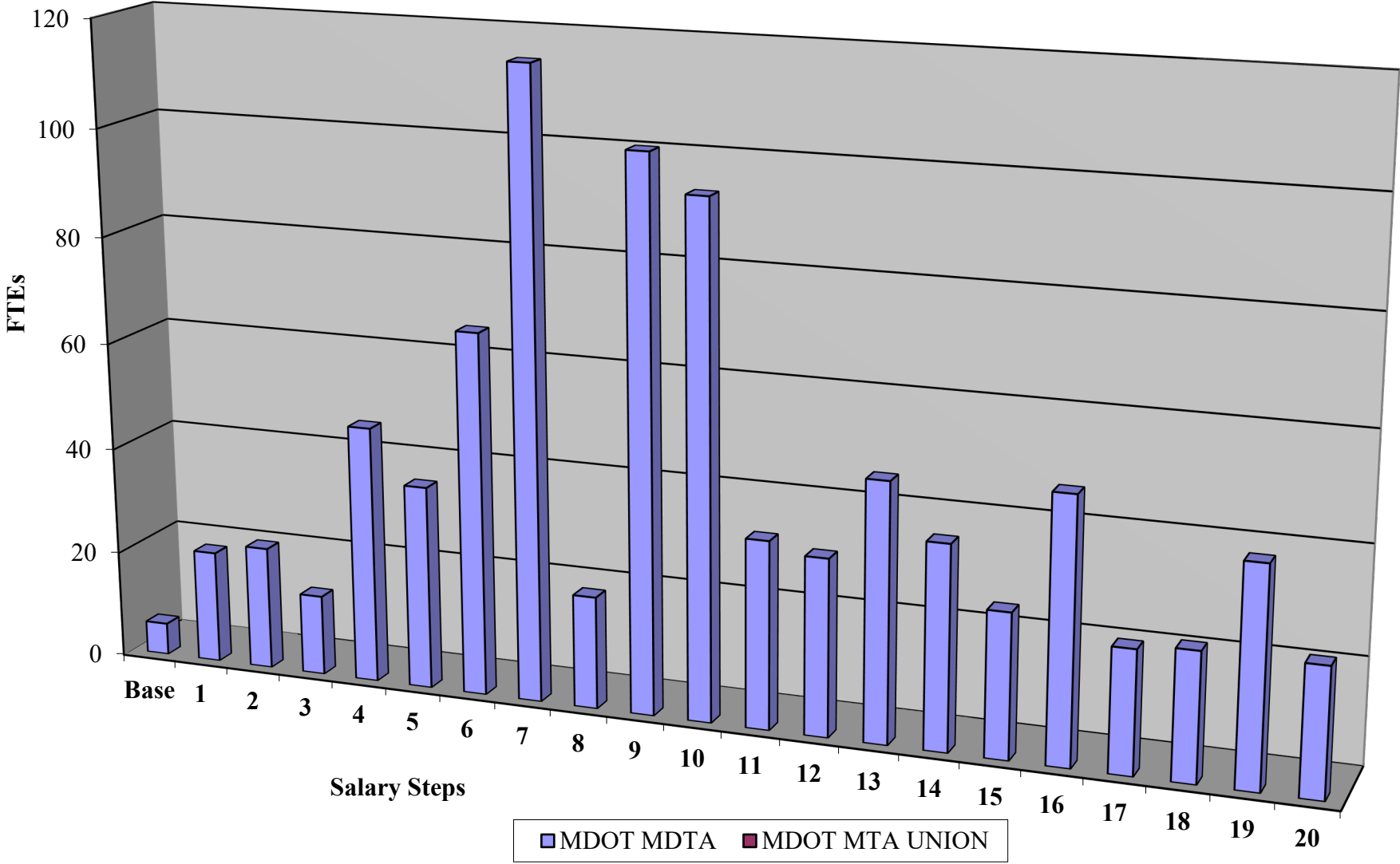
**Step Levels of Standard Salary Schedule**

<b>Distribution of State Positions by Salary Step</b>				
<b>As of June 30, 2022</b>				
<b>Step levels of Standard Salary Schedule</b>				
<b>Step</b>	<b>Number of FTEs</b>		<b>%</b>	
	<b>MDOT MDTA</b>	<b>MDOT MTA UNION</b>	<b>MDOT MDTA</b>	<b>MDOT MTA UNION</b>
Base	6.00		0.65%	0.00%
1	21.00		2.27%	0.00%
2	23.00		2.48%	0.00%
3	15.00		1.62%	0.00%
4	48.00		5.18%	0.00%
5	38.00		4.10%	0.00%
6	67.50		7.28%	0.00%
7	116.00		12.51%	0.00%
8	21.00		2.27%	0.00%
9	102.00		11.00%	0.00%
10	95.00		10.25%	0.00%
11	35.00		3.78%	0.00%
12	33.00		3.56%	0.00%
13	48.00		5.18%	0.00%
14	38.00		4.10%	0.00%
15	27.00		2.91%	0.00%
16	49.00		5.29%	0.00%
17	23.00		2.48%	0.00%
18	24.00		2.59%	0.00%
19	40.50		4.37%	0.00%
20	24.00		2.59%	0.00%
21	33.00		3.56%	0.00%
<b>Total</b>	<b>927.00</b>	<b>2,455.00</b>	<b>100.00%</b>	<b>0.00%</b>
<b>Other Schedules</b>	435.00			
<b>Total:</b>	<b>1,362.00</b>	<b>2,455.00</b>		

### State Positions by Salary Steps



### State Positions by Salary Steps



**EMPLOYER'S COST OF BENEFITS  
FOR A TYPICAL STATE EMPLOYEE IN THE  
STATE PERSONNEL MANAGEMENT SYSTEM  
Fiscal Year 2022**

<b>Based on a Salary of:</b>	\$67,103
<b>DIRECT COSTS</b>	
Social Security	\$5,133
Health Insurance**	\$10,594
Pension Retirement	\$14,212
Workers Compensation	\$774
Unemployment Insurance	\$188
<b>SUBTOTAL DIRECT COSTS</b>	<b>\$30,901</b>
<b>INDIRECT COSTS</b>	
Personal Leave	\$1,544
Holiday	\$3,089
Annual Leave	\$3,861
Sick Leave	\$1,287
<b>SUBTOTAL INDIRECT COSTS</b>	<b>\$9,781</b>
<b>TOTAL COST OF BENEFITS</b>	<b>\$40,682</b>

\*\*Note: This amount is the average family health insurance contribution made by

**Distribution of Employee Performance by Category  
By Department  
As of December 31, 2021**

Department	Total Number of Employees <sup>1</sup> To be Rated <sup>2</sup>	Number of Employees Rated Outstanding	Number of Employees Rated Satisfactory	Number of Employees Rated Unsatisfactory	Total Number Employees Rated
Administrative Hearings <sup>4</sup>	111	47	64	0	111
Aging <sup>3</sup>	27	12	14	-	26
Agriculture	340	146	179	4	329
Alcohol and Tobacco Commission	21	19	2	-	21
Archives	54	16	36	-	52
Assessments and Taxation	508	101	402	2	505
Attorney General	660	244	148	-	392
Boards and Commissions & Offices	57	54	1	-	55
Budget and Management	260	98	142	2	242
Civil Rights	29	14	15	-	29
Commerce	162	119	38	-	157
Comptroller	947	285	641	4	930
Contract Appeals <sup>6</sup>	-	-	-	-	-
Deaf and Hard of Hearing <sup>6</sup>	-	-	-	-	-
Disabilities	31	12	18	-	30
Education (MSDE)	1,132	560	552	2	1,114
Elections	219	96	109	1	206
Energy Administration	25	18	7	-	25
Environment	772	357	365	2	724
Executive Department	204	178	16	-	194
General Services <sup>4</sup>	588	59	427	1	566
Governor's Office of Children <sup>6</sup>	-	-	-	-	-
Health, Maryland Department	8,003	2,924	4,609	23	7,556
Higher Education Commission	47	8	36	-	44
Housing and Community Development	297	145	146	2	293
Human Services	5,088	1,064	3,974	32	5,070
Information and Technology	160	4	153	1	158
Juvenile Services	1,745	440	1,051	2	1,493
Labor, Maryland Dept	1,214	422	709	5	1,136
Lottery	280	147	118	1	266
Maryland 529	10	-	10	-	10
MD Health Benefits Exchange	59	23	35	-	58
Maryland Institute for Emerg Med Serv	79	47	28	-	75
Maryland Insurance Admin.	211	55	149	-	205
Maryland Emerg Management Admin.	57	23	31	2	56
Maryland State Library	28	25	3	-	28
Military Department	185	62	121	1	184
Natural Resources <sup>4</sup>	1,180	248	611	1	1,113
People's Council	16	-	13	-	13
Planning	110	79	28	-	107
Property Tax Assessment Appeals Bd.	7	6	1	-	7
Public Defender	797	565	182	4	751
Public Safety and Correctional Svcs	7,910	2,556	5,028	24	7,608
Public Service Commission	119	55	62	1	118
Public Television	127	51	70	-	121
School for the Deaf	317	20	279	2	301
Secretary of State <sup>6</sup>	-	-	-	-	-
State Police <sup>4</sup>	757	407	301	3	711
State Prosecutor	12	9	3	-	12
State Retirement Agency	185	52	119	1	172
Subsequent Injury Fund	10	4	5	-	9
Supplemental Retirement Plans	12	8	4	-	12
Tax Court	7	7	-	-	7
Transportation <sup>5</sup>	-	-	-	-	-
Treasurer	36	8	27	-	35
Uninsured Employers Fund	3	3	-	-	3
Veterans Affairs	103	36	64	1	101
Workers' Compensation Commission	88	25	59	-	84
<b>Total</b>	<b>35,406</b>	<b>11,963</b>	<b>21,205</b>	<b>124</b>	<b>33,625</b>

**Distribution of Employee Performance by Category  
By Department  
As of June 30, 2022**

Department	Total Number of Employees <sup>1</sup> To be Rated <sup>2</sup>	Number of Employees Rated Outstanding	Number of Employees Rated Satisfactory	Number of Employees Rated Unsatisfactory	Total Number Employees Rated
Administrative Hearings <sup>4</sup>	105	59	45	0	104
Aging <sup>3</sup>	28	16	12	-	28
Agriculture	337	153	174	2	329
Alcohol and Tobacco Commission	26	10	15	1	26
Archives	57	21	27	-	48
Assessments and Taxation	499	107	385	5	497
Attorney General	677	222	147	2	371
Boards and Commissions & Offices	60	54	3	1	58
Budget and Management	269	85	164	1	250
Civil Rights	28	14	14	-	28
Commerce	162	120	37	-	157
Comptroller	964	298	642	4	944
Contract Appeals <sup>6</sup>	-	-	-	-	-
Deaf and Hard of Hearing <sup>6</sup>	-	-	-	-	-
Disabilities	29	17	12	-	29
Education (MSDE)	987	499	468	4	971
Elections	224	112	99	1	212
Energy Administration	22	15	6	-	21
Environment	763	362	376	-	738
Executive Department	146	136	5	1	142
General Services <sup>4</sup>	592	58	428	1	567
Governor's Office of Children <sup>6</sup>	-	-	-	-	-
Health, Maryland Department	7,900	2,772	4,165	14	6,951
Higher Education Commission	51	10	37	1	48
Housing and Community Development	295	150	144	1	295
Human Services	5,026	1,054	3,918	33	5,005
Information and Technology	166	5	154	1	160
Juvenile Services	1,863	425	1,131	9	1,565
Labor, Maryland Dept	1183	381	755	2	1138
Lottery	300	119	162	1	282
Maryland 529	10	2	8	-	10
MD Health Benefits Exchange	57	26	29	1	56
Maryland Institute for Emerg Med Serv	79	32	12	-	44
Maryland Insurance Admin.	216	63	153	-	216
MD Emergency Management	58	26	30	-	56
Maryland State Library	30	27	3	-	30
Military Department	212	73	135	-	208
Natural Resources <sup>4</sup>	1,219	290	613	2	1,171
People's Council	14	-	14	-	14
Planning	108	72	28	-	100
Property Tax Assessment Appeals Bd.	7	7	-	-	7
Public Defender	797	527	210	3	740
Public Safety and Correctional Svcs	7,701	2,513	4,840	17	7,370
Public Service Commission	123	59	61	2	122
Public Television	128	58	61	-	119
School for the Deaf	297	17	267	2	286
Secretary of State <sup>6</sup>	-	-	-	-	-
State Police <sup>4</sup>	2,250	422	314	2	2,136
State Prosecutor	12	9	3	-	12
State Retirement Agency	184	52	120	-	173
Subsequent Injury Fund	9	6	3	-	9
Supplemental Retirement Plans	12	10	1	1	12
Tax Court	6	6	-	-	6
Transportation <sup>5</sup>	-	-	-	-	-
Treasurer	43	11	30	-	41
Uninsured Employers Fund	4	4	-	-	4
Veterans Affairs	106	48	54	-	102
Workers' Compensation Commission	88	24	60	-	84
<b>Total</b>					
<b>% Change</b>					
<b>Total</b>	36,529	11,658	20,574	115	34,092

<sup>1</sup>Actual Employees not FTEs.

<sup>2</sup>Does not include some contractual, permanent and Executive Pay Plan employees who are rated using a different evaluation instrument.

<sup>3</sup>This data does not include the Sr. Citizen Aides employees.

<sup>4</sup>Total Number of Employees Rated includes employees rated with alternate evaluations systems.

<sup>5</sup>Employees are evaluated using an alternative evaluation system, on a calendar year basis. As of December 1, 2021 3,710 employees of 5,255 employees were evaluated.

<sup>6</sup>Performance Evaluation data was obtained using the SPMS Agency PEP Completion Annual and the SPMS Agency PEP Completion Mid reports from the Statewide Personnel System (SPS) Workday.

<sup>6</sup>Agencies are reported within the Executive Department.



**Distribution of Employee Performance by Category  
By Department  
As of June 30, 2022**

Department	Total Number of Employees <sup>1</sup> To be Rated <sup>2</sup>	Number of Employees Rated Outstanding	Number of Employees Rated Satisfactory	Number of Employees Rated Unsatisfactory	Total Number Employees Rated
African American Museum Corporation <sup>4</sup>					
Baltimore City Community College <sup>3</sup>	296		296		296
Canal Place Preservation & Dev Auth <sup>3</sup>	3				3
Environmental Services <sup>3</sup>					
Food Center Authority	23	7	16		23
Historic St. Mary's City Commission	30	30			30
MDOT MDTA <sup>3</sup>	890				716
MDOT MTA Union <sup>5</sup>					
Morgan State University <sup>3</sup>	1,514	-	221	-	221
Stadium Authority <sup>3</sup>	110				
St. Mary's College of Maryland <sup>3</sup>	211	17	10		70
<b>Total</b>	<b>3,077</b>	<b>54</b>	<b>543</b>	<b>-</b>	<b>1,359</b>

<sup>1</sup>Actual Employees not FTEs

<sup>2</sup>Does not include some contractual, permanent and Executive Pay Plan employees who are rated using a different evaluation instr

<sup>3</sup>*Total Number of Employees Rated* includes employees rated with alternate evaluations systems.

<sup>4</sup>Data not available.

<sup>5</sup>MDOT MTA Union do not do performance ratings on their union employees.

**Distribution of Incentive and Innovative Awards  
By Department  
As of June 30, 2022**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Agriculture	17	\$543		
Alcohol and Tobacco Commission	23	\$13,295		
Budget and Management	86	\$266,714		
Commerce	6	\$2,124		
Comptroller	567	\$240,971		
Environment	-	\$0	16	\$7,595
Health, Maryland Dept.	818	\$243,525		
Housing and Community Development	83	\$20,546		
Maryland 529	8	\$8,500		
<b>Total</b>	1,608	\$796,218	16	\$7,595

Note: Total Dollar Amounts include Administrative Leave time awarded based on the employee's rate of pay.

**Distribution of Incentive and Innovative Awards  
By Department  
As of June 30, 2022**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
African American Museum Corporation				
Baltimore City Community College				
Canal Place Preservation & Dev Auth				
Environmental Services	61	\$30,510		
Food Center Authority	5	\$4,134		
Historic St. Mary's City Commission				
MDOT MDTA				
MDOT MTA Union				
Morgan State University				
Stadium Authority				
St. Mary's College of Maryland				
<b>Total</b>	66	\$34,644		

Note: Total Dollar Amounts include Administrative Leave time awarded based on the employee's rate of pay.

**Leave Usage  
For CY 2021**

Department	Total Number of FTE's	Total Work Hours Available <sup>1</sup>	Hours of Annual Leave Taken	Hours of Comp Time Taken	Hours of Sick Leave Taken	Hours of Personal Leave Taken	Hours of Comp Time Lost**	Hours of Personal Leave Lost	Hours of Annual Leave Lost**
Acct and Implementation Bd	3.00	6,036	0	0	0	0	0	0	0
Administrative Hearings	107.20	215,686	13,344	371	6,963	4,656	0	354	0
Aging	33.00	66,396	1,786	28	2,113	1,387	0	102	0
Agriculture	340.00	684,080	32,780	696	17,544	12,898	0	1,498	0
Archives	56.00	112,672	7,186	5	3,648	2,486	0	296	0
Assessments and Taxation	508.00	1,022,096	52,758	1,779	32,897	21,126	0	1,667	0
Attorney General	259.20	521,510	22,013	330	9,874	9,289	0	1,739	0
Budget and Management	285.60	574,627	24,777	898	13,316	11,668	0	1,623	0
Civil Rights Commission	32.00	64,384	2,120	105	1,118	1,128	0	176	0
Commerce	175.80	353,710	15,964	269	7,520	6,876	0	1,178	0
Comptroller	976.28	1,964,275	89,673	4,853	66,258	39,879	0	5,237	0
Contract Appeals	5.00	10,060	148	0	19	220	0	60	0
Disabilities	35.00	70,420	2,341	8	1,100	1,280	0	194	0
Education (MSDE)	990.10	1,992,081	103,361	2,103	67,482	39,166	0	4,361	0
Elections	231.80	466,382	17,987	5,784	13,537	9,077	0	1,366	0
Environment	799.50	1,608,594	85,284	2,239	43,983	33,591	0	3,736	0
Executive Department	238.60	480,063	14,244	384	7,195	7,789	0	2,081	0
General Services	603.50	1,214,242	54,150	558	35,835	23,425	0	2,465	0
Health, MD Dept.	7,851.80	15,797,822	749,131	37,790	551,820	315,878	0	28,220	0
Higher Education Commission	55.00	110,660	4,118	354	2,070	1,940	0	250	0
Housing and Community Dev	305.90	615,471	26,901	612	16,965	13,082	0	1,469	0
Human Services	5,050.10	10,160,801	526,618	29,655	324,431	209,076	0	30,370	0
Information & Technology	167.60	337,211	15,523	389	7,772	7,034	0	1,029	0
Juvenile Services	1,819.45	3,660,733	179,987	15,596	136,055	71,639	0	10,098	0
Labor, MD Dept.	1,265.60	2,546,387	121,402	5,457	74,856	49,943	0	5,046	0
Lottery	304.60	612,855	31,747	1,132	21,094	12,937	0	1,480	0
MD 529	11.00	22,132	908	56	287	433	0	52	0
MD Emergency Mgmt Agency	59.00	118,708	4,138	495	1,802	2,145	0	240	0
MD Health Benefits Exchange	62.00	124,744	4,600	8	2,313	2,157	0	501	0
MD Inst. Emerg Med Svc Sys	82.00	164,984	8,220	1,091	4,351	3,321	0	412	0
MD Insurance Administration	231.34	465,456	19,194	198	11,857	9,678	0	1,040	0
MD School for the Deaf	304.50	612,654	5,414	504	13,188	7,191	0	1,142	0
MD State Library	31.00	62,372	2,596	26	2,067	1,241	0	158	0
Military Department	191.50	385,298	14,343	2,298	10,743	6,409	0	850	0
Natural Resources	1,227.10	2,468,925	126,292	12,847	61,733	51,283	0	4,416	0
People's Counsel	17.00	34,204	1,051	14	517	508	0	158	0
Planning	114.00	229,368	10,292	502	5,265	4,433	0	526	0
Property Tax Asst App Bds	9.60	19,315	1,160	0	432	480	0	40	0
Public Defender	802.00	1,613,624	61,372	1,337	33,470	28,358	0	6,688	0
Public Safety and Correctional Svcs	7,757.40	15,607,889	936,489	193,236	712,721	333,759	0	30,237	0
Public Service Commission	127.00	255,524	10,277	35	5,615	4,851	0	616	0
Public Television	127.00	255,524	10,298	122	3,125	5,148	0	607	0
State Police	2,243.50	4,513,922	249,650	6,546	136,378	97,856	0	5,554	0
State Prosecutor	13.00	26,156	910	129	396	473	0	58	0
State Retirement Agency	190.00	382,280	14,197	271	7,259	7,644	0	1,013	0
Subsequent Injury Fund	16.40	32,997	1,324	4	784	678	0	80	0
Supplemental Retirement	13.00	26,156	1,101	8	815	540	0	41	0
Tax Court	9.00	18,108	374	0	197	144	0	0	0
Transportation	6,417.00	12,911,004	759,843	324,714	744,119	315,482	0	13,179	0
Treasurer	52.00	104,624	3,027	68	1,789	1,284	0	385	0
Uninsured Employer's Fund	11.60	23,339	589	0	67	274	0	124	0
Veterans Affairs	103.00	207,236	8,149	1,231	7,871	3,973	0	438	0
Worker's Compensation Comm	95.00	191,140	9,554	104	5,249	3,690	0	616	0
<b>Total</b>	<b>42,816.57</b>	<b>86,146,939</b>	<b>4,460,707</b>	<b>657,237</b>	<b>3,239,872</b>	<b>1,800,902</b>	<b>0</b>	<b>175,265</b>	<b>0</b>

NOTE: This data was submitted by each agency.

<sup>1</sup>FTEs x 40 hrs per week x 50.3 weeks (excluding holidays)

\*\*Due to the COVID-19 Pandemic, no Annual or Comp leave was lost.

**Leave Usage  
For CY 2021**

<b>Department</b>	<b>Total Number of Actual Employees</b>	<b>Total Work Hours Available <sup>1</sup></b>	<b>Hours of Annual Leave Taken</b>	<b>Hours of Comp Time Taken</b>	<b>Hours of Sick Leave Taken</b>	<b>Hours of Personal Leave Taken</b>	<b>Hours of Comp Time Lost</b>	<b>Hours of Personal Leave Lost</b>	<b>Hours of Annual Leave Lost</b>
African American Museum <sup>2</sup>									
Baltimore City Community College	296.00	595,552	23,292	110	16,822	5,462	40	4,332	3,243
Canal Place Preserv & Dev	3.00	6,036	334	26	12	144	0	0	0
Environment Services	747.00	1,502,964	91,056	11,556	35,863	24,749	570	918	293
Food Center Authority	21.00	42,252	1,804	545	1,202	756	0	26	36
Historic St. Mary's City Commission	30.00	60,360	4,313	0	2,117	815	0	542	420
MDOT MDTA	1,697.00	3,414,364	202,552	56,494	201,168	80,957	0	2,460	0
MDOT MTA Union	2,649.50	5,330,794	317,017	0	266,808	55,964	0	26,106	11,131
Morgan State University	1,514.00	3,046,168	9,512	9,220	870	23,693	0	10,124	15,569
Stadium Authority	125.00	251,500	11,898	3,025	5,615	5,162	667	2,199	316
St. Mary's College of MD	351.00	706,212	25,261	0	13,584	3,418	0	0	2,850
<b>Total</b>	<b>7,433.50</b>	<b>14,956,202</b>	<b>687,038</b>	<b>80,976</b>	<b>544,061</b>	<b>201,120</b>	<b>1,277</b>	<b>46,707</b>	<b>33,857</b>

Note: This data was obtained from the SPS.

<sup>1</sup>Actual Employees x 40 hrs per week x 50.3 weeks (excluding holidays).

<sup>2</sup>Leave usage data not available for Africian American Museum.

<b>Health Benefit Enrollment by Type of Plan</b>			
<b>As of June 30, 2022</b>			
<b><u>Health Plans</u></b>	<b><u>Employees</u></b>	<b><u>Retirees</u></b>	<b><u>Total</u></b>
PPO - Contracts	24,215	28,817	53,032
% of total enrollment in PPOs	36.3%	55.9%	44.8%
POS - Contracts*	203	0	203
% of total enrollment in POSs	0.3%	0.0%	0.2%
EPO/Kaiser - Contracts*	42,284	22,775	65,059
% of total enrollment in EPOs	63.4%	44.1%	55.0%
<b>Total - Contracts**</b>	<b>66,702</b>	<b>51,592</b>	<b>118,294</b>
<p>*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured integrated Health Mgmt (IHM) plan.</p>			
<p>**Excludes Satellite and Direct Pay Enrollees</p>			

**Health Benefit Enrollment for Active State Employees  
As of June 30, 2022**

	<b><u>2020 Actual</u></b>	<b><u>2021 Actual</u></b>	<b><u>2022 Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	23,604	23,246	24,215
POS	222	209	203
EPO/Kaiser*	<u>44,779</u>	<u>43,270</u>	<u>42,284</u>
<b>Total</b>	<b>68,605</b>	<b>66,725</b>	<b>66,702</b>
<b>Prescription</b>	<b>62,379</b>	<b>60,025</b>	<b>58,977</b>
<b><u>Spending Accounts</u></b>			
Health Care	15,072	13,886	14,975
Dependent Care	<u>2,409</u>	<u>1,449</u>	<u>1,972</u>
<b>Total</b>	<b>17,481</b>	<b>15,335</b>	<b>16,947</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	10,954	10,620	10,750
Dental - PPO	<u>55,797</u>	<u>54,125</u>	<u>54,182</u>
<b>Total</b>	<b>66,751</b>	<b>64,745</b>	<b>64,932</b>
<b>Term Life</b>	<b>95,735</b>	<b>94,987</b>	<b>110,383</b>
<b>Accidental Death &amp; Injury</b>	<b>42,040</b>	<b>40,507</b>	<b>41,190</b>

\*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured Integrated Health Mgmt (IHM) plan.

**Health Benefit Enrollment for Retirees  
As of June 30, 2022**

	<b><u>2020</u></b> <b><u>Actual</u></b>	<b><u>2021</u></b> <b><u>Actual</u></b>	<b><u>2022</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	29,397	28,912	28,817
POS	0	0	0
EPO/Kaiser*	<u>20,991</u>	<u>21,670</u>	<u>22,775</u>
<b>Total</b>	<b>50,388</b>	<b>50,582</b>	<b>51,592</b>
<b>Prescription</b>	<b>48,644</b>	<b>48,844</b>	<b>49,920</b>
<b><u>Spending Accounts</u></b>			
Health Care	N/A	N/A	N/A
Dependent Care	N/A	N/A	N/A
<b>Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	2,996	2,972	3,031
Dental - PPO	<u>40,468</u>	<u>41,275</u>	<u>42,688</u>
<b>Total</b>	<b>43,464</b>	<b>44,247</b>	<b>45,719</b>
<b>Term Life</b>	<b>27,198</b>	<b>27,666</b>	<b>28,761</b>
<b>Accidental Death &amp; Injury</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

\*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured Integrated Health Mgmt (IHM) plan.



**Health Benefit Enrollment for Satellite Agencies  
As of June 30, 2022**

	<b><u>2020 Actual</u></b>	<b><u>2021 Actual</u></b>	<b><u>2022 Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	1,065	1,032	1,046
POS	0	0	0
EPO/Kaiser*	<u>2,573</u>	<u>2,393</u>	<u>2,227</u>
<b>Total</b>	<b>3,638</b>	<b>3,425</b>	<b>3,273</b>
<b>Prescription</b>	<b>2,963</b>	<b>2,836</b>	<b>3,544</b>
<b><u>Spending Accounts</u></b>			
Health Care	182	160	186
Dependent Care	<u>12</u>	<u>10</u>	<u>21</u>
<b>Total</b>	<b>194</b>	<b>170</b>	<b>207</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	514	456	457
Dental - PPO	<u>2,591</u>	<u>2,413</u>	<u>2,299</u>
<b>Total</b>	<b>3,105</b>	<b>2,869</b>	<b>2,756</b>
<b>Term Life</b>	<b>2,992</b>	<b>2,806</b>	<b>2,850</b>
<b>Accidental Death &amp; Injury</b>	<b>1,532</b>	<b>1,441</b>	<b>1,385</b>

\*Effective January 2015, the State eliminated all Point-of-Service plans (except for SLEOLA) and contracted with Kaiser to provide a fully-insured Integrated Health Mgmt (IHM) plan.

**Account Balance for Health Insurance**  
**As of June 30, 2022**  
**(\$ in Millions)**

	<b>FY 2020</b> <b><u>Actual</u></b>	<b>FY 2021</b> <b><u>Actual</u></b>	<b>FY 2022</b> <b><u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$174.3</b>	<b>\$142.1</b>	<b>\$43.5</b>
<b>Post Close Adj.</b>	<b>-\$2.3</b>	<b>\$1.2</b>	<b>-\$1.2</b>
<b><u>Receipts</u></b>			
State Agencies <sup>1</sup>	\$1,198.2	\$1,192.0	\$1,266.2
Federal Funding - COVID Claims			\$64.0
Additional State Subsidy			\$80.0
Employee <sup>2</sup>	\$189.0	\$191.6	\$196.3
Retiree	\$94.5	\$101.5	\$114.8
Net Direct Pay/Satellite	-\$17.2	-\$10.7	-\$19.3
Catastrophic Reinsurance	\$80.9	\$95.4	\$97.1
Audit / Misc. Recoveries	\$20.6	\$31.3	\$2.3
<b>Total Receipts</b>	<b><u>\$1,565.9</u></b>	<b><u>\$1,601.1</u></b>	<b><u>\$1,801.4</u></b>
<b>Less: Payments to Providers (incl. Rx Rebates)</b>	<b><u>\$1,595.8</u></b>	<b><u>-\$1,700.9</u></b>	<b><u>-\$1,785.6</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$142.1</b>	<b>\$43.5</b>	<b>\$58.3</b>

<sup>1</sup>State Agency Receipts include year-end reversions from agencies as well as non-CPB agency contractual employee receipts transferred & interest earned In the Employee/Retiree Health & Welfare Program.

<sup>2</sup>Employee receipts include contractual employee receipts.

**Account Balance for Spending Accounts**  
**As of June 30, 2022**  
**(\$ in Millions)**

	<b>FY 2020 <u>Actual</u></b>	<b>FY 2021 <u>Actual</u></b>	<b>FY 2022 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.33</b>	<b>\$2.03</b>	<b>\$0.75</b>
<b><u>Receipts</u></b>			
Employee	\$26.74	\$24.76	\$29.93
Satellite Employee	\$0.00	\$0.36	\$0.35
<b>Total Receipts</b>	<b><u>\$26.74</u></b>	<b><u>\$25.12</u></b>	<b><u>\$30.28</u></b>
<b>Less: Reimbursements to Employees</b>	<b>\$24.54</b>	<b>\$26.40</b>	<b>\$24.46</b>
<b>Unused Balances transferred to General Fund*</b>	<b><u>\$0.50</u></b>	<b><u>\$0.00</u></b>	<b><u>\$1.13</u></b>
<b>Reserve for Future</b>	<b>\$2.03</b>	<b>\$0.75</b>	<b>\$5.44</b>

\*Forfeiture reporting per provider trails fiscal year.

**Account Balance for Term Life, Accidental  
Death and Injury, Dental Insurance  
As of June 30, 2022  
(\$ in Millions)**

	<b>FY 2020 <u>Actual</u></b>	<b>FY 2021 <u>Actual</u></b>	<b>FY 2022 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.60</b>	<b>\$0.52</b>	<b>\$0.56</b>
<b><u>Receipts</u></b>			
State Agencies - Dental Subsidy	\$27.65	\$28.61	\$29.92
Employee	\$31.82	\$33.04	\$33.95
Retiree	\$16.77	\$17.45	\$18.67
Other	\$1.13	\$1.98	\$1.81
<b>Total Receipts</b>	<b><u>\$77.37</u></b>	<b><u>\$81.08</u></b>	<b><u>\$84.34</u></b>
<b>Less: Payments to Providers</b>	<b><u>\$72.55</u></b>	<b><u>\$72.11</u></b>	<b><u>\$58.22</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.42</b>	<b>\$0.45</b>	<b>\$0.47</b>
<b>Fund Transfers</b>	<b><u>\$4.48</u></b>	<b><u>\$8.47</u></b>	<b><u>\$25.61</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.52</b>	<b>\$0.56</b>	<b>\$0.60</b>