



# PERSONNEL REPORT FOR FISCAL YEAR 2025

December 29, 2025

*WES MOORE*  
Governor

*ARUNA MILLER*  
Lieutenant Governor

*YAAKOV "JAKE" WEISSMANN*  
Acting Secretary

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## **INTRODUCTION**

The information contained in this Annual Report covers fiscal year 2025 (July 1, 2024 – June 30, 2025). The information available to compile this report was obtained from the Statewide Personnel System (SPS), the Maryland Department of Transportation (MDOT), and the Independent Agencies of the Executive Branch. The Maryland Automobile Insurance Fund and the Chesapeake Employers' Insurance Company, formerly the Injured Workers' Insurance Fund are exempt.

The report does not include data regarding Legislative or Judiciary Branch employees, nor does it include data covering the University System of Maryland. The report does not include salary information for the Independent Agencies that do not have a standardized salary schedule.

**Highlights About State Employees  
As of June 30, 2025**

	SPMS	MDOT
<b>State Government at a Glance</b>		
FTEs <sup>1</sup> Included in Collective Bargaining Units	31,778.49	3,450.50
FTEs Excluded from Collective Bargaining Units	9,349.04	2,628.75
<b>Total</b>	<b>41,127.53</b>	<b>6,079.25</b>
<b>Percentage of Employees working in . . .</b>		
Anne Arundel County	13.0%	39.3%
Baltimore City	35.7%	25.7%
Baltimore Metro Area <sup>2</sup>	18.7%	10.0%
Eastern Shore Area	11.0%	6.6%
Southern Maryland Area	2.8%	1.0%
Washington Metro Area	5.5%	8.2%
Western Maryland Area	13.2%	9.2%
<b>Employees<sup>3</sup> Employed on a . . .</b>		
Full-Time Basis	40,843	6,065
Part-Time Basis	559	29
<b>Total</b>	<b>41,402</b>	<b>6,094</b>
<b>The Average Employee Age is . . .</b>	<b>47</b>	<b>49</b>
<b>The Average Employee Length of Service in years is . . .</b>	<b>11</b>	<b>11</b>
<b>The Average Employee Earns . . .</b>	<b>\$83,715</b>	<b>\$84,639</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, 2025**

	<b>NON- SPMS</b>	<b>MDOT MDTA</b>	<b>MDOT MTA UNION</b>
<b>State Government at a Glance</b>			
FTEs <sup>1</sup> Included in Collective Bargaining Units	582	970.00	2,511.50
FTEs Excluded from Collective Bargaining Units	2,861.10	556.00	0.00
<b>Total</b>	<b><u>3,443.10</u></b>	<b><u>1,526.00</u></b>	<b><u>2,511.50</u></b>
 <b>Percentage of Employees working in . . .</b>			
Anne Arundel County	12.8%	13.4%	0.0%
Baltimore City	44.9%	46.6%	100.0%
Baltimore Metro Area <sup>2</sup>	17.9%	26.9%	0.0%
Eastern Shore Area	3.7%	6.3%	0.0%
Southern Maryland Area	10.9%	2.0%	0.0%
Washington Metro Area	6.9%	4.9%	0.0%
Western Maryland Area	1.9%	0.0%	0.0%
 <b>Employees<sup>3</sup> Employed on a . . .</b>			
Full-Time Basis	3,439	1,525	2,507
Part-Time Basis	35	2	9
<b>Total</b>	<b><u>3,474</u></b>	<b><u>1,527</u></b>	<b><u>2,516</u></b>
 <b>The Average Employee Age is . . .</b>	 <b>47</b>	 <b>45</b>	 <b>48</b>
 <b>The Average Employee Length of Service in years is . . .</b>	 <b>8</b>	 <b>12</b>	 <b>13</b>
 <b>The Average Employee Earns . . .</b>	 <b>\$79,820</b>	 <b>\$88,570</b>	 <b>\$77,169</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, 2025**

**PERMANENT FTEs BY STATUS**

	<b>SPMS</b>	<b>MDOT</b>
<b>FTEs Included in Bargaining</b>	<b>31,778.49</b>	<b>3,450.50</b>
<b>FTEs Excluded from Bargaining</b>	<b>9,349.04</b>	<b>2,628.75</b>
<i>Agency Excluded by Statute</i>	4,564.58	260.00
<i>Confidential</i>	497.35	432.00
<i>Managerial</i>	4,107.23	923.00
<i>Supervisory</i>	129.00	1,008.00
<i>Student</i>	0.00	0.00
<i>Agency Head</i>	23.00	2.00
<i>Board or Commission Member</i>	27.88	3.50
<b>TOTAL</b>	<b>41,127.53</b>	<b>6,079.25</b>

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

**Full-Time**

Filled positions	40,843	6,065
Vacant positions	4,747	479
<b>Total Full-Time Positions</b>	<b>45,590</b>	<b>6,544</b>

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

Filled positions	559	29
Vacant positions	150	8
<b>Total Part-Time Positions</b>	<b>709</b>	<b>37</b>

Total Number of Filled Positions	40,803	6,094
Total Number of Vacant Positions	4,897	487
<b>TOTAL NUMBER OF POSITIONS</b>	<b>45,700</b>	<b>6,581</b>

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

<b>Total Number of Contracts</b>	<b>2,515</b>	<b>53</b>
<b>Total Number of FTE Contractual Positions</b>	<b>2,102.70</b>	<b>46.80</b>

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

<sup>1</sup>Part-time reflects any position employed less than 100% of full-time equivalent (FTE) hours.

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

**Summary of State Positions  
As of June 30, 2025**

**PERMANENT FTEs BY STATUS**

	NON - SPMS	MDOT MDTA	MDOT MTA UNION
<b>FTEs Included in Bargaining</b>	<b>582.00</b>	<b>970.00</b>	<b>2,511.50</b>
<b>FTEs Excluded from Bargaining<sup>1</sup></b>	<b>2,861.10</b>	<b>556.00</b>	<b>0.00</b>
<i>Agency Excluded by Statute</i>	<i>0.00</i>	<i>253.00</i>	<i>0.00</i>
<i>Confidential</i>	<i>0.00</i>	<i>48.00</i>	<i>0.00</i>
<i>Managerial</i>	<i>0.00</i>	<i>107.00</i>	<i>0.00</i>
<i>Supervisory</i>	<i>0.00</i>	<i>148.00</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>3,443.10</b>	<b>1,526.00</b>	<b>2,511.50</b>

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

**Full-Time**

Filled positions	3,439	1,525	2,507
Vacant positions	469	171	137
<b>Total Full-Time Positions</b>	<b>3,908</b>	<b>1,696</b>	<b>2,644</b>

**Part-Time<sup>2</sup>**

Filled positions	35	2	9
Vacant positions	1	0	6
<b>Total Part-Time Positions</b>	<b>36</b>	<b>2</b>	<b>15</b>

Total Number of Filled Positions	3,474	1,527	2,516
Total Number of Vacant Positions	470	171	143
<b>TOTAL NUMBER OF POSITIONS</b>	<b>3,944</b>	<b>1,698</b>	<b>2,659</b>

**CONTRACTUAL EMPLOYMENT<sup>3</sup>**

<b>Total Number of Contracts</b>	<b>2,275</b>	<b>8</b>	<b>0</b>
<b>Total Number of FTE Contractual Positions</b>	<b>878.10</b>	<b>7.50</b>	<b>0.00</b>

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

<sup>1</sup>Data provided by independent agencies is not always broken out into categories as listed.

<sup>2</sup>Part-time reflects any position employed less than 100% of full-time equivalent (FTE) hours

<sup>3</sup>Contractual data submitted by each Independent Agency.

**History of Contractual Employees Converted to Regular Positions  
State Personnel Management System and Maryland  
Department of Transportation Employees  
FY '22 - FY '25**

Agency	FY22 FTE's	FY23 FTE's	FY24 FTE's	FY25 FTE's
Administrative Hearings	0	0	0	1
African American History and Culture	0	0	0	2
Aging	0	0	0	1
Agriculture	2	8	1	5
Archives	0	0	1	0
Assessments and Taxation	0	1	3	6
Attorney General	3	1	7	3
Budget and Management	6	2	3	5
Commerce	1	0	0	8
Comptroller	0	0	0	1
Crime Prevention and Policy	0	0	2	0
Disabilities	1	0	0	1
Education (MSDE)	7	15	28	118
Elections	3	2	4	0
Emergency Management	1	3	10	5
Environment	5	13	23	5
Executive Department	0	0	4	0
General Services	1	1	8	2
Health	167	175	457	292
Health Benefits Exchange	0	0	0	0
Higher Education Commission	0	0	0	2
Housing and Community Development	3	27	5	70
Human Services	24	61	42	37
Information and Technology	0	0	1	1
Institute for Emergency Medical Svc Sys	0	3	0	0
Insurance Administration	4	2	1	3
Juvenile Services	12	1	10	14
Labor	41	10	26	53
Lottery	0	4	6	1
Military Department	0	2	0	0
Natural Resources	19	13	43	38
People's Counsel	0	0	2	0
Planning	2	0	1	3
Public Defender	2	3	9	5
Public Safety and Correctional Services	1	2	4	4
Public Service Commission	0	1	0	0
Public Television	0	2	0	4
School for the Deaf	9	10	15	32
State Library	0	0	0	1
State Police	19	4	25	24
Subsequent Injury Fund	0	1	0	0
Transportation	10	19	31	143
Treasurer	0	0	1	0
Uninsured Employer's Fund	0	1	0	0
Veterans and Military Families	0	0	0	0
West North Avenue Development Authority	0	0	0	1
<b>Total</b>	<b>343</b>	<b>387</b>	<b>773</b>	<b>891</b>

**History of Contractual Employees Converted to Regular  
Positions for Executive Branch Independent Agencies  
FY '22 - FY '25**

Agency	FY22 FTE's	FY23 FTE's	FY24 FTE's	FY25 FTE's
African American Museum Corporation	1	2	1	0
Baltimore City Community College	2	2	2	1
Canal Place Preservation & Development Authority	0	0	0	1
Environmental Services	0	0	1	0
Food Center Authority	1	0	1	0
Historic St. Mary's City Commission	0	0	0	1
MDOT Maryland Transportation Authority	3	3	8	0
MDOT Maryland Transit Administration Union	0	0	0	0
Morgan State University	130	55	0	0
Stadium Authority	2	4	4	0
St. Mary's College of Maryland	0	0	0	0
<b>Total</b>	<b>139</b>	<b>66</b>	<b>17</b>	<b>3</b>

**Distribution of Full-Time Equivalent Positions  
for State Personnel Management System  
and Maryland Department of Transportation  
As of June 30, 2025**

Agency	Regular Filled FTE's	Regular Vacant FTE's
Accountability and Implementation Board	12.00	3.00
Administrative Hearings	113.80	2.00
African American History and Culture	8.00	2.00
Aging	40.00	6.00
Agriculture	400.00	20.00
Alcohol Tobacco and Cannabis Commission	57.00	1.00
Archives	57.00	4.00
Assessments and Taxation	547.00	23.00
Attorney General	835.50	33.00
Budget and Management	289.00	22.00
Cannabis Administration	88.00	8.00
Civil Rights Commission	35.00	2.00
Commerce	181.00	18.00
Comptroller	1,169.00	58.00
Correctional Ombudsman	3.00	3.00
Crime Prevention and Policy	76.00	10.00
Disabilities	32.00	1.00
Education (MSDE)	1,294.55	85.00
Elections	260.80	24.00
Emergency Management	89.00	16.00
Environment	845.00	96.00
Executive Department	327.00	19.00
General Services	658.40	56.00
Health	8,922.02	1,756.00
Health Benefits Exchange	69.00	0.00
Higher Education Commission	77.00	5.00
Housing and Community Development	393.00	30.00
Human Services	5,476.40	415.00
Information and Technology	196.00	27.00
Institute for Emergency Medical Svcs Sys	89.00	7.00
Interagency Commission on School Construction	37.00	5.00
Insurance Administration	240.63	17.00
Juvenile Services	1,911.50	228.00
Labor	1,472.98	241.00
Lottery	324.85	28.00

Military Department	177.50	51.00
Natural Resources	1,322.48	162.00
Office of the Inspector General for Education	13.00	1.00
People's Counsel	25.00	1.00
Planning	126.00	12.00
Prescription Drug Affordability Board	1.00	2.00
Property Tax Assessment Appeals Board	9.68	21.00
Public Defender	915.00	66.00
Public Safety and Correctional Services	8,332.50	852.00
Public Service Commission	134.00	30.00
Public Television	143.00	6.00
School for the Deaf	340.50	20.00
Service and Civic Innovation	33.00	4.00
Social Equity - MCA	3.00	1.00
State Library	32.00	0.00
State Police	2,322.50	345.00
State Prosecutor	16.00	0.00
State Retirement Agency	209.00	19.00
Subsequent Injury Fund	11.60	0.00
Supplemental Retirement Plans	12.00	0.00
Tax Court	8.00	0.00
Thoroughbred Racetrack Operating Authority	1.00	0.00
Transportation	6,079.25	482.75
Treasurer	80.00	8.00
Uninsured Employer's Fund	5.60	2.00
Veterans and Military Families	117.75	7.00
West North Avenue Development Authority	9.00	3.00
Worker's Compensation Commission	100.00	13.00
Total	47,206.78	5,379.75

**Distribution of Full-Time Equivalent Positions  
for Executive Branch Independent Agencies  
As of June 30, 2025**

Agency	Regular Filled FTE's	Regular Vacant FTE's
African American Museum Corporation	26.00	1.00
Baltimore City Community College	290.00	147.00
Canal Place Preservation & Development Authority	4.00	0.00
Environmental Services	802.00	30.00
Food Center Authority	25.00	1.00
Historic St. Mary's City Commission	32.00	0.00
MDOT Maryland Transportation Authority	1,526.00	171.00
MDOT Maryland Transit Administration Union	2,511.50	140.00
Morgan State University	1,738.00	231.00
Stadium Authority	127.00	0.00
St. Mary's College of Maryland	396.00	59.00
<b>Total</b>	<b>7,477.50</b>	<b>780.00</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, 2025**

Agency	Number of Included FTE's	Number of Excluded FTE's
Accountability and Implementation Board	0.00	12.00
Administrative Hearings	0.00	113.80
African American History and Culture	0.00	8.00
Aging	24.00	16.00
Agriculture	343.50	56.50
Alcohol Tobacco and Cannabis Commission	1.00	56.00
Archives	0.00	57.00
Assessments and Taxation	449.00	98.00
Attorney General	0.00	835.50
Budget and Management	21.00	268.00
Cannabis Administration	57.00	31.00
Civil Rights Commission	0.00	35.00
Commerce	46.00	135.00
Comptroller	542.00	627.00
Correctional Ombudsman	0.00	3.00
Crime Prevention and Policy	0.00	76.00
Disabilities	14.00	18.00
Education (MSDE)	571.05	723.50
Elections	0.00	260.80
Emergency Management	53.00	36.00
Environment	693.00	152.00
Executive Department	0.00	327.00
General Services	521.40	137.00
Health	7,871.62	1,050.40
Health Benefits Exchange	0.00	69.00
Higher Education Commission	0.00	77.00
Housing and Community Development	252.00	141.00
Human Services	4,972.55	503.85
Information and Technology	99.00	97.00
Institute for Emergency Medical Svcs Sys	0.00	89.00
Insurance Administration	34.00	206.63
Interagency Commission on School Construction	0.00	37.00
Juvenile Services	1,700.80	210.70
Labor	1,123.50	349.48
Lottery	275.35	49.50
Military Department	0.00	177.50
Natural Resources	1,084.98	237.50
Office of the Inspector General for Education	0.00	13.00
People's Counsel	0.00	25.00
Planning	80.00	46.00
Prescription Drug Affordability Board	1.00	0.00
Property Tax Assessment Appeals Board	0.00	9.68
Public Defender	820.00	95.00
Public Safety and Correctional Services	7,576.00	756.50
Public Service Commission	0.00	134.00
Public Television	0.00	143.00
School for the Deaf	304.50	36.00
Service and Civic Innovation	11.00	22.00
Social Equity - MCA	0.00	3.00
State Library	0.00	32.00
State Police	2,113.50	209.00
State Prosecutor	0.00	16.00
State Retirement Agency	18.00	191.00
Subsequent Injury Fund	0.00	11.60
Supplemental Retirement Plans	0.00	12.00
Tax Court	0.00	8.00
Thoroughbred Racetrack Operating Authority	0.00	1.00
Transportation	3,450.50	2,628.75
Treasurer	0.00	80.00
Uninsured Employer's Fund	0.00	5.60
Veterans and Military Families	104.75	13.00
West North Avenue Development Authority	0.00	9.00
Worker's Compensation Commission	0.00	100.00
<b>Total</b>	<b>35,228.99</b>	<b>11,977.79</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, 2025**

Agency	Number of Included FTE's	Number of Excluded FTE's
African American Museum Corporation	0.00	29.10
Baltimore City Community College	135.00	155.00
Canal Place Preservation & Development Authority	0.00	4.00
Environmental Services	0.00	802.00
Food Center Authority	0.00	25.00
Historic St. Mary's City Commission	0.00	32.00
MDOT Maryland Transportation Authority	970.00	556.00
MDOT Maryland Transit Administration Union	2,511.50	0.00
Morgan State University	349.00	1,389.00
Stadium Authority	0.00	127.00
St. Mary's College of Maryland	98.00	298.00
<b>Total</b>	<b>4,063.50</b>	<b>3,417.10</b>

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

**Geographic Locations of State Positions  
As of June 30, 2025**

	<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	1,851	300	280		2,131	300
Anne Arundel	5,349	2,393	506		5,855	2,393
Baltimore City	14,735	1,565	1,587		16,322	1,565
Baltimore County	3,480	527	369		3,849	527
Calvert	295	0	67		362	0
Caroline	184	0	31		215	0
Carroll	1,382	24	202		1,584	24
Cecil	502	19	96		598	19
Charles	495	42	59		554	42
Dorchester	485	0	44		529	0
Frederick	891	233	101		992	233
Garrett	449	0	65		514	0
Harford	664	33	85		749	33
Howard	2,216	23	341		2,557	23
Kent	169	197	24		193	197
Montgomery	617	338	65		682	338
Prince George's	1,682	161	193		1,875	161
Queen Anne's	380	0	54		434	0
Somerset	929	0	115		1,044	0
St. Mary's	390	20	51		441	20
Talbot	341	15	34		375	15
Washington County	2,273	29	250		2,523	29
Wicomico	1,165	172	123		1,288	172
Worcester	408	0	78		486	0
Washington, D.C.	0	0	0		0	0
Out Of State	13	0	4		17	0
Other <sup>2</sup>	57	3	73	487	130	490
<b>Total</b>	<b>41,402</b>	<b>6,094</b>	<b>4,897</b>	<b>487</b>	<b>46,299</b>	<b>6,581</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 assignments only the total is listed.

**Geographic Locations of State Positions  
As of June 30, 2025**

	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	17	0	0	0			17	0	0	
Anne Arundel	445	204	0	12			457	204	0	
Baltimore City	1,561	711	2,516	380			1,941	711	2516	
Baltimore County	384	337	0	2			386	337	0	
Calvert	25	0	0	0			25	0	0	
Caroline	29	0	0	1			30	0	0	
Carroll	23	0	0	1			24	0	0	
Cecil	3	96	0	0			3	96	0	
Charles	7	31	0	0			7	31	0	
Dorchester	11	0	0	0			11	0	0	
Frederick	8	0	0	0			8	0	0	
Garrett	14	0	0	0			14	0	0	
Harford	85	73	0	1			86	73	0	
Howard	110	0	0	1			111	0	0	
Kent	2	0	0	0			2	0	0	
Montgomery	102	0	0	4			106	0	0	
Prince George's	117	75	0	6			123	75	0	
Queen Anne's	2	0	0	0			2	0	0	
Somerset	34	0	0	1			35	0	0	
St. Mary's	348	0	0	59			407	0	0	
Talbot	48	0	0	2			50	0	0	
Washington County	28	0	0	0			28	0	0	
Wicomico	0	0	0	0			0	0	0	
Worcester	0	0	0	0			0	0	0	
Washington, D.C.	20	0	0	0			20	0	0	
Out Of State	31	0	0	0			31	0	0	
Other <sup>2</sup>	0	0	0	0	171	143	0	171	143	
<b>Total</b>	<b>3,454</b>	<b>1,527</b>	<b>2,516</b>	<b>470</b>	<b>171</b>	<b>143</b>	<b>3,924</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, 2025**

Years of Service	Number of Employees (%)			
	SPMS		MDOT	
Less than 1 year	3,505	(8.5%)	373	(6.12%)
1 - 5 years	13,340	(32.2%)	1,923	(31.56%)
6 - 10 years	7,182	(17.3%)	1,264	(20.74%)
11 - 15 years	5,285	(12.8%)	725	(11.90%)
16 - 20 years	4,824	(11.7%)	693	(11.37%)
21 - 30 years	4,925	(11.9%)	699	(11.47%)
over 30 years	2,341	(5.7%)	417	(6.84%)
<b>Total</b>	<b>41,402</b>		<b>6,094</b>	

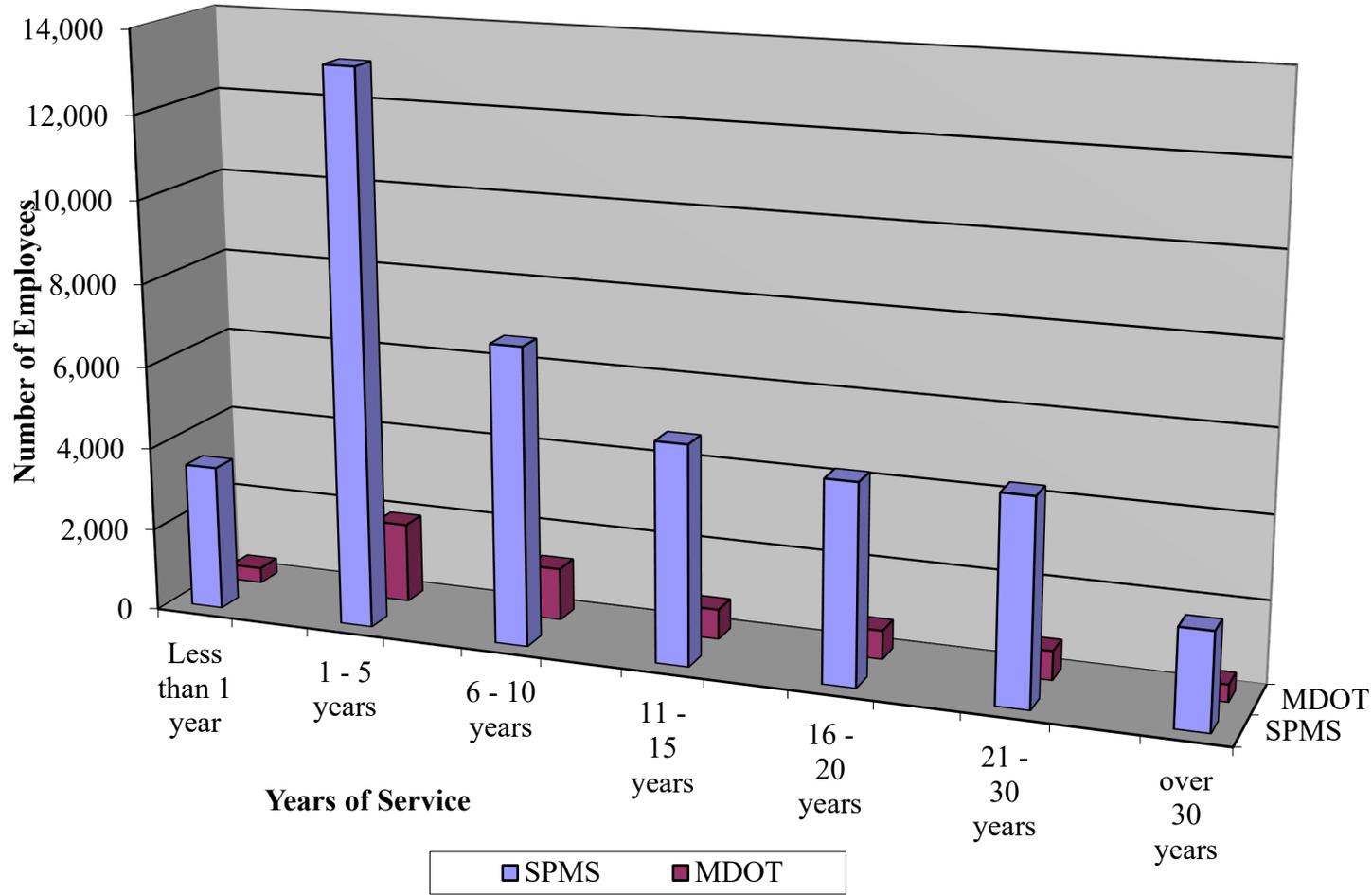
Note: Employees are actual. Percentages are rounded off to the next whole number.

**Years of Service of State Employees  
As of June 30, 2025**

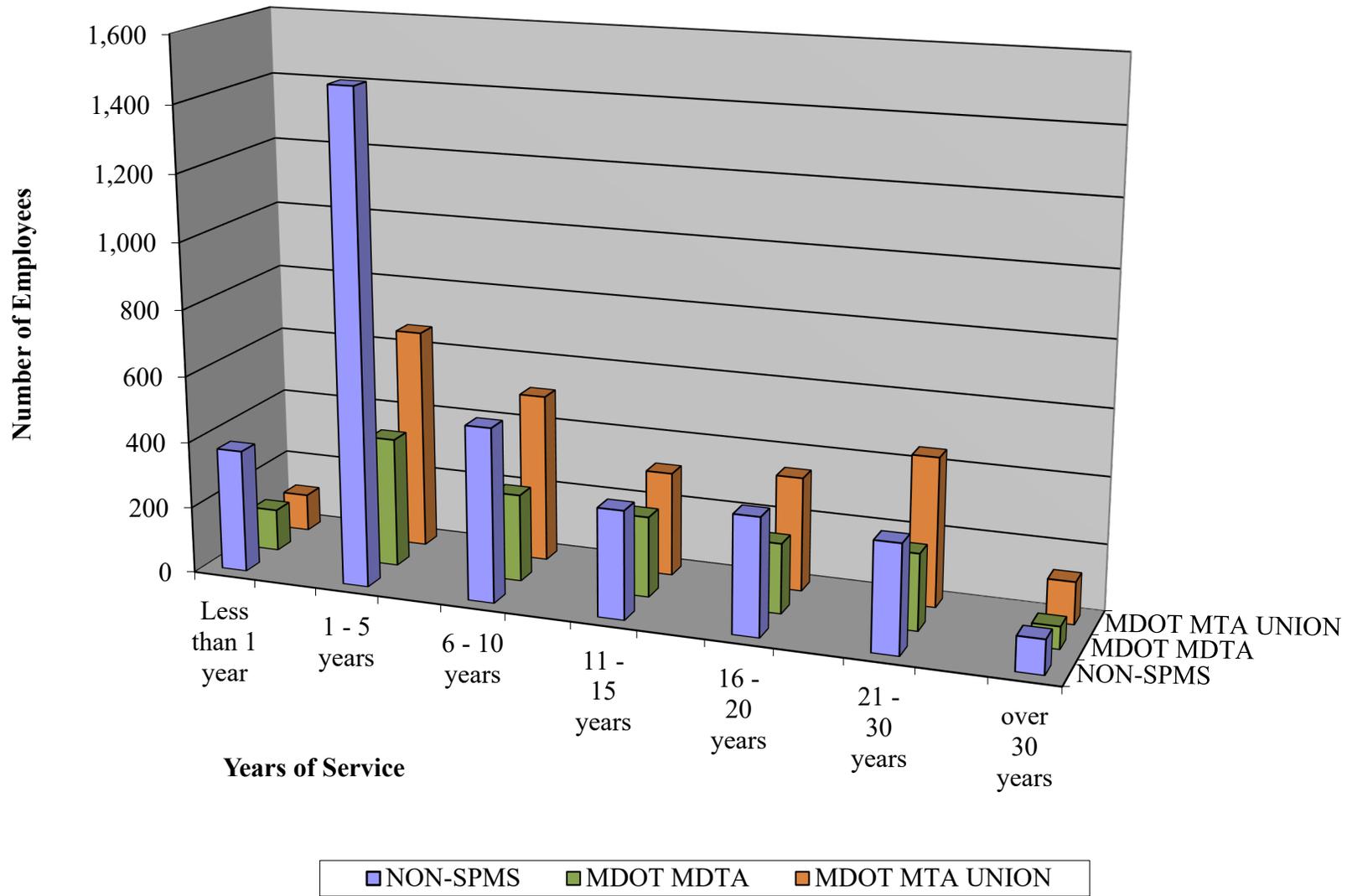
Years of Service	Number of Employees (%)					
	NON-SPMS		MDOT MDTA		MDOT MTA UNION	
Less than 1 year	370	(11%)	126	(8%)	112	(4%)
1 - 5 years	1,474	(42%)	390	(26%)	666	(26%)
6 - 10 years	524	(15%)	263	(17%)	507	(20%)
11 - 15 years	325	(9%)	242	(16%)	313	(12%)
16 - 20 years	353	(10%)	210	(14%)	343	(14%)
21 - 30 years	325	(9%)	229	(15%)	448	(18%)
over 30 years	103	(3%)	67	(4%)	127	(5%)
<b>Total</b>	<b>3,474</b>		<b>1,527</b>		<b>2,516</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, 2025**

		<b>SPMS</b>	<b>MDOT</b>
<b>TRANSACTIONS</b>	Appointments <sup>1</sup>	4,790	454
	Reinstatements	333	40
	Transfers	641	84
	Promotions	1,899	230
	Reclassifications	3,576	233
	Demotions	337	9
	<b>Total</b>	<b>11,576</b>	<b>1,050</b>
<b>SEPARATIONS</b>	Deceased	58	11
	Failed to Report for Duty	21	1
	Layoffs	0	0
	Leave of Absence <sup>2</sup>	9	428
	Resignations	1,988	236
	Retired	1,082	120
	Terminated	240	50
	Terminated on Probation	138	35
	Other	13	49
<b>Total</b>	<b>3,549</b>	<b>930</b>	
<b>GRIEVANCES</b>	Resolved at DBM	83	
	Forwarded to OAH	156	
	<b>Total</b>	<b>239</b>	
<b>DISCIPLINARY ACTION APPEALS</b>	Resolved at DBM	589	
	Forwarded to OAH	365	
<b>Total</b>	<b>954</b>		
<b>WHISTLEBLOWER COMPLAINTS</b>	Withdrawn/Settlement	0	
	Pending	0	
	Probable Cause	0	
	No Probable Cause	9	
<b>Total</b>		<b>9</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, 2025**

		<b>NON- SPMS</b>	<b>MDOT MDTA</b>	<b>MDOT MTA UNION</b>
<b>TRANSACTIONS</b>	Appointments <sup>1</sup>	120	152	221
	Reinstatements	10	20	40
	Transfers	9	23	9
	Promotions	92	72	0
	Reclassifications	156	86	0
	Classification Changes <sup>3</sup>	0	0	67
	PIN Changes <sup>4</sup>	0	0	258
	Demotions	6	2	0
	<b>Total</b>	<b>393</b>	<b>355</b>	<b>595</b>
<b>SEPARATIONS</b>	Deceased	17	3	2
	Failed to Report for Duty	0	0	0
	Layoffs	0	0	0
	Leave of Absence <sup>2</sup>	13	96	51
	Resignations	289	34	54
	Retired	63	29	77
	Terminated	56	10	39
	Terminated on Probation	11	18	3
	Other	0	43	34
	<b>Total</b>	<b>449</b>	<b>233</b>	<b>260</b>
<b>GRIEVANCES</b>	Resolved at Agency	7		
	Forwarded to OAH	7		
	<b>Total</b>	<b>14</b>		
<b>DISCIPLINARY ACTION APPEALS</b>	Resolved at Agency	5		
	Forwarded to OAH	1		
	<b>Total</b>	<b>6</b>		
<b>WHISTLEBLOWER COMPLAINTS</b>	Withdrawn/Settlement	0		
	Pending	0		
	Probable Cause	1		
	No Probable Cause	0		
	<b>Total</b>	<b>1</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, 2025**

	<b>SPMS</b>	<b>MDOT</b>
Resigned	1,988	236
Retired	1,082	120
Removals <sup>1</sup>	378	85
Deceased	58	11
Military Leave	3	0
<b>Total</b>	<b>3,509</b>	<b>452</b>
<b>Total Positions</b>	<b>45,700</b>	<b>6,581</b>
<b>Turnover<sup>2</sup> % for FY 25</b>	<b>8%</b>	<b>7%</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, 2025**

	NON-SPMS	MDOT MDTA	MDOT MTA UNION
Resigned	289	34	54
Retired	63	29	77
Removals <sup>1</sup>	67	28	42
Deceased	17	3	2
Military Leave	0	1	0
<b>Total</b>	<b>436</b>	<b>95</b>	<b>175</b>
<b>Total Positions</b>	<b>3,944</b>	<b>1,698</b>	<b>2,659</b>
<b>Turnover<sup>2</sup> % for FY 25</b>	<b>11%</b>	<b>6%</b>	<b>7%</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.

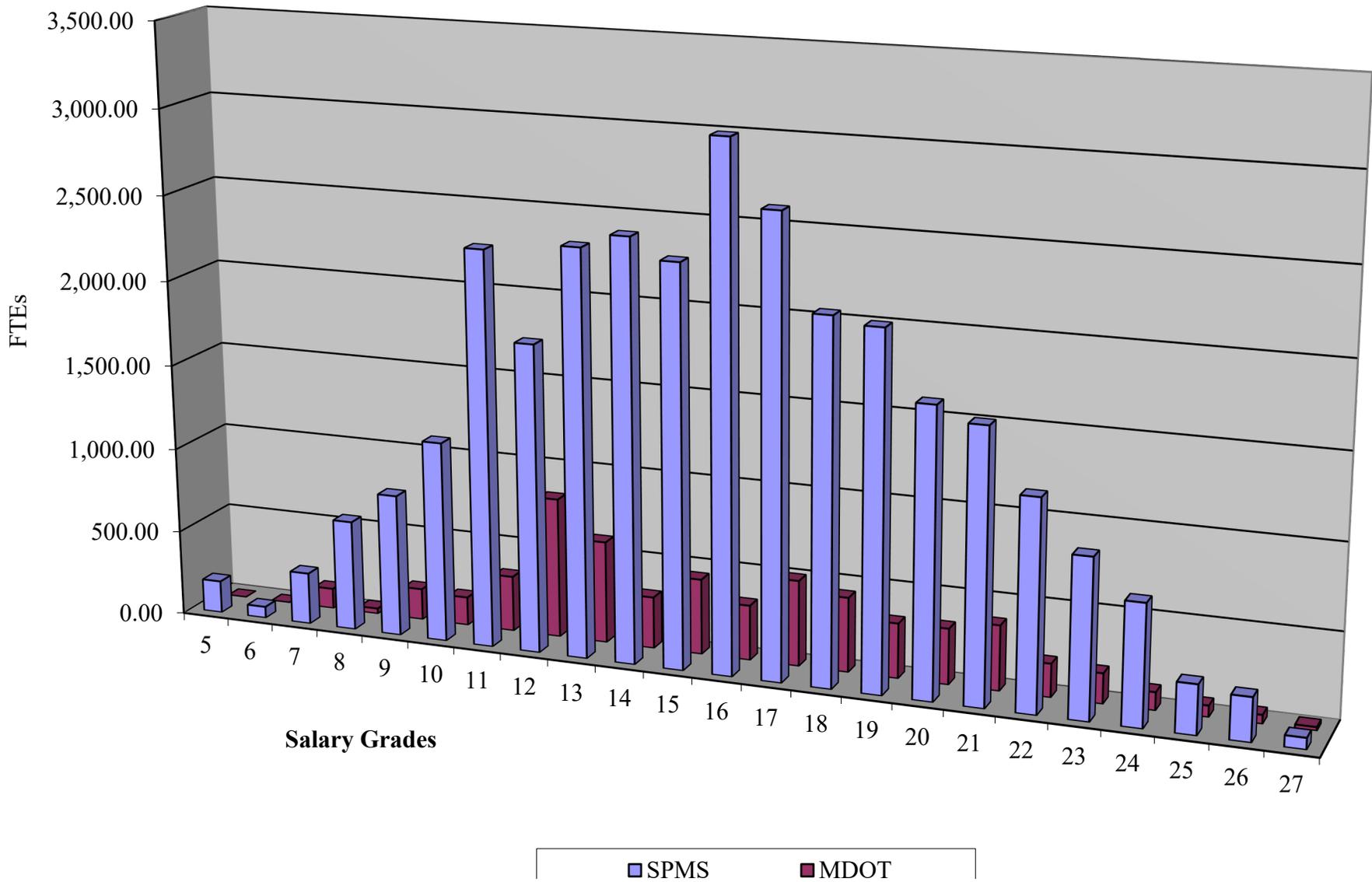


**Distribution of State Positions by Salary Grade  
As of June 30, 2022**

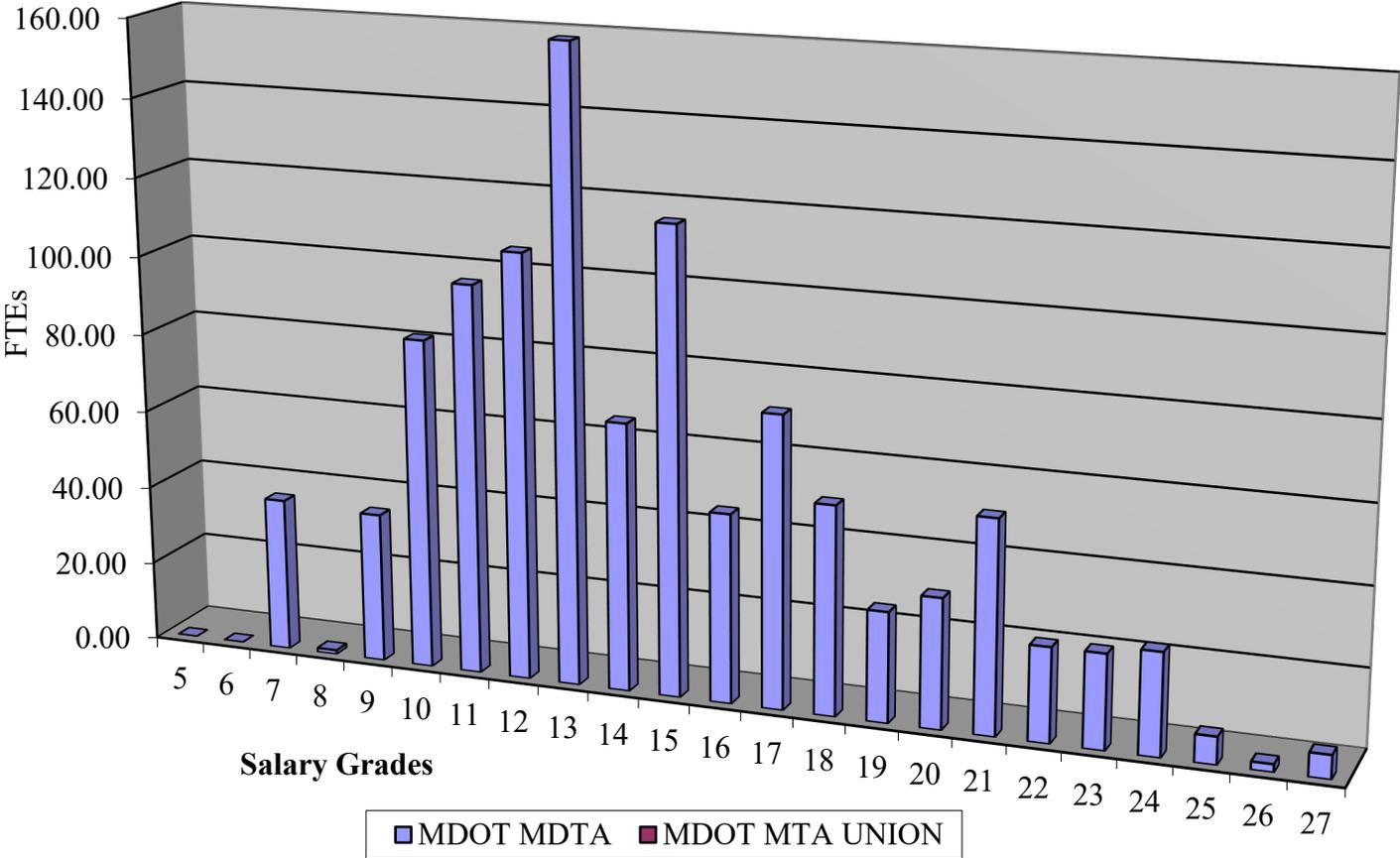
**Standard Salary Schedule**

<b>Distribution of State Positions by Salary Grade</b>				
<b>As of June 30, 2025</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	0.00		0.00%	0.00%
7	39.00		3.56%	0.00%
8	1.00		0.09%	0.00%
9	38.00		3.47%	0.00%
10	84.00		7.68%	0.00%
11	99.00		9.05%	0.00%
12	108.00		9.87%	0.00%
13	160.00		14.63%	0.00%
14	68.00		6.22%	0.00%
15	118.00		10.79%	0.00%
16	48.00		4.39%	0.00%
17	74.00		6.76%	0.00%
18	53.00		4.84%	0.00%
19	28.00		2.56%	0.00%
20	33.00		3.02%	0.00%
21	54.00		4.94%	0.00%
22	24.00		2.19%	0.00%
23	24.00		2.19%	0.00%
24	26.00		2.38%	0.00%
25	7.00		0.64%	0.00%
26	2.00		0.18%	0.00%
27	6.00		0.55%	0.00%
<b>Total</b>	<b>1,094.00</b>	<b>2,511.50</b>	<b>100.00%</b>	<b>0.00%</b>
<b>Other Schedules</b>	432.00			
<b>Total:</b>	<b>1,526.00</b>	<b>2,511.50</b>		

### State Positions by Salary Grades



### State Positions by Salary Grades



**Distribution of State Positions by Salary Step  
As of June 30, 2025**

**Step Levels of Standard Salary Schedule**

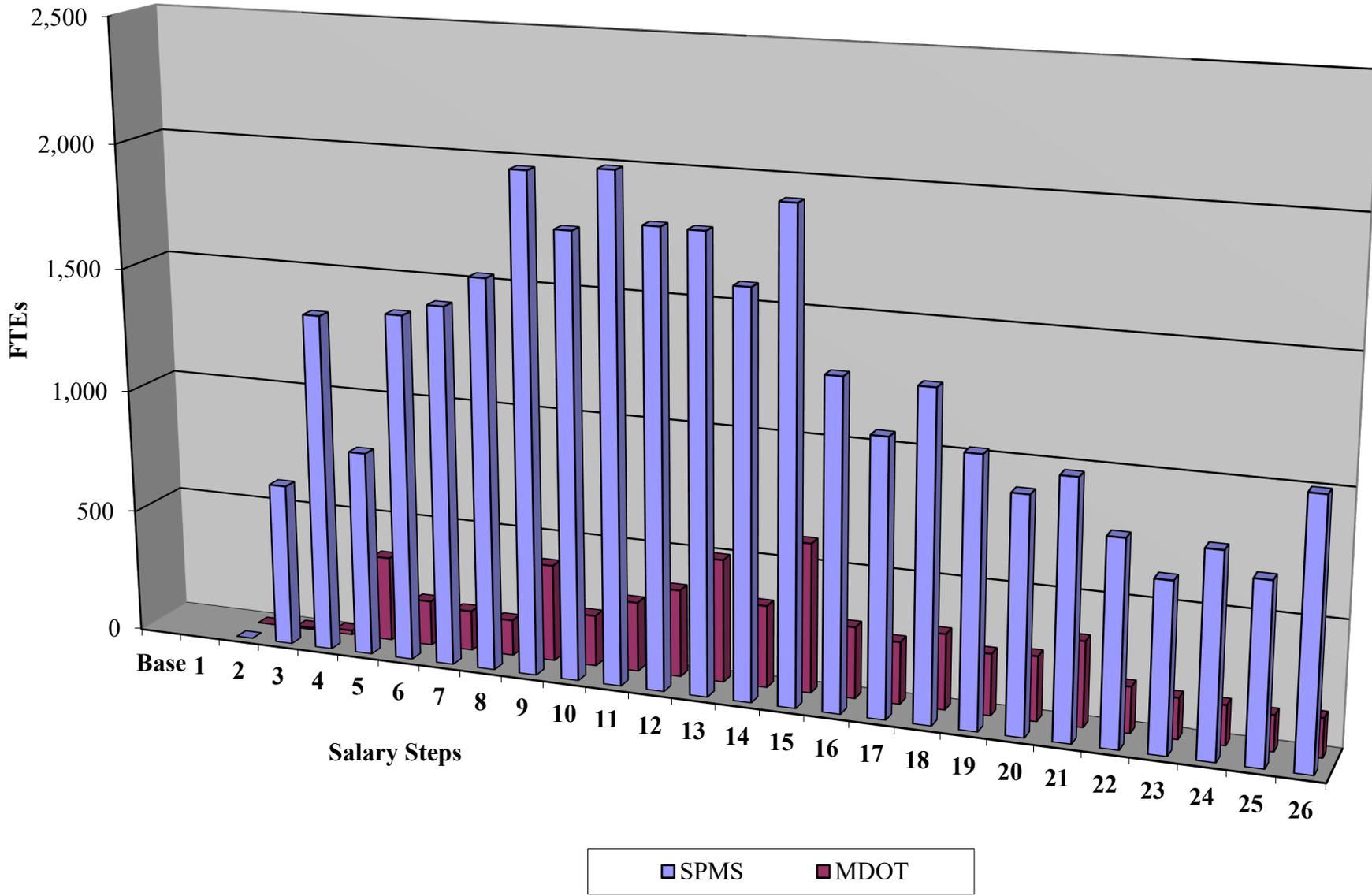
<b>Distribution of State Positions by Salary Step As of June 30, 2025</b>						
<b>Step Levels of Standard Salary Schedule</b>						
<b>Step</b>	<b>Number of FTEs</b>		<b>%</b>		<b>CO Step</b>	<b>CO FTE</b>
	<b>SPMS</b>	<b>MDOT</b>	<b>SPMS</b>	<b>MDOT</b>		
Base			0.00%	0.00%	002	0.00
1			0.00%	0.00%	003	92.00
2	0.00	0.00	0.00%	0.00%	004	60.90
3	659.05	8.00	2.12%	0.13%	005	514.00
4	1,367.29	18.00	4.39%	0.30%	006	97.00
5	829.01	345.50	2.66%	5.72%	007	70.00
6	1,398.85	184.00	4.49%	3.05%	008	330.00
7	1,449.04	163.50	4.65%	2.71%	009	354.00
8	1,573.19	146.25	5.05%	2.42%	010	288.00
9	1,999.48	394.00	6.42%	6.52%	011	265.00
10	1,782.86	207.50	5.72%	3.43%	012	447.00
11	2,024.44	283.00	6.50%	4.68%	013	420.00
12	1,824.08	354.00	5.86%	5.86%	014	1,412.00
13	1,820.75	497.50	5.85%	8.23%	015	402.00
14	1,623.40	332.50	5.21%	5.50%	016	597.00
15	1,950.35	603.00	6.26%	9.98%	017	128.00
16	1,317.35	289.00	4.23%	4.78%	018	94.00
17	1,105.67	251.00	3.55%	4.15%	019	88.00
18	1,308.25	305.00	4.20%	5.05%	020	49.00
19	1,074.71	248.00	3.45%	4.10%	021	68.00
20	940.95	260.50	3.02%	4.31%	022	39.00
21	1,024.95	342.00	3.29%	5.66%	023	30.00
22	815.50	185.50	2.62%	3.07%	024	72.00
23	675.40	164.50	2.17%	2.72%	025	70.00
24	809.50	159.50	2.60%	2.64%	026	144.00
25	717.70	144.00	2.30%	2.38%	<b>Total*</b>	<b>6,130.90</b>
26	1,052.90	155.50	3.38%	2.57%		
27	0.00	1.00	0.00%	0.02%		
<b>Total</b>	<b>31,144.67</b>	<b>6,042.25</b>	<b>100.00%</b>	<b>100.00%</b>		
<b>Other Schedules</b>	3,995.26	37.00				
<b>Corr Officer Schedules</b>	6,130.90					
<b>Total:</b>	<b>41,270.83</b>	<b>6,079.25</b>				

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

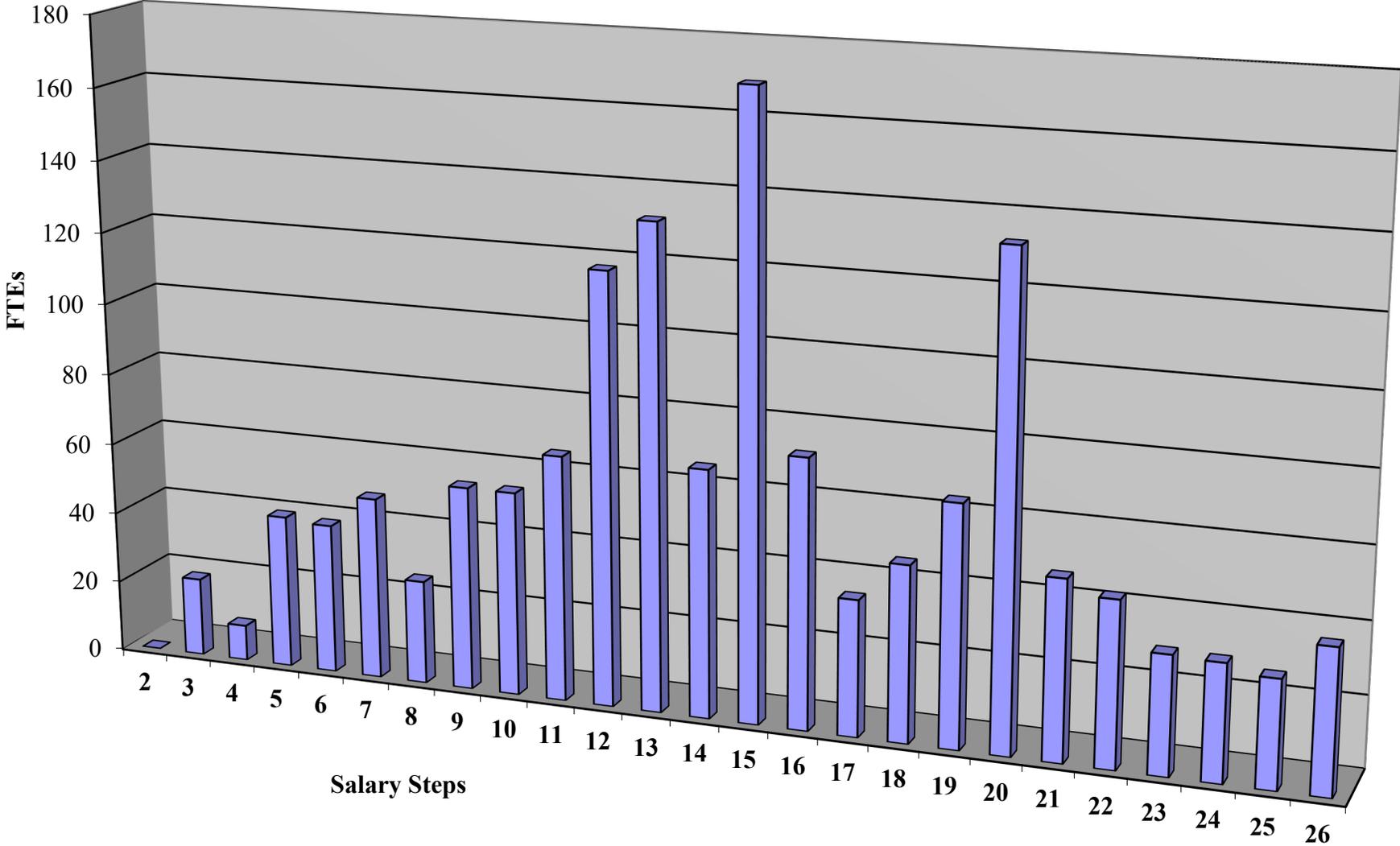
**Step Levels of Standard Salary Schedule**

<b>Distribution of State Positions by Salary Step</b>				
<b>As of June 30, 2025</b>				
<b>Step levels of Standard Salary Schedule</b>				
Step	Number of FTEs		%	
	MDOT MDTA	MDOT MTA UNION	MDOT MDTA	MDOT MTA UNION
2	0.00		0.00%	0.00%
3	22.00		1.50%	0.00%
4	10.00		0.68%	0.00%
5	43.00		2.93%	0.00%
6	42.00		2.86%	0.00%
7	51.00		3.47%	0.00%
8	29.00		1.97%	0.00%
9	57.00		3.88%	0.00%
10	57.00		3.88%	0.00%
11	68.50		4.66%	0.00%
12	120.00		8.17%	0.00%
13	134.00		9.12%	0.00%
14	69.00		4.70%	0.00%
15	171.00		11.64%	0.00%
16	75.00		5.11%	0.00%
17	38.00		2.59%	0.00%
18	49.00		3.34%	0.00%
19	67.00		4.56%	0.00%
20	135.00		9.19%	0.00%
21	50.00		3.40%	0.00%
22	46.00		3.13%	0.00%
23	33.00		2.25%	0.00%
24	32.50		2.21%	0.00%
25	30.00		2.04%	0.00%
26	40.00		2.72%	0.00%
<b>Total</b>	<b>1,469.00</b>	<b>2,511.50</b>	<b>100.00%</b>	<b>0.00%</b>
<b>Other Schedules</b>	57.00			
<b>Total:</b>	<b>1,526.00</b>	<b>2,511.50</b>		

### State Positions by Salary Steps



### State Positions by Salary Steps



■ MDOT MDTA     
 ■ MDOT MTA UNION

**EMPLOYER'S COST OF BENEFITS  
FOR A TYPICAL STATE EMPLOYEE IN THE  
STATE PERSONNEL MANAGEMENT SYSTEM  
Fiscal Year 2025**

**Based on a Salary of:** \$83,900

**DIRECT COSTS**

Social Security	\$6,418
Health Insurance**	\$23,852
Pension Retirement	\$18,374
Deferred Compensation Match	\$305
Workers Compensation	\$691
Unemployment Insurance	\$117

**SUBTOTAL DIRECT COSTS** **\$49,758**

**INDIRECT COSTS**

Personal Leave	\$1,931
Holiday	\$3,862
Annual Leave	\$4,827
Sick Leave	\$1,609

**SUBTOTAL INDIRECT COSTS** **\$12,229**

**TOTAL COST OF BENEFITS** **\$61,986**

\*\*Note: This amount was previously the average family health insurance contribution made by the State. Family costs included medical, dental, and prescription drug plan. It has since been updated to be the average cost Per Employee Per Year (PEPY) provided by the Employee Benefits Division of OPSB, using actual enrollment and paid claims cost.

**Distribution of Employee Performance by Category  
By Department  
As of December 31, 2024**

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
Accountability and Implementation Board	9	6	3	0	9
Administrative Hearings <sup>4</sup>	110	74	35	0	109
African American History and Culture	8	0	8	0	8
Aging <sup>3</sup>	38	17	20	1	38
Agriculture	375	162	213	-	375
Alcohol Tobacco Cannabis Commission	53	39	14	-	53
Archives	57	26	30	2	56
Assessments and Taxation	536	89	435	7	531
Attorney General	811	190	608	3	801
Boards and Commissions & Offices	49	29	11	-	40
Budget and Management	291	82	168	3	253
Cannabis Administration	90	17	71	1	89
Civil Rights	35	17	18	-	35
Commerce	178	112	55	-	167
Comptroller	1,109	340	754	9	1,103
Contract Appeals <sup>6</sup>	-	-	-	-	-
Crime Prevention and Policy	71	2	69	-	71
Deaf and Hard of Hearing <sup>6</sup>	-	-	-	-	-
Disabilities	32	15	16	-	31
Education (MSDE)	1,300	483	710	12	1,205
Elections	254	156	89	2	247
Emergency Management	86	35	45	-	80
Energy Administration	40	24	15	-	39
Environment	828	346	448	3	797
Executive Department	202	93	42	-	135
General Services <sup>4</sup>	646	87	474	4	638
Governor's Office of Children <sup>6</sup>	-	-	-	-	-
Health	8,790	3,024	5,118	49	8,175
Health Benefits Exchange	67	29	36	-	65
Higher Education Commission	72	3	37	-	40
Housing and Community Development	372	129	239	4	372

Human Services	5,433	1,002	4,287	39	5,328
Information and Technology	183	38	143	1	182
Institute for Emerg Med Svcs Sys	87	62	22		84
Insurance Admin.	225	51	164	-	215
Interagency Comm on School Construction	38	14	22	2	38
Juvenile Services	1,918	447	1,349	8	1,804
Labor	1332	414	850	7	1271
Lottery	326	130	187	1	318
Maryland 529 <sup>7</sup>	-	-	-	-	-
Military Department	183	62	113	3	178
Natural Resources <sup>4</sup>	1,295	311	667	1	1,235
Office of the Inspector General for Education	13	10	3	-	13
People's Counsel	23	-	22	1	23
Planning	120	83	31	-	114
Prescription Drug Affordability Bd.	3	1	-	-	1
Property Tax Assessment Appeals Bd.	6	5	1	-	6
Public Defender	877	555	246	4	805
Public Safety and Correctional Svcs	8,133	2,683	4,984	43	7,710
Public Service Commission	131	80	49	-	129
Public Television	145	64	76	2	142
School for the Deaf	343	8	320	5	333
Secretary of State <sup>6</sup>	-	-	-	-	-
Service and Civic Innovation	20	13	7	-	20
Social Equity - MCA	3	-	3	-	3
State Library	32	28	4	-	32
State Police <sup>4</sup>	850	422	380	5	807
State Prosecutor	15	13	2	-	15
State Retirement Agency	203	46	139	3	188
Subsequent Injury Fund	10	6	4	-	10
Supplemental Retirement Plans	11	8	2	-	10
Tax Court	7	7	-	-	7
Transportation <sup>5</sup>	-	-	-	-	-
Treasurer	80	19	59	-	78
Uninsured Employers Fund	5	5	-	-	5
Veterans and Military Families	117	59	50	1	110
West North Avenue Development Authority	9	4	3	-	7
Workers' Compensation Commission	87	30	52	1	83
<b>Total</b>	<b>38,772</b>	<b>12,306</b>	<b>24,022</b>	<b>227</b>	<b>36,866</b>

**Distribution of Employee Performance by Category  
By Department  
As of June 30, 2025**

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
Accountability and Implementation Board	12	8	4	0	12
Administrative Hearings <sup>4</sup>	114	73	40	1	114
African American History and Culture	8	1	7		8
Aging <sup>3</sup>	40	21	18	1	40
Agriculture	401	130	266	3	399
Alcohol Tobacco Cannabis Commission	57	38	19	0	57
Archives	57	21	36	-	57
Assessments and Taxation	547	99	433	5	537
Attorney General	832	184	639	5	828
Boards and Commissions & Offices	55	20	14	-	34
Budget and Management	289	83	134	1	218
Cannabis Administration	88	16	71	1	88
Civil Rights	35	8	15	-	23
Commerce	181	113	65	1	179
Comptroller	1,172	354	808	6	1,168
Contract Appeals <sup>6</sup>	-	-	-	-	-
Crime Prevention and Policy	76	10	65	1	76
Deaf and Hard of Hearing <sup>6</sup>	-	-	-	-	-
Disabilities	32	13	16	-	29
Education (MSDE)	1,314	535	713	11	1,259
Elections	261	147	106	1	254
Emergency Management	89	46	40	-	86
Energy Administration	43	27	15	-	42
Environment	846	380	460	3	843
Executive Department	253	86	51	1	138
General Services <sup>4</sup>	664	77	488	1	641
Governor's Office of Children <sup>6</sup>	-	-	-	-	-
Health	8,992	3,053	5,475	30	8,558
Health Benefits Exchange	69	26	41	-	67
Higher Education Commission	77	17	53	-	70
Housing and Community Development	393	94	298	1	393
Human Services	5,493	973	4,377	43	5,393
Information and Technology	196	43	149	1	193
Interagency Comm on School Construction	37	10	25	-	35
Institute for Emerg Med Serv	89	65	23	-	88
Insurance Admin.	241	53	182	3	238
Juvenile Services	1,914	457	1,416	12	1,885
Labor	1,391	417	882	7	1,306
Lottery	329	143	184	1	328
Maryland 529 <sup>7</sup>	-	-	-	-	-
Military Department	183	75	103	3	181
Natural Resources <sup>4</sup>	1,325	333	663	4	1,254
Office of the Inspector General for Education	13	10	3	-	13
People's Counsel	25	-	24	-	24
Planning	126	80	41	-	121
Prescription Drug Affordability Bd.	1	1	-	-	1
Property Tax Assessment Appeals Bd.	7	-	7	-	7
Public Defender	916	496	276	1	773
Public Safety and Correctional Svcs	8,334	2,355	5,689	55	8,099
Public Service Commission	130	78	49	-	127
Public Television	143	56	77	-	133
School for the Deaf	344	9	322	4	335
Secretary of State <sup>6</sup>	-	-	-	-	-
Service and Civic Innovation	33	13	17		30

Social Equity - MCA	3	-	3	-	3
State Library	32	25	5	-	30
State Police <sup>4</sup>	871	434	401	6	841
State Prosecutor	16	14	2	-	16
State Retirement Agency	209	60	136	3	199
Subsequent Injury Fund	11	8	3	-	11
Supplemental Retirement Plans	12	10	2	-	12
Tax Court	8	7	1	-	8
Transportation <sup>5</sup>	-				-
Treasurer	80	22	51	-	73
Uninsured Employers Fund	5	5	-	-	5
Veterans and Military Families	118	59	49	1	109
West North Avenue Development Authority	9	7	2	-	9
Workers' Compensation Commission	92	30	59	-	89
<b>Total</b>					
<b>% Change</b>					
<b>Total</b>	39,733	12,028	25,613	217	38,187

<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, 2024 4,049 employees of 5,870 employees were evaluated.

Performance Evaluation data was obtained using the SPMS Next PEP Due report from the Statewide Personnel System (SPS) Workday.

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

<sup>7</sup>Maryland 529 is reported within the Treasurer

**Distribution of Employee Performance by Category  
By Department  
As of June 30, 2025**

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>					
Canal Place Preservation & Development Authority <sup>3</sup>	4				-
Environmental Services <sup>3</sup>	678	244	425	9	678
Food Center Authority	27	9	18	-	27
Historic St. Mary's City Commission	32	31	1		32
MDOT Maryland Transportation Authority <sup>3</sup>	1,045				729
MDOT Maryland Transit Administration Union <sup>5</sup>					
Morgan State University <sup>3</sup>	1,212	361	217	9	587
Stadium Authority <sup>3</sup>	118	82	34	-	116
St. Mary's College of Maryland <sup>3</sup>	261		261	-	261
<b>Total</b>	<b>3,377</b>	<b>727</b>	<b>956</b>	<b>18</b>	<b>2,430</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 instrument.

<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.

MDOT: Maryland Department of Transportation

**Distribution of Incentive and Innovative Awards  
By Department  
As of June 30, 2025**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Agriculture	10	\$595		
Comptroller	625	\$35,535		
Elections	133	\$764	1	\$135
Environment	-	\$0	-	\$0
Health, Maryland Dept.	1,151	\$789,653		
Housing and Community Development	-	\$0		
Labor	36	\$12,700		
Library	-	\$0		
Military	-	\$0		
State Retirement Agency	32	\$1,082,110		
Treasurer	5	\$4,987		
<b>Total</b>	1,992	\$1,926,344	1	\$135

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, 2025**

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
African American Museum Corporation	0	\$0		
Baltimore City Community College	0	\$0		
Canal Place Preservation & Dev Auth	0	\$0		
Environmental Services	51	\$41,150		
Food Center Authority	1	\$239		
Historic St. Mary's City Commission	0	\$0		
MDOT MDTA	0	\$0		
MDOT MTA Union	0	\$0		
Morgan State University	0	\$0		
Stadium Authority	0	\$0		
St. Mary's College of Maryland	0			
<b>Total</b>	52	\$41,389		

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

**Leave Usage  
For CY 2024**

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
Accountability and Implementation Bd	13.00	26,156	248	467	174	358	47	106	139
Administrative Hearings	113.80	228,966	13,377	4,530	6,056	5,461	918	315	69
Aging	43.00	86,516	3,241	432	1,889	1,630	84	262	12
Agriculture	409.00	822,908	37,982	11,526	23,038	17,984	934	2,312	1,078
Archives	60.00	120,720	7,735	963	4,208	2,790	235	439	326
Assessments and Taxation	545.00	1,096,540	55,774	1,995	39,522	25,960	200	2,069	1,290
Attorney General	376.60	757,719	28,486	10,608	15,215	14,971	7,812	2,647	2,807
Budget and Management	319.00	641,828	30,567	10,597	18,964	14,395	1,990	2,066	1,834
Civil Rights Commission	37.00	74,444	2,755	263	1,542	1,321	5	417	123
Commerce	197.00	396,364	16,244	7,598	8,677	7,780	810	1,753	982
Comptroller	1,255.00	2,525,060	112,022	23,728	78,131	54,453	3,423	5,867	2,501
Correctional Ombudsman	7.00	14,084	604	194	639	272	56	96	72
Crime Prevention and Policy	95.00	191,140	3,069	2,743	2,338	2,986	103	341	70
Disabilities	36.50	73,438	2,852	713	1,586	1,508	154	240	214
Education (MSDE)	1,301.65	2,618,920	113,209	10,944	80,037	57,777	2,728	6,349	3,199
Elections	263.80	530,766	16,045	21,279	13,991	11,586	1,760	1,903	2,149
Emergency Mgmt Agency	94.00	189,128	5,167	4,427	3,437	3,600	507	554	495
Energy Administration	49.00	98,588	2,580	2,692	2,080	1,784	387	300	100
Environment	911.00	1,832,932	94,293	13,498	51,980	41,222	2,324	4,494	2,167
Executive Department	221.00	444,652	10,673	7,327	5,981	5,601	6,121	6,373	1,383
General Services	680.40	1,368,965	64,849	7,271	45,510	30,728	1,309	3,506	1,811
Health	9,084.41	18,277,833	838,325	188,236	626,496	407,486	21,939	36,430	19,677
Health Benefits Exchange	72.00	144,864	6,250	1,031	2,935	3,125	440	703	846
Higher Education Commission	80.00	160,960	5,742	952	4,086	3,188	145	508	386
Housing and Community Dev	434.00	873,208	33,336	9,120	19,916	17,164	1,532	2,185	759
Human Services	5,555.10	11,176,861	597,761	101,299	415,269	258,524	12,239	34,448	14,344
Information & Technology	226.00	454,712	18,646	8,742	9,200	9,441	2,040	1,516	1,266
Institute for Emergency Medical Svc Sys	92.00	185,104	8,479	7,795	5,905	4,388	1,084	335	359
Insurance Administration	264.88	532,939	23,993	5,698	15,626	11,636	723	1,489	575
Juvenile Services	1,911.50	3,845,938	183,738	37,181	139,136	84,265	4,665	11,439	6,035
Labor	1,530.78	3,079,929	140,541	15,612	90,734	63,128	1,230	7,803	2,927
Lottery	334.85	673,718	40,605	4,811	24,712	16,157	355	1,584	987
Military Department	176.00	354,112	14,344	2,538	10,044	7,446	226	1,408	358
Natural Resources	1,378.08	2,772,697	135,731	54,445	73,847	65,572	6,976	6,640	5,334
Office of the Inspector General for Education	14.00	28,168	1,476	76	982	681	0	42	44
People's Counsel	27.00	54,324	1,739	1,216	1,162	953	292	212	87
Planning	134.00	269,608	94,293	4,696	5,922	5,469	656	630	883
Property Tax Asst App Bds	9.66	19,436	731	26	504	373	0	60	90
Public Defender	932.00	1,875,184	76,667	2,322	41,948	36,362	645	8,147	8,752
Public Safety and Correctional Svcs	8,386.40	16,873,437	969,367	460,449	759,857	403,847	21,242	32,869	9,483
Public Service Commission	147.00	295,764	13,344	679	7,603	5,897	123	1,106	827
Public Television	142.00	285,704	13,035	4,756	4,337	5,884	2,108	1,493	2,479
School for the Deaf	347.00	698,164	7,615	2,765	20,816	9,351	791	828	63
State Library	33.00	66,396	3,228	62	2,558	1,664	25	149	32
State Police	2,320.00	4,667,840	288,078	18,750	150,187	116,915	1,265	7,022	5,616
State Prosecutor	18.00	36,216	1,909	668	813	688	69	46	13
State Retirement Agency	216.00	434,592	18,137	4,842	10,324	9,466	1,286	1,104	1,114
Subsequent Injury Fund	18.40	37,021	1,928	0	989	752	0	67	58
Supplemental Retirement	14.00	28,168	1,215	158	454	555	195	88	35
Tax Court	9.00	18,108	351	0	434	166	0	2	0
Transportation	6,079.30	12,231,552	739,527	294,373	712,759	355,906	16,929	15,291	11,084
Treasurer	89.00	179,068	7,226	2,381	3,180	3,970	1,073	527	186
Uninsured Employer's Fund	11.60	23,339	1,180	154	376	526	99	86	40
Veterans and Military Families	116.75	234,901	8,345	3,656	7,163	4,722	596	674	186
Worker's Compensation Comm	103.00	207,236	10,074	1,021	6,846	4,703	90	464	261
<b>Total</b>	<b>47,334.46</b>	<b>95,236,934</b>	<b>4,928,728</b>	<b>1,384,300</b>	<b>3,581,988</b>	<b>2,224,660</b>	<b>132,984</b>	<b>219,797</b>	<b>118,008</b>

NOTE: This data was obtained from the SPS.

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

**Leave Usage  
For CY 2024**

Department	Total Number of Actual Employees	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
African American Museum <sup>2</sup>	29	-	-	-	-	-	-	-	-
Baltimore City Community College	311.00	625,732	27,626	8	19,263	3,958	147	2,485	1,961
Canal Place Preservation & Development Authority	4.00	8,048	212	43	48	192	0	0	0
Environment Services	802.00	1,613,624	84,427	11,983	38,470	27,307	398	1,033	1,020
Food Center Authority	25.00	50,300	2,256	1,077	2,250	581	0	132	25
Historic St. Mary's City Commission	32.00	64,384	3,800	0	2,541	665	0	643	0
MDOT Maryland Transportation Authority	1,526.00	3,070,312	195,895	74,458	169,983	94,521	2,512	2,181	1,539
MDOT Maryland Transit Administration Union	2,511.50	5,053,138	304,888	0	231,223	90,261	0	29,266	308,172
Morgan State University	1,738.00	3,496,856	104,056	11,006	64,425	19,323	0	5,083	12,714
Stadium Authority	127.00	255,524	12,864	4,063	8,194	6,681	2,798	439	926
St. Mary's College of MD <sup>3</sup>	396.00	796,752	25,279	0	94,094	3,650	0	442	0
<b>Total</b>	<b>7,501.50</b>	<b>15,034,670</b>	<b>761,302</b>	<b>102,639</b>	<b>630,491</b>	<b>247,139</b>	<b>5,855</b>	<b>41,704</b>	<b>326,358</b>

<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.

Leave usage data is from January 1, 2024 through December 31, 2024.

MDOT: Maryland Department of Transportation

<b>Health Benefit Enrollment by Type of Plan</b>			
<b>As of June 30, 2025</b>			
<b><u>Health Plans</u></b>	<b><u>Employees</u></b>	<b><u>Retirees</u></b>	<b><u>Total</u></b>
PPO - Contracts	28,822	27,896	56,718
% of total enrollment in PPOs	39.5%	54.1%	45.7%
POS - Contracts*	183	0	183
% of total enrollment in POSs	0.3%	0.0%	0.1%
EPO/Kaiser - Contracts*	43,049	24,269	67,318
% of total enrollment in EPOs	59.7%	46.5%	54.2%
<b>Total - Contracts**</b>	<b>72,054</b>	<b>52,165</b>	<b>124,219</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.			
**Excludes Satellite and Direct Pay Enrollees			

**Health Benefit Enrollment for Active State Employees  
As of June 30, 2025**

	<b><u>2023 Actual</u></b>	<b><u>2024 Actual</u></b>	<b><u>2025 Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	25,145	28,364	28,822
POS	195	196	183
EPO/Kaiser*	<u>41,296</u>	<u>43,317</u>	<u>43,049</u>
<b>Total</b>	<b>66,636</b>	<b>71,877</b>	<b>72,054</b>
<b>Prescription</b>			
	<b>58,723</b>	<b>62,109</b>	<b>62,216</b>
<b><u>Spending Accounts</u></b>			
Health Care	15,270	17,030	20,924
Dependent Care	<u>2,029</u>	<u>2,159</u>	<u>2,159</u>
<b>Total</b>	<b>17,299</b>	<b>19,189</b>	<b>23,083</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	11,199	13,163	11,686
Dental - PPO	<u>53,993</u>	<u>57,186</u>	<u>58,559</u>
<b>Total</b>	<b>65,192</b>	<b>70,349</b>	<b>70,245</b>
<b>Term Life</b>			
	<b>99,511</b>	<b>102,772</b>	<b>106,857</b>
<b>Accidental Death &amp; Injury</b>			
	<b>40,017</b>	<b>42,016</b>	<b>41,751</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, 2025**

	<b><u>2023</u></b> <b><u>Actual</u></b>	<b><u>2024</u></b> <b><u>Actual</u></b>	<b><u>2025</u></b> <b><u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	28,479	28,046	27,896
POS	0	0	0
EPO/Kaiser*	<u>23,376</u>	<u>23,834</u>	<u>24,269</u>
<b>Total</b>	<b>51,855</b>	<b>51,880</b>	<b>52,165</b>
<b>Prescription</b>	<b>50,011</b>	<b>49,897</b>	<b>11,218</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>	N/A	N/A	N/A
<b><u>Dental Plans</u></b>			
Dental - DHMO	2,967	2,828	2,665
Dental - PPO	<u>43,556</u>	<u>44,224</u>	<u>44,997</u>
<b>Total</b>	<b>46,523</b>	<b>47,052</b>	<b>47,662</b>
<b>Term Life</b>	<b>29,426</b>	<b>29,993</b>	<b>30,556</b>
<b>Accidental Death &amp; Injury</b>	N/A	N/A	N/A

\*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, 2025**

	<b><u>2023</u> <u>Actual</u></b>	<b><u>2024</u> <u>Actual</u></b>	<b><u>2025</u> <u>Actual</u></b>
<b><u>Health Plans</u></b>			
PPO	1,047	1,346	1,443
POS	0	0	0
EPO/Kaiser*	<u>1,962</u>	<u>1,869</u>	<u>1,765</u>
<b>Total</b>	<b>3,009</b>	<b>3,215</b>	<b>3,208</b>
<b>Prescription</b>	<b>2,580</b>	<b>2,920</b>	<b>2,952</b>
<b><u>Spending Accounts</u></b>			
Health Care	144	175	181
Dependent Care	<u>17</u>	<u>19</u>	<u>25</u>
<b>Total</b>	<b>161</b>	<b>194</b>	<b>206</b>
<b><u>Dental Plans</u></b>			
Dental - DHMO	414	482	552
Dental - PPO	<u>2,364</u>	<u>2,633</u>	<u>2,621</u>
<b>Total</b>	<b>2,778</b>	<b>3,115</b>	<b>3,173</b>
<b>Term Life</b>	<b>3,231</b>	<b>3,873</b>	<b>4,241</b>
<b>Accidental Death &amp; Injury</b>	<b>1,814</b>	<b>1,814</b>	<b>2,147</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, 2025**  
**(\$ in Millions)**

	<b>FY 2023</b> <b><u>Actual</u></b>	<b>FY 2024</b> <b><u>Actual</u></b>	<b>FY 2025</b> <b><u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$58.3</b>	<b>\$113.7</b>	<b>\$168.2</b>
<b>Post Close Adj.</b>	<b>-\$0.8</b>	<b>-\$0.8</b>	<b>\$0.0</b>
<b><u>Receipts</u></b>			
State Agencies <sup>1</sup>	\$1,374.7	\$1,543.1	\$1,573.4
Federal Funding - COVID Claims	\$11.0	\$0.0	\$0.0
Additional State Subsidy	\$80.0	\$0.0	\$0.0
Employee <sup>2</sup>	\$209.3	\$221.2	\$245.2
Retiree	\$124.1	\$132.2	\$119.7
Net Direct Pay/Satellite	-\$14.9	-\$10.5	-\$13.4
Catastrophic Reinsurance	\$110.7	\$121.0	\$130.1
Audit / Misc. Recoveries	\$9.1	\$8.5	\$9.1
<b>Total Receipts</b>	<b><u>\$1,904.0</u></b>	<b><u>\$2,015.5</u></b>	<b><u>\$2,064.0</u></b>
<b>Less: Payments to Providers (incl. Rx Rebates)</b>	<b><u>-\$1,869.4</u></b>	<b><u>-\$1,869.4</u></b>	<b><u>-\$1,878.4</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$113.7</b>	<b>\$259.9</b>	<b>\$353.9</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, 2025**  
**(\$ in Millions)**

	<b>FY 2023 <u>Actual</u></b>	<b>FY 2024 <u>Actual</u></b>	<b>FY 2025 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$5.44</b>	<b>\$2.75</b>	<b>\$1.67</b>
<b><u>Receipts</u></b>			
Employee	\$28.40	\$31.04	\$35.57
Satellite Employee	\$0.34	\$0.32	\$0.41
<b>Total Receipts</b>	<b><u>\$28.74</u></b>	<b><u>\$31.36</u></b>	<b><u>\$35.97</u></b>
<b>Less: Reimbursements to Employees</b>	<b>\$29.38</b>	<b>\$30.83</b>	<b>\$36.41</b>
<b>Unused Balances transferred to General Fund*</b>	<b><u>\$2.04</u></b>	<b><u>\$1.63</u></b>	<b><u>\$1.68</u></b>
<b>Reserve for Future Employee Reimbursements</b>	<b>\$2.75</b>	<b>\$1.67</b>	<b>\$2.91</b>

\*Forfeiture reporting per provider trails fiscal year.

**Account Balance for Term Life, Accidental  
Death and Injury, Dental Insurance  
As of June 30, 2025  
(\$ in Millions)**

	<b>FY 2023 <u>Actual</u></b>	<b>FY 2024 <u>Actual</u></b>	<b>FY 2025 <u>Actual</u></b>
<b>Beginning Balance</b>	<b>\$0.60</b>	<b>\$0.60</b>	<b>\$0.64</b>
<b><u>Receipts</u></b>			
State Agencies - Dental Subsidy	\$31.46	\$33.13	\$35.92
Employee	\$35.15	\$36.34	\$39.46
Retiree	\$19.85	\$20.98	\$22.12
Other	\$1.92	\$1.73	\$1.88
<b>Total Receipts</b>	<b><u>\$88.38</u></b>	<b><u>\$92.18</u></b>	<b><u>\$99.39</u></b>
<b>Sub Total</b>	<b>\$88.98</b>	<b>\$92.78</b>	<b>\$100.03</b>
<b>Less: Payments to Providers</b>	<b><u>\$87.19</u></b>	<b><u>\$97.82</u></b>	<b><u>\$103.14</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.54</b>	<b>\$0.56</b>	<b>\$0.00</b>
<b>Fund Transfers</b>	<b><u>\$0.65</u></b>	<b><u>(\$6.24)</u></b>	<b><u>(\$3.78)</u></b>
<b>Reserve for Future Provider Payments</b>	<b>\$0.60</b>	<b>\$0.64</b>	<b>\$0.67</b>