



**MARYLAND**  
DEPARTMENT OF  
BUDGET & MANAGEMENT

LARRY HOGAN  
Governor

BOYD K. RUTHERFORD  
Lieutenant Governor

DAVID R. BRINKLEY  
Secretary

MARC L. NICOLE  
Deputy Secretary

September 1, 2015

The Honorable Edward J. Kasemeyer  
Chair, Senate Budget and Taxation Committee  
3 W Miller Senate Office Building  
Annapolis MD 21401

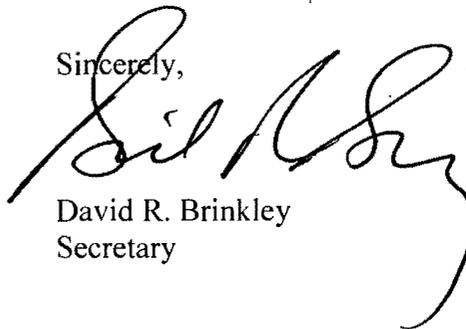
The Honorable Maggie McIntosh  
Chair, House Appropriations Committee  
121 House Office Building  
Annapolis MD 21401

Dear Chairmen Kasemeyer and McIntosh:

Language on pp 34 & 35 of the 2015 Joint Chairmen's Report requires the Department of Budget & Management report to the General Assembly on the Voluntary Separation Program.

If you have questions regarding this report, you may contact Ms. Cynthia Kollner, Executive Director, Office of Personnel Services and Benefits at 410.767.4715 or [cindy.kollner@maryland.gov](mailto:cindy.kollner@maryland.gov).

Sincerely,



David R. Brinkley  
Secretary

Attachment

~Effective Resource Management~

45 Calvert Street • Annapolis, MD 21401-1907

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<http://www.dbm.maryland.gov>

## Response to 2015 Joint Chairmen's Report Request

### Voluntary Separation Program

Pages 34-35

*Voluntary Separation Program Costs Incurred and Avoided: To determine what costs have been incurred and saved by VSP, the Department of Budget and Management (DBM) should report to the committees on the results of the program by September 1, 2015. This report should identify which positions were abolished by Position Identification Number and program code, how much was provided in incentives, how much of fiscal 2015 and 2016 salary and benefit costs were avoided, what the fund source of any costs and savings is, when positions were vacated, length of service for the incumbent in the abolished position, the extent to which positions were reclassified, and when the positions were abolished. The report should include data concerning any vacant positions that were abolished to meet the target that 500 positions be abolished.*

#### **Program Summary**

The 2015 Voluntary Separation Program was launched on February 18, 2015 pursuant to Executive Order 01.01.2015.10. More than 1,500 State employees submitted initial applications for the program. A total of 1,242 eligible applications were considered for participation, net of ineligible employees, revocations, separations, and retirements. From this pool of eligible applicants, 458 employees were approved for participation in the VSP. In addition, the Maryland Transportation Authority eliminated ten positions as part of the VSP, bringing total participation to 468 employees.

Under the terms of the Executive Order, employees who separated from State employment as a result of the VSP were granted a lump sum payment of \$15,000 plus \$200 for each year of creditable service. These individuals also received three months of State paid health insurance, dental, and prescription benefits. All 468 employees separated from their positions effective April 28, 2015. The positions were abolished by the Board of Public Works (BPW) on May 13, 2015.

#### **Abolished Positions**

Attachment I provides a summary listing of the positions abolished by the Board of Public Works (468 VSP positions plus 48 additional vacant positions abolished to help meet the 500 position reduction target) as well as the \$7.5 million in FY 2015 general fund reductions associated with the position abolitions. Additional positions sufficient to meet the 500 position target were abolished as part of the implementation of the FY 2016 two percent reduction to agency budgets.

Attachment 2 provides the following detail for each position abolished by the Board of Public Works in May 2015: program code, Position Identification Number, classification code, position classification, FY 2015 salary, salary grade, and whether the position was abolished as part of the VSP or was a vacancy.

### VSP Incentives and Leave Payouts

Agencies made \$13.2 million in VSP incentive payments and leave payouts in FY 2015. This total includes \$7 million in lump sum payments, \$2.6 million in creditable service payments, and \$3.6 million in leave payouts. Attachment 3 displays the amount provided in incentives and leave payouts by agency.

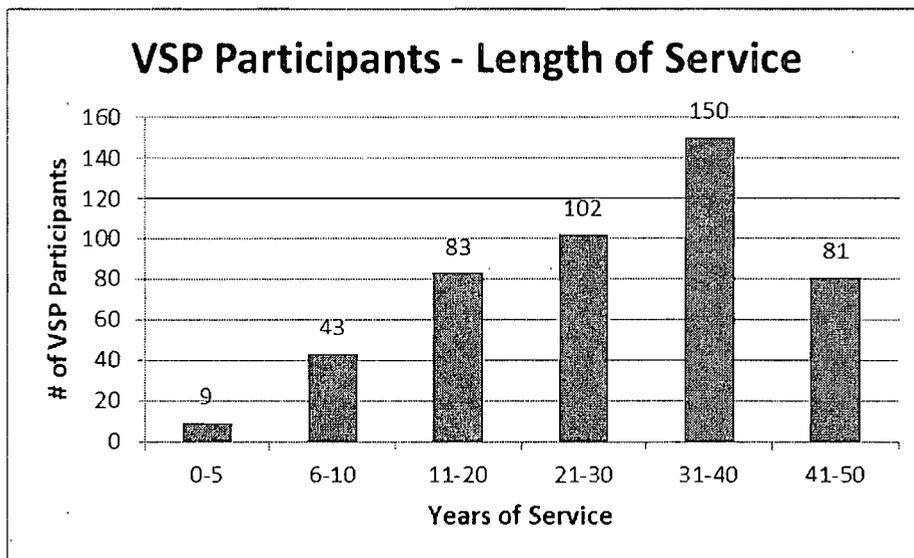
### VSP Savings

FY 2016 savings related to the Voluntary Separation Program are estimated at \$32.8 million, including \$13.8 million in general funds. Excluding MdTA, FY 2016 estimated savings total \$32.2 million. Attachment 4 displays FY 2016 VSP savings by agency and fund source. Savings reflect the value of the positions abolished under the VSP, including actual reductions as well as avoided costs. As noted earlier, Attachment 1 displays FY 2015 general fund reductions related to the VSP.

### Length of Service of Incumbents

Exhibit 1 below displays aggregate data on the length of service of the 468 VSP participants. The average length of service for VSP participants was 28 years.

Exhibit 1



## **Reclassifications**

The decision to approve an eligible VSP application was based solely on whether the agency could abolish the position. Informal guidance was provided to the agencies by DBM to clarify that while an abolished VSP position may not be reconstituted, any essential duties may be divided among other existing positions. As this occurs, the additional duties may trigger reclasses for the other positions if a review deems them warranted.

To date, DBM is unaware of any reclassifications of existing positions directly related to the abolition of positions under the VSP. DBM will continue to monitor this issue in order to gauge the extent to which reclasses resulted from the VSP.

**Voluntary Separation Program/Vacant Positions and FY 2015 General Fund Reductions**

AGENCY	***** Positions *****			***** General Funds *****		
	VSP	Vacant	Total	VSP	Additional Reduction	Total
Office of the Public Defender	10	-	10	107,308	159,064	266,372
Public Service Commission	1	-	1	-	-	-
Workers' Compensation Commission	4	-	4	-	-	-
Maryland Energy Administration	-	2	2	-	-	-
Boards and Commissions	1	-	1	13,663	11,337	25,000
Department of Planning	-	-	-	-	50,000	50,000
Military Department	6	-	6	28,107	36,893	65,000
Department of Veterans Affairs	-	-	-	-	25,000	25,000
Maryland Insurance Administration	1	-	1	-	-	-
Office of Administrative Hearings	6	-	6	-	-	-
Comptroller of Maryland	7	-	7	49,951	-	49,951
State Treasurer's Office	1	-	1	9,335	-	9,335
Department of Assessments and Taxation	7	-	7	31,358	33,642	65,000
State Lottery and Gaming Control Agency	3	-	3	-	50,000	50,000
Property Tax Assessment Appeals Board	1	-	1	9,342	-	9,342
Department of Budget and Management	5	1	6	35,145	99,855	135,000
Department of Information Technology	4	-	4	42,634	37,366	80,000
Department of General Services	7	-	7	62,869	82,131	145,000
Department of Transportation	98	-	98	-	-	-
Department of Natural Resources	8	-	8	14,535	60,465	75,000
Department of Agriculture	2	-	2	13,215	61,785	75,000
Department of Health and Mental Hygiene	72	4	76	595,135	804,865	1,400,000
Department of Human Resources	67	-	67	370,758	329,242	700,000
Department of Labor, Licensing and Regulation	37	-	37	40,999	119,001	160,000
Department of Public Safety and Correctional Services	42	16	58	490,814	1,009,186	1,500,000
State Department of Education	20	25	45	113,247	586,753	700,000
Maryland Public Broadcasting Commission	1	-	1	11,582	38,418	50,000

\*\*\*\*\* Positions \*\*\*\*\*

\*\*\*\*\* General Funds \*\*\*\*\*

AGENCY	***** Positions *****			***** General Funds *****		
	VSP	Vacant	Total	VSP	Additional Reduction	Total
Baltimore City Community College	7	-	7	50,000	25,000	75,000
Department of Housing and Community Development	2	-	2	-	-	-
Department of Business and Economic Development	4	-	4	69,730	30,270	100,000
Department of the Environment	19	-	19	147,122	62,878	210,000
Department of Juvenile Services	7	-	7	92,334	997,666	1,090,000
Department of State Police	8	-	8	77,872	312,128	390,000
<b>TOTAL</b>	<b>458</b>	<b>48</b>	<b>506</b>	<b>2,477,055</b>	<b>5,022,945</b>	<b>7,500,000</b>
<i>Maryland Transportation Authority</i>	<i>10</i>	<i>-</i>	<i>10</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>Grand Total -VSP</b>	<b>468</b>	<b>48</b>	<b>516</b>	<b>2,477,055</b>	<b>5,022,945</b>	<b>7,500,000</b>

## FY 2015 Voluntary Separation Program and Vacant Position Abolitions - Detail

PROGRAM	PIN	CLASS CODE	CLASSIFICATION	FY 15 SALARY	GRADE	NOTE
C80B0001	057509	4917	HR OFFICER III	70,830	17	VSP
C80B0002	063123	2572	ADMIN AIDE	48,533	11	VSP
C80B0002	072616	5431	ASST PUB DEFENDER II	97,203	21	VSP
C80B0002	080614	2694	PUB DEFENDER INTAKE SPEC II	44,812	9	VSP
C80B0002	083630	2692	PUB DEFENDER INTAKE SPEC I	34,536	8	VSP
C80B0002	083684	1362	OFFICE SECY III	41,606	10	VSP
C80B0002	088198	2692	PUB DEFENDER INTAKE SPEC I	33,925	8	VSP
C80B0002	074801	2694	PUB DEFENDER INTAKE SPEC II	39,458	9	VSP
C80B0002	083176	2694	PUB DEFENDER INTAKE SPEC II	36,061	9	VSP
C80B0003	083639	5431	ASST PUB DEFENDER II	71,768	21	VSP
C90G0003	002025	1362	OFFICE SECY III	47,710	10	VSP
C98F0001	001849	3235	ADMIN OFFICER II	45,731	14	VSP
C98F0001	001887	1756	ADMIN SPEC II	48,533	11	VSP
C98F0001	001930	2043	ADMIN SPEC III	53,175	12	VSP
C98F0001	063153	3181	CLAIMS REVIEWER II	44,812	9	VSP
D13A1301	002055	7646	EXEC AIDE V	73,612	24	VACANCY
D13A1301	088568	7735	ADMINISTRATOR IV	73,361	19	VACANCY
D15A0516	079972	7735	ADMINISTRATOR IV	66,047	19	VSP
D50H0101	002450	2572	ADMIN AIDE	49,435	11	VSP
D50H0103	002466	6096	ADMINISTRATOR III	70,724	18	VSP
D50H0103	002473	4556	BUILDING SERVICES WORKER	26,435	5	VSP
D50H0103	002494	1107	MAINT MECHANIC	39,574	7	VSP
D50H0103	002570	1973	MAINT CHIEF IV NON LIC	56,194	13	VSP
D50H0103	074937	4556	BUILDING SERVICES WORKER	29,848	5	VSP
D80Z0101	032794	9636	MIA ASSOCIATE VI	50,740	9990	VSP
D99A1101	005191	5266	ADMIN LAW JUDGE	118,197	24	VSP
D99A1101	012531	1362	OFFICE SECY III	43,942	10	VSP
D99A1101	012706	5266	ADMIN LAW JUDGE	118,197	24	VSP
D99A1101	015240	5266	ADMIN LAW JUDGE	118,197	24	VSP
D99A1101	033178	5266	ADMIN LAW JUDGE	101,463	24	VSP
D99A1101	075033	5266	ADMIN LAW JUDGE	98,613	24	VSP
E00A0102	003045	0840	SUPPLY OFFICER I	33,426	6	VSP
E00A0102	003440	2711	ADMIN OFFICER I	56,194	13	VSP
E00A0201	002734	4322	OBS-EXECUTIVE ASSOCIATE I	60,530	14	VSP
E00A0401	003061	1442	OFFICE SUPERVISOR	47,648	11	VSP
E00A0501	003526	3062	REVENUE FIELD AUDITOR LEAD ADV	68,939	16	VSP
E00A0901	003592	4322	OBS-EXECUTIVE ASSOCIATE I	58,276	14	VSP
E00A1002	005002	4413	COMPUTER NETWORK SPEC II	75,012	17	VSP
E20B0101	60266	5036	TREASURY SPEC VII	85,145	21	VSP
E50C0002	004313	1376	OFFICE SERVICES CLERK	31,614	8	VSP
E50C0002	004347	3311	ASSESSOR II REAL PROPERTY	52,020	14	VSP
E50C0002	049726	3310	ASSESSOR I REAL PROPERTY	48,825	13	VSP
E50C0002	088799	3310	ASSESSOR I REAL PROPERTY	39,264	13	VSP
E50C0005	049729	0018	ASSESSOR ADVANCED PERS PROPERT	68,939	16	VSP
E50C0008	064836	1376	OFFICE SERVICES CLERK	31,061	8	VSP
E50C0010	004516	3467	CHARTER SPECIALIST III	70,830	17	VSP
E75D0001	004816	4470	IT PROGRAMMER ANALYST II	55,336	17	VSP
E75D0001	046605	2043	ADMIN SPEC III	52,679	12	VSP
E75D0001	069344	2588	ADMINISTRATOR III	76,348	18	VSP
E80E0001	004545	1362	OFFICE SECY III	45,160	10	VSP

## FY 2015 Voluntary Separation Program and Vacant Position Abolitions - Detail

PROGRAM	PIN	CLASS CODE	CLASSIFICATION	FY 15 SALARY	GRADE	NOTE
F10A0103	083078	6183	OFFICE CLERK II	25,502	7	VACANCY
F10A0201	075073	5483	PRGM MGR SENIOR II	118,197	24	VSP
F10A0202	005117	3235	ADMIN OFFICER II	59,392	14	VSP
F10A0202	064312	2247	ADMIN OFFICER III	52,434	15	VSP
F10A0202	076938	1756	ADMIN SPEC II	44,277	11	VSP
F10A0207	005256	3680	PERSONNEL ASSOCIATE III	51,696	12	VSP
F50B0402	052923	4499	IT FUNCTIONAL ANALYST II	68,939	16	VSP
F50B0403	075094	4499	IT FUNCTIONAL ANALYST II	70,265	16	VSP
F50B0404	005252	4413	COMPUTER NETWORK SPEC II	75,012	17	VSP
F50B0407	071109	4470	IT PROGRAMMER ANALYST II	66,888	17	VSP
H00A0102	005667	2711	ADMIN OFFICER I	54,619	13	VSP
H00C0101	006069	4556	BUILDING SERVICES WORKER	32,596	5	VSP
H00C0101	069497	1963	MAINT CHIEF I NON LIC	42,369	10	VSP
H00G0101	005718	2572	ADMIN AIDE	48,980	11	VSP
H00G0101	005767	2810	BLDG CONSTRUCTION INSP III	52,596	13	VSP
H00G0101	005774	2810	BLDG CONSTRUCTION INSP III	56,725	13	VSP
H00G0101	075142	3242	BLDG CONSTRUCTION ENGINEER	65,006	17	VSP
J00A0101	006509	2588	ADMINISTRATOR III	78,568	18	VSP
J00A0101	006551	2587	ADMINISTRATOR II	60,815	17	VSP
J00A0101	008696	7210	FISCAL SERVICES ADMINISTRATOR I	91,107	20	VSP
J00A0101	011108	0126	AUTOMOTIVE SERVICES MECHANIC	45,994	10	VSP
J00A0101	011575	2426	PERSONNEL ADMINISTRATOR III	85,401	19	VSP
J00A0101	011886	2589	ADMINISTRATOR IV	85,401	19	VSP
J00A0101	084368	5476	PROGRAM MANAGER I	83,811	19	VSP
J00A0107	006515	4503	COMPUTER NETWORK SPEC LEAD	80,078	18	VSP
J00A0107	011734	2589	ADMINISTRATOR IV	80,715	19	VSP
J00A0107	011890	0433	DP PRODUCTION CONTROL SPECIALIS	47,278	10	VSP
J00B0101	006494	8403	ADMINISTRATIVE ASSISTANT III	52,183	36	VSP
J00B0101	006715	8404	ADMIN ASSISTANT, EXEC	51,612	37	VSP
J00B0101	006868	4523	FISCAL ACCOUNTS TECHNICIAN II	46,350	11	VSP
J00B0101	006915	4377	INTERNAL AUDITOR PROG SUPV	84,606	19	VSP
J00B0101	006923	7208	FISCAL SERVICES ADMINISTRATOR I	65,527	18	VSP
J00B0101	006954	4523	FISCAL ACCOUNTS TECHNICIAN II	46,350	11	VSP
J00B0101	007007	2587	ADMINISTRATOR II	64,387	17	VSP
J00B0101	007015	2706	TRANS ENGINEER V	83,811	19	VSP
J00B0101	007047	4472	IT PROGRAMMER ANALYST SUPERVISO	85,401	19	VSP
J00B0101	007198	5051	EXECUTIVE ASSOCIATE I	55,056	14	VSP
J00B0101	007300	8450	TRANS ENGINEERING TECHNICIAN V	57,092	15	VSP
J00B0101	007348	8450	TRANS ENGINEERING TECHNICIAN V	63,980	15	VSP
J00B0101	007363	8449	TRANS ENGINEERING TECHNICIAN IV	49,734	37	VSP
J00B0101	007370	8448	TRANS ENGINEERING TECHNICIAN II	46,780	36	VSP
J00B0101	007419	8449	TRANS ENGINEERING TECHNICIAN IV	53,097	37	VSP
J00B0101	007454	2247	ADMIN OFFICER III	59,299	15	VSP
J00B0101	007473	8450	TRANS ENGINEERING TECHNICIAN V	64,588	15	VSP
J00B0101	007498	0516	TRANS ENGINEER IV	79,323	18	VSP
J00B0101	007503	8450	TRANS ENGINEERING TECHNICIAN V	61,009	15	VSP
J00B0101	007523	8450	TRANS ENGINEERING TECHNICIAN V	56,550	15	VSP
J00B0101	007626	4480	DATA BASE SPECIALIST II	80,078	18	VSP
J00B0101	007869	4905	REAL PROPERTY SPECIALIST IV	73,593	17	VSP
J00B0101	007873	0516	TRANS ENGINEER IV	80,078	18	VSP

## FY 2015 Voluntary Separation Program and Vacant Position Abolitions - Detail

PROGRAM	PIN	CLASS CODE	CLASSIFICATION	FY 15 SALARY	GRADE	NOTE
J00B0101	007914	4904	REAL PROPERTY SPECIALIST III	68,289	16	VSP
J00B0101	007940	1377	OFFICE SERVICES CLERK LEAD	44,812	9	VSP
J00B0101	007966	8403	ADMINISTRATIVE ASSISTANT III	48,453	36	VSP
J00B0101	008174	8450	TRANS ENGINEERING TECHNICIAN V	54,971	15	VSP
J00B0101	008358	8450	TRANS ENGINEERING TECHNICIAN V	56,550	15	VSP
J00B0101	008441	8449	TRANS ENGINEERING TECHNICIAN IV	53,097	37	VSP
J00B0101	008657	4492	IT ASSISTANT DIRECTOR III	96,144	22	VSP
J00B0101	008667	2588	ADMINISTRATOR III	70,049	18	VSP
J00B0101	008675	8403	ADMINISTRATIVE ASSISTANT III	45,507	36	VSP
J00B0101	008806	8450	TRANS ENGINEERING TECHNICIAN V	61,009	15	VSP
J00B0101	008877	8450	TRANS ENGINEERING TECHNICIAN V	61,009	15	VSP
J00B0101	008897	8450	TRANS ENGINEERING TECHNICIAN V	60,435	15	VSP
J00B0101	008948	8403	ADMINISTRATIVE ASSISTANT III	43,080	36	VSP
J00B0101	009208	7340	DOT EXECUTIVE ASST I	73,593	17	VSP
J00B0101	009409	0516	TRANS ENGINEER IV	78,568	18	VSP
J00B0101	009509	2247	ADMIN OFFICER III	61,594	15	VSP
J00B0101	009550	7463	DOT NON-EXEMPT II	55,582	14	VSP
J00B0101	009603	8450	TRANS ENGINEERING TECHNICIAN V	57,092	15	VSP
J00B0101	009704	0516	TRANS ENGINEER IV	78,568	18	VSP
J00B0101	009737	8403	ADMINISTRATIVE ASSISTANT III	52,679	36	VSP
J00B0101	009818	3680	PERSONNEL ASSOCIATE III	48,011	12	VSP
J00B0101	010497	2706	TRANS ENGINEER V	77,699	19	VSP
J00B0101	010567	0515	TRANS ENGINEERING MANAGER I	89,400	20	VSP
J00B0101	011073	2247	ADMIN OFFICER III	59,299	15	VSP
J00B0101	011385	8450	TRANS ENGINEERING TECHNICIAN V	56,021	15	VSP
J00B0101	007072	4480	DATA BASE SPECIALIST II	80,078	18	VSP
J00D0001	889617	0003	DOT NON-EXEMPT III	63,371	15	VSP
J00D0001	889626	6095	ADMINISTRATOR II	73,593	17	VSP
J00D0001	889658	4477	ADMIN ASSISTANT II - SG	47,278	10	VSP
J00D0001	889677	7876	ADMINISTRATOR VI	97,203	21	VSP
J00D0002	889652	0068	TRANS ENGINEERING MANAGER I	91,107	20	VSP
J00E0001	011527	8403	ADMIN ASSISTANT III	52,183	36	VSP
J00E0001	011548	8404	ADMIN ASSISTANT, EXEC	55,056	37	VSP
J00E0001	011594	4524	FISCAL ACCOUNTS TECHNICIAN SUPE	56,194	13	VSP
J00E0001	011595	4523	FISCAL ACCOUNTS TECHNICIAN II	46,350	11	VSP
J00E0001	011620	0947	TRANS FACILITIES MAINT WORKER I	39,820	9	VSP
J00E0001	011631	4523	FISCAL ACCOUNTS TECHNICIAN II	47,209	11	VSP
J00E0001	011647	1442	OFFICE SUPERVISOR	47,209	11	VSP
J00E0001	011684	2043	ADMIN SPEC III	51,696	12	VSP
J00E0001	011857	0987	AGENCY BUDGET SPEC II	50,506	15	VSP
J00E0001	011884	4473	IT PROGRAMMER ANALYST MANAGER	88,565	20	VSP
J00E0001	012486	2588	ADMINISTRATOR III	75,617	18	VSP
J00E0001	012526	5052	EXECUTIVE ASSOCIATE II	63,980	15	VSP
J00E0001	012536	3680	PERSONNEL ASSOCIATE III	39,654	12	VSP
J00E0001	012565	4837	ADMIN ASSISTANT II - SG	38,004	10	VSP
J00E0001	012585	2587	ADMINISTRATOR II	61,399	17	VSP
J00E0001	012792	5478	PROGRAM MANAGER III	90,112	21	VSP
J00E0001	012915	2588	ADMINISTRATOR III	61,888	18	VSP
J00E0001	013032	4837	ADMIN ASSISTANT II - SG	33,850	10	VSP
J00E0001	047192	2589	ADMINISTRATOR IV	83,811	19	VSP

## FY 2015 Voluntary Separation Program and Vacant Position Abolitions - Detail

PROGRAM	PIN	CLASS CODE	CLASSIFICATION	FY 15 SALARY	GRADE	NOTE
J00E0001	057224	8403	ADMIN ASSISTANT III	48,453	36	VSP
J00E0001	061891	8403	ADMIN ASSISTANT III	48,904	36	VSP
J00E0001	063258	6146	ADMINISTRATOR VI	97,203	21	VSP
J00H0101	900043	2587	ADMINISTRATOR II	73,593	17	VSP
J00H0101	900147	3184	ADMINISTRATOR V	88,565	20	VSP
J00H0101	900568	6071	ADMIN OFFICER III	62,775	15	VSP
J00H0101	902304	0939	ADMINISTRATOR VII	101,786	22	VSP
J00H0102	902276	2711	ADMIN OFFICER I	46,636	13	VSP
J00H0104	903303	6118	ADMIN SPEC III	48,011	12	VSP
J00H0105	900060	0886	ADMINISTRATOR VI	95,380	21	VSP
J00H0105	900191	1275	PLANNER V	80,078	18	VSP
J00H0105	903219	2589	ADMINISTRATOR IV	85,401	19	VSP
J00I0002	056278	2589	ADMINISTRATOR IV	55,223	19	VSP
J00I0003	013245	5475	ADMIN PROGRAM MANAGER IV	103,743	22	VSP
J00I0003	068014	0120	HOUSING REHABILITATION SPECIALI	52,679	12	VSP
K00A0209	014106	0670	NAT RES TECH III	42,753	10	VSP
K00A0209	014117	3124	FORESTRY MANAGER I	70,265	16	VSP
K00A0301	013500	2711	ADMIN OFFICER I	55,662	13	VSP
K00A0401	060463	2043	ADMIN SPEC III	48,453	12	VSP
K00A0601	013381	4473	IT PROGRAMMER ANALYST MANAGER	91,107	20	VSP
K00A1101	014031	2711	ADMIN OFFICER I	55,141	13	VSP
K00A1101	075326	0667	PAINTER	33,588	9	VSP
K00A1701	013689	3121	NAT RES BIOL II	63,371	15	VSP
L00A1404	014953	2881	AGRICULTURAL INSPECTOR ADV	54,186	12	VSP
L00A1506	075455	2586	ADMINISTRATOR I	63,880	16	VSP
M00A0101	015264	5221	DESIGNATED ADMIN MGR III	89,268	21	VSP
M00A0101	020515	2587	ADMINISTRATOR II	70,830	17	VSP
M00A0101	083802	2247	ADMIN OFFICER III	54,451	15	VSP
M00A0102	015731	1362	OFFICE SECY III	46,845	10	VSP
M00A0102	015793	4518	FISCAL ACCOUNTS CLERK II	43,607	9	VSP
M00A0102	018744	5482	PRGM MGR SENIOR I	110,729	23	VSP
M00A0102	019427	1375	OFFICE CLERK II	38,522	7	VSP
M00A0102	047906	2587	ADMINISTRATOR II	75,012	17	VSP
M00B0103	015684	2820	COORD SPEC PRGMS HLTH SERV IV H	63,980	15	VSP
M00B0103	018503	2587	ADMINISTRATOR II	72,199	17	VSP
M00B0104	083774	1376	OFFICE SERVICES CLERK	33,626	8	VSP
M00B0104	083776	2586	ADMINISTRATOR I	62,676	16	VSP
M00B0105	069744	0844	HLTH OCCUPATIONS INVEST SUPV	64,588	15	VSP
M00F0201	082861	0849	AGENCY PROCUREMENT SPEC II	41,358	15	VACANCY
M00F0201	082865	6331	PRGM ADMIN II	46,857	17	VACANCY
M00F0201	082866	6331	PRGM ADMIN II	46,857	17	VACANCY
M00F0201	082867	2419	HLTH POLICY ANALYST II	46,857	17	VACANCY
M00F0301	063384	2650	MANAGEMENT ASSOCIATE	55,662	13	VSP
M00F0301	065199	4263	NURSING PRGM CONSLT/ADMIN III	97,203	21	VSP
M00F0304	026285	2820	COORD SPEC PRGMS HLTH SERV IV H	60,435	15	VSP
M00F0304	077845	2587	ADMINISTRATOR II	73,593	17	VSP
M00F0501	051931	1362	OFFICE SECY III	46,420	10	VSP
M00I0401	017431	2650	MANAGEMENT ASSOCIATE	54,619	13	VSP
M00J0201	016336	0851	AGENCY PROCUREMENT SPEC SUPV	59,670	17	VSP
M00J0201	016469	0306	PH LAB TECHNICIAN III	40,916	9	VSP

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PROGRAM	PIN	CLASS CODE	CLASSIFICATION	FY 15 SALARY	GRADE	NOTE
M00J0201	016544	0306	PH LAB TECHNICIAN III	41,664	9	VSP
M00J0201	016552	2572	ADMIN AIDE	42,691	11	VSP
M00K0101	022018	0151	PATIENTS' RIGHTS ADVOCATE II	65,110	16	VSP
M00K0101	023471	7906	OBS-NURSING DIV CHIEF INST PSYC	73,593	1017	VSP
M00L0101	015520	1362	OFFICE SECY III	46,420	10	VSP
M00L0101	015558	4522	FISCAL ACCOUNTS TECHNICIAN I	46,420	10	VSP
M00L0101	016594	0388	WEBMASTER II	67,532	17	VSP
M00L0101	018505	3184	ADMINISTRATOR V	91,107	20	VSP
M00L0101	018633	1992	SOCIAL WORKER II, HEALTH SVCS	68,289	16	VSP
M00L0101	022130	6095	ADMINISTRATOR II	74,303	17	VSP
M00L0801	019442	4556	BUILDING SERVICES WORKER	34,378	5	VSP
M00L0801	019450	4556	BUILDING SERVICES WORKER	34,378	5	VSP
M00L0801	020820	0840	SUPPLY OFFICER I	36,875	6	VSP
M00L0801	020828	1370	OFFICE PROCESSING CLERK II	39,222	7	VSP
M00L0801	020845	1563	A/D ASSOCIATE COUNSELOR	59,961	14	VSP
M00L0801	021044	3139	BUILDING SERVICES SUPERVISOR	47,569	12	VSP
M00L0801	021159	2066	HOUSEKEEPING SUPV IV	39,106	9	VSP
M00L0801	045772	4556	BUILDING SERVICES WORKER	34,378	5	VSP
M00L0801	045790	4556	BUILDING SERVICES WORKER	34,378	5	VSP
M00L0801	047586	4556	BUILDING SERVICES WORKER	34,378	5	VSP
M00L0801	047629	4259	NURSING INSTRUCTOR	81,481	19	VSP
M00L0801	051491	4268	OCCUPATIONAL THERAPIST SUPERVIS	79,323	18	VSP
M00L0901	019365	0667	PAINTER	42,819	9	VSP
M00L0901	022422	0473	FOOD SERVICE MGR II	48,904	12	VSP
M00L0901	022426	1376	OFFICE SERVICES CLERK	42,102	8	VSP
M00L0901	022442	1375	OFFICE CLERK II	39,222	7	VSP
M00L0901	022461	1848	FOOD ADMINISTRATOR III	62,775	15	VSP
M00L0901	022557	1376	OFFICE SERVICES CLERK	41,724	8	VSP
M00L0901	023636	1362	OFFICE SECY III	46,420	10	VSP
M00L1001	023166	1721	PRGM ADMIN I MENTAL HLTH	68,289	16	VSP
M00M0101	015738	2572	ADMIN AIDE	49,435	11	VSP
M00M0102	019113	2711	ADMIN OFFICER I	56,194	13	VSP
M00M0102	025633	1991	SOCIAL WORKER I, HEALTH SVCS	60,435	15	VSP
M00M0102	026701	1991	SOCIAL WORKER I, HEALTH SVCS	57,633	15	VSP
M00M0102	026715	0610	PSYCHOLOGY ASSOCIATE III MASTER	64,588	15	VSP
M00M0501	026714	4314	WORK ADJUSTMENT COORDINATOR	53,175	12	VSP
M00Q0101	026962	2572	ADMIN AIDE	48,533	11	VSP
M00Q0102	016066	4435	MED CARE PRGM ASSOC SUPV	58,834	14	VSP
M00Q0102	016067	4395	MED CARE PRGM ASSOC II	48,980	11	VSP
M00Q0102	016074	4395	MED CARE PRGM ASSOC II	45,094	11	VSP
M00Q0102	016108	4434	MED CARE PRGM ASSOC LEAD/ADV	48,011	12	VSP
M00Q0102	016133	0928	MED CARE PRGM SPEC II	42,880	15	VSP
M00Q0102	021241	4472	IT PROGRAMMER ANALYST SUPERVISO	85,401	19	VSP
M00Q0102	050596	4394	MED CARE PRGM ASSOC I	47,710	10	VSP
M00Q0104	016258	0928	MED CARE PRGM SPEC II	56,550	15	VSP
M00Q0104	020632	0928	MED CARE PRGM SPEC II	64,588	15	VSP
M00Q0105	053796	0989	AGENCY BUDGET SPEC SUPV	74,303	17	VSP
M00Q0109	015602	4434	MED CARE PRGM ASSOC LEAD/ADV	35,629	12	VSP
M00Q0109	016093	0928	MED CARE PRGM SPEC II	58,185	15	VSP
M00Q0109	029100	0928	MED CARE PRGM SPEC II	63,980	15	VSP

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M00R0101	026964	2588	ADMINISTRATOR III	78,568	18	VSP
N00A0101	058685	4324	OBS-EXECUTIVE ASSOCIATE III	66,257	17	VSP
N00A0101	072681	2586	ADMINISTRATOR I	55,931	16	VSP
N00A0101	082172	2586	ADMINISTRATOR I	68,939	16	VSP
N00A0101	090755	2247	ADMIN OFFICER III	62,179	15	VSP
N00B0004	090521	2731	HUM SER ADMIN IV	89,400	20	VSP
N00B0004	091370	1915	HUM SER SPEC III	58,276	14	VSP
N00E0101	029184	6018	AGENCY PROCUREMENT SPEC SUPV	73,593	17	VSP
N00E0101	029224	2588	ADMINISTRATOR III	80,078	18	VSP
N00E0101	049218	2247	ADMIN OFFICER III	65,827	15	VSP
N00E0101	050804	2572	ADMIN AIDE	48,533	11	VSP
N00E0101	062434	6296	ADMINISTRATOR V	91,107	20	VSP
N00E0101	070787	2247	ADMIN OFFICER III	58,736	15	VSP
N00E0102	032077	0975	WAREHOUSE ASST SUPV	38,753	9	VSP
N00E0102	032140	2247	ADMIN OFFICER III	57,092	15	VSP
N00G0002	047329	1376	OFFICE SERVICES CLERK	35,158	8	VSP
N00G0002	072307	1915	HUM SER SPEC III	51,051	14	VSP
N00G0002	090157	1442	OFFICE SUPERVISOR	48,980	11	VSP
N00G0002	090623	2043	ADMIN SPEC III	51,209	12	VSP
N00G0002	090918	1376	OFFICE SERVICES CLERK	40,605	8	VSP
N00G0002	091770	1442	OFFICE SUPERVISOR	44,681	11	VSP
N00G0002	092768	4518	FISCAL ACCOUNTS CLERK II	36,061	9	VSP
N00G0003	056801	1362	OFFICE SECY III	44,343	10	VSP
N00G0003	077061	1376	OFFICE SERVICES CLERK	39,520	8	VSP
N00G0003	077071	1362	OFFICE SECY III	44,343	10	VSP
N00G0003	086845	2711	ADMIN OFFICER I	44,956	13	VSP
N00G0003	086846	2711	ADMIN OFFICER I	44,545	13	VSP
N00G0003	074393	4513	SOCIAL WORKER II FAM SVCS	54,884	16	VSP
N00G0003	090346	1318	OFFICE SECY I	40,605	8	VSP
N00G0003	090353	1532	HUM SER ADMIN I PGM PLAN EVAL	68,175	17	VSP
N00G0003	090358	2247	ADMIN OFFICER III	47,807	15	VSP
N00G0003	090597	1532	HUM SER ADMIN I PGM PLAN EVAL	68,175	17	VSP
N00G0003	090877	1905	HUM SER SPEC IV	62,179	15	VSP
N00G0003	091013	2052	SOCIAL SERVICE ADMIN III	75,617	18	VSP
N00G0003	092358	2572	ADMIN AIDE	48,980	11	VSP
N00G0003	092574	4513	SOCIAL WORKER II FAM SVCS	49,088	16	VSP
N00G0003	092766	1375	OFFICE CLERK II	38,869	7	VSP
N00G0004	080923	1915	HUM SER SPEC III	50,120	14	VSP
N00G0004	090487	1804	HUM SER SPEC V	47,333	16	VSP
N00G0004	090679	194	SOCIAL SERVICE ADMIN IV	76,224	19	VSP
N00G0004	092202	1370	OFFICE PROCESSING CLERK II	36,826	7	VSP
N00G0005	056834	4414	COMPUTER NETWORK SPEC SUPR	74,779	19	VSP
N00G0005	073635	4412	COMPUTER NETWORK SPEC I	59,202	16	VSP
N00G0005	090171	2572	ADMIN AIDE	48,086	11	VSP
N00G0005	090667	987	AGENCY BUDGET SPEC II	63,371	15	VSP
N00G0005	091771	2247	ADMIN OFFICER III	56,550	15	VSP
N00G0005	092124	916	SERVICES SPECIALIST	43,209	9	VSP
N00G0005	092310	4914	HR SPECIALIST	55,056	14	VSP
N00G0006	029176	1374	OFFICE CLERK I	36,875	6	VSP
N00G0006	030964	4521	FISCAL ACCOUNTS CLERK MANAGER	59,392	14	VSP

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N00G0006	047213	4574	CHILD SUPPORT SPECIALIST II	52,183	12	VSP
N00G0006	056995	4522	FISCAL ACCOUNTS TECHNICIAN I	41,228	10	VSP
N00G0006	071321	4574	CHILD SUPPORT SPECIALIST II	53,175	12	VSP
N00G0006	075834	4518	FISCAL ACCOUNTS CLERK II	41,290	9	VSP
N00G0006	082121	4574	CHILD SUPPORT SPECIALIST II	54,186	12	VSP
N00G0006	047304	2572	ADMIN AIDE	45,507	11	VSP
N00G0006	071571	4574	CHILD SUPPORT SPECIALIST II	46,703	12	VSP
N00G0006	071574	4574	CHILD SUPPORT SPECIALIST II	46,703	12	VSP
N00H0008	049795	1756	ADMIN SPEC II	46,350	11	VSP
N00H0008	050279	3559	OBS-SUPPORT ENFORCEMENT AGENT I	42,819	9	VSP
N00H0008	054273	2729	HUM SER ADMIN II	78,568	18	VSP
N00H0008	058553	1915	HUM SER SPEC III	55,056	14	VSP
N00I0004	029045	2729	HUM SER ADMIN II	77,823	18	VSP
N00I0004	032392	4409	COMPUTER INFO SERVICES SPEC II	63,980	15	VSP
N00I0004	080990	4499	IT FUNCTIONAL ANALYST II	67,001	16	VSP
N00I0004	087660	1376	OFFICE SERVICES CLERK	32,741	8	VSP
N00I0004	050460	2247	ADMIN OFFICER III	55,491	15	VSP
N00I0005	058686	2729	HUM SER ADMIN II	78,568	18	VSP
P00A0112	031367	0109	HEARING EXAM III EEMPLMT & TRNG	103,743	22	VSP
P00A0112	031902	2043	ADMIN SPEC III	51,696	12	VSP
P00B0104	032734	2044	ILLUSTRATOR I	40,976	8	VSP
P00B0106	028978	4919	HR ADMINISTRATOR II	75,502	19	VSP
P00B0106	049809	4917	HR OFFICER III	71,515	17	VSP
P00C0102	032900	0282	FINANCIAL NON-DEPOSIT EXAM SUPV	85,401	19	VSP
P00C0102	075887	1756	ADMIN SPEC III	45,439	12	VSP
P00C0102	084429	1756	ADMIN SPEC III	45,439	12	VSP
P00D0107	084374	2519	WAGE HOUR INVEST II	50,741	12	VSP
P00D0107	084865	2519	WAGE HOUR INVEST II	43,409	12	VSP
P00F0101	056453	1375	OFFICE CLERK II	39,574	7	VSP
P00G0107	028937	2587	ADMINISTRATOR II	73,593	17	VSP
P00G0107	030624	3213	JOB SERVICE SPEC SUPV I	59,392	14	VSP
P00G0107	030652	3202	JOB SERVICE ASSOC III	42,819	9	VSP
P00G0107	030845	1362	OFFICE SECY III	45,160	10	VSP
P00G0107	031088	3211	JOB SERVICE SPEC III	53,175	12	VSP
P00G0107	031462	2019	OBS-JOB SERVICE COUNSELOR II	48,533	11	VSP
P00G0107	031513	3213	JOB SERVICE SPEC SUPV I	60,530	14	VSP
P00G0107	032611	2043	ADMIN SPEC III	53,175	12	VSP
P00G0107	063948	3235	ADMIN OFFICER II	58,834	14	VSP
P00H0101	030418	1116	UI CLAIM CENTER ASSOC II	33,850	10	VSP
P00H0101	030833	1124	UI CLAIM CENTER SPEC SUPV I	59,961	14	VSP
P00H0101	030918	1124	UI CLAIM CENTER SPEC SUPV I	58,276	14	VSP
P00H0101	031204	1071	CONTRIBUTIONS SPECIALIST I	35,354	11	VSP
P00H0101	031220	1080	CONTRIBUTIONS TAX AUDITOR II	59,202	16	VSP
P00H0101	031310	1117	UI CLAIM CENTER ASSOC ADVANCED	47,648	11	VSP
P00H0101	031371	1080	CONTRIBUTIONS TAX AUDITOR II	68,939	16	VSP
P00H0101	031376	2587	ADMINISTRATOR II	72,896	17	VSP
P00H0101	031598	3226	UNEMP INS SPEC II	48,980	11	VSP
P00H0101	031603	1080	CONTRIBUTIONS TAX AUDITOR II	65,737	16	VSP
P00H0101	031654	1123	UI CLAIM CENTER SPEC ADVANCED	46,208	13	VSP
P00H0101	031756	1122	UI CLAIM CENTER SPEC II	38,258	12	VSP

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P00H0101	031811	3226	UNEMP INS SPEC II	49,890	11	VSP
P00H0101	046400	1123	UI CLAIM CENTER SPEC ADVANCED	56,725	13	VSP
P00H0101	049179	4523	FISCAL ACCOUNTS TECHNICIAN II	35,980	11	VSP
P00H0101	069303	1116	UI CLAIM CENTER ASSOC II	47,710	10	VSP
P00H0101	069890	1123	UI CLAIM CENTER SPEC ADVANCED	55,141	13	VSP
Q00A0101	033407	6094	ADMINISTRATOR I	59,771	16	VSP
Q00A0101	033413	4521	FISCAL ACCOUNTS CLERK MANAGER	55,582	14	VSP
Q00A0101	033500	4518	FISCAL ACCOUNTS CLERK II	41,290	9	VSP
Q00A0101	065440	4916	HR OFFICER II	67,001	16	VSP
Q00A0101	075995	2247	ADMIN OFFICER III	57,633	15	VSP
Q00A0101	033644	5472	ADMIN PROG MGR I	7,336	19	VACANCY
Q00A0101	035888	2587	ADMINISTRATOR II	4,685	17	VACANCY
Q00A0101	047379	2711	ADMIN OFFICER I	46,208	13	VSP
Q00A0101	057768	5051	EXEC ASSOC I	59,392	14	VSP
Q00A0101	076057	4914	HR SPECIALIST	61,691	14	VSP
Q00A0101	079984	2572	ADMIN AIDE	4,808	11	VACANCY
Q00A0102	038515	1442	OFFICE SUPERVISOR	48,086	11	VSP
Q00A0102	038552	1371	OFFICE PROCESSING CLERK LEAD	4,060	8	VACANCY
Q00A0102	083293	4471	IT PROGRAMMER ANALYST LEAD/ADVA	67,425	18	VSP
Q00A0102	090137	4915	HR OFFICER I	4,135	15	VACANCY
Q00A0201	067902	2043	ADMIN SPEC III	52,183	12	VSP
Q00A0201	067705	6094	ADMINISTRATOR I	5,920	16	VACANCY
Q00A0201	067714	3235	ADMIN OFFICER II	3,888	14	VACANCY
Q00A0202	036046	1328	OFFICE SECY II	43,607	9	VSP
Q00A0203	033599	2588	ADMINISTRATOR III	77,823	18	VSP
Q00A0203	068836	5476	PRGM MGR I	80,715	19	VSP
Q00A0203	077995	1328	OFFICE SECY II	2,870	9	VACANCY
Q00G0001	063882	7876	ADMINISTRATOR VI	94,485	21	VSP
Q00G0001	080035	4492	IT ASST DIRECTOR III	100,828	22	VSP
Q00G0001	057716	5476	PRGM MGR I	79,205	19	VSP
Q00G0001	076117	7729	ADMIN OFFICER II	53,012	14	VSP
Q00K0001	087448	3608	CLAIMS INVESTIGATOR III	42,301	11	VSP
Q00R0101	034792	4518	FISCAL ACCOUNTS CLERK II	41,664	9	VSP
Q00R0101	034800	4518	FISCAL ACCOUNTS CLERK II	31,858	9	VSP
Q00R0101	034810	3319	AGENCY BUYER III	51,696	12	VSP
Q00R0101	071683	4519	FISCAL ACCOUNTS CLERK, LEAD	43,541	10	VSP
Q00R0201	035240	4072	CORR MAINT OFF II STAT ENG IST	52,020	1014	VACANCY
Q00R0201	035242	4072	CORR MAINT OFF II STAT ENG IST	38,880	1014	VACANCY
Q00R0201	035245	4078	CORR MAINT OFF SUPRV	62,676	16	VACANCY
Q00R0202	035283	1362	OFFICE SECY III	46,845	10	VSP
Q00R0202	035318	1442	OFFICE SUPERVISOR	50,818	11	VSP
Q00R0202	085981	4092	CORR SUPPLY OFFICER II	47,209	11	VSP
Q00R0203	053480	1328	OFFICE SECY II	43,209	9	VSP
Q00R0204	072011	1318	OFFICE SECY I	31,061	8	VACANCY
Q00R0206	036992	4050	CORR MAINT OFF I ELECTRICAL	36,557	13	VACANCY
Q00S0101	033547	4537	FISCAL SERVICES CHIEF II	82,247	19	VSP
Q00S0101	033753	0851	AGENCY PROCUREMENT SPEC SUPV	65,625	17	VSP
Q00S0101	036691	6071	ADMIN OFFICER III	63,371	15	VSP
Q00S0101	036695	4919	HR ADMINISTRATOR II	69,940	19	VSP
Q00S0101	051979	4520	FISCAL ACCOUNTS CLERK SUPERVISO	52,679	12	VSP

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Q00S0101	061044	2650	MANAGEMENT ASSOCIATE	54,619	13	VSP
Q00S0201	034046	4045	CORR LAUNDRY OFF II	59,392	14	VSP
Q00S0202	034116	4063	CORR MAINT OFF II ELECTRICAL	43,307	14	VACANCY
Q00S0202	051990	2572	ADMIN AIDE	48,086	11	VSP
Q00S0204	035503	2043	ADMIN SPEC III	54,186	12	VSP
Q00T0101	068197	2247	ADMIN OFFICER III	58,736	15	VSP
Q00T0201	068970	1362	OFFICE SECY III	45,994	10	VSP
Q00T0201	056489	4069	CORR MAINT OFF II PLUMBING	4,177	14	VACANCY
Q00T0301	036101	1318	OFFICE SECY I	41,346	8	VSP
Q00T0301	050971	1376	OFFICE SERVICES CLERK	28,976	8	VACANCY
Q00T0302	057128	1370	OFFICE PROCESSING CLERK II	38,869	7	VSP
Q00T0404	067732	3672	COMMITMENT RECORDS SPEC SUPV	54,619	13	VSP
Q00T0404	067940	4029	CORR CASE MANAGEMENT MANAGER	77,078	18	VSP
R00A0101	039660	2572	ADMIN AIDE	48,980	11	VACANCY
R00A0101	084010	6741	FINANCIAL COMPLIANCE AUDITOR LE	58,091	16	VACANCY
R00A0101	089354	5055	EDUC PROGRAM SPEC I	60,543	21	VACANCY
R00A0102	039383	6119	ADMIN SPEC II	48,980	11	VSP
R00A0102	039396	4518	FISCAL ACCOUNTS CLERK II	39,458	9	VACANCY
R00A0102	077931	4551	ACCOUNTANT SUPERVISOR I	72,199	17	VACANCY
R00A0104	039545	5055	EDUC PROGRAM SPEC I	60,543	21	VACANCY
R00A0107	047138	6118	ADMIN SPEC III	45,023	12	VSP
R00A0110	023832	5059	EDUC PROGRAM MANAGER II	108,464	24	VSP
R00A0110	032372	5298	STAFF SPECIALIST III EDUCATION	72,777	18	VSP
R00A0110	050444	5479	PRGM MGR IV	90,827	22	VSP
R00A0110	058819	1328	OFFICE SECY II	30,765	9	VACANCY
R00A0110	091073	6066	CHILD CARE LICENSING SPEC MSDE	46,098	15	VACANCY
R00A0110	091872	6066	CHILD CARE LICENSING SPEC MSDE	56,550	15	VACANCY
R00A0111	082545	1362	OFFICE SECY III	41,606	10	VSP
R00A0112	039628	5056	EDUC PROGRAM SPEC II	103,743	22	VSP
R00A0112	039472	1362	OFFICE SECY III	30,472	10	VACANCY
R00A0112	086077	5055	EDUC PROGRAM SPEC I	60,543	21	VACANCY
R00A0112	086079	1328	OFFICE SECY II	28,702	9	VACANCY
R00A0113	040238	1362	OFFICE SECY III	30,472	10	VACANCY
R00A0113	087619	5056	EDUC PROGRAM SPEC II	32,304	22	VACANCY
R00A0113	090123	5056	EDUC PROGRAM SPEC II	32,304	22	VACANCY
R00A0114	039507	5292	STAFF SPECIALIST IV EDUCATION	53,193	19	VACANCY
R00A0115	051593	1362	OFFICE SECY III	46,420	10	VSP
R00A0115	055221	630	INSTRUCTIONAL ASSISTANT II	41,346	8	VACANCY
R00A0117	039631	1756	ADMIN SPEC II	48,980	11	VACANCY
R00A0118	039719	5058	EDUC PROGRAM MANAGER I	68,959	23	VACANCY
R00A0120	040610	5482	PRGM MGR SENIOR I	110,729	23	VSP
R00A0121	039910	1362	OFFICE SECY III	46,845	10	VSP
R00A0121	039920	1362	OFFICE SECY III	38,346	10	VSP
R00A0121	040072	5208	VOC REHAB TECHNICAL SPEC	59,861	15	VSP
R00A0121	040198	5208	VOC REHAB TECHNICAL SPEC	59,861	15	VSP
R00A0121	039936	6118	ADMIN SPEC III	51,209	12	VACANCY
R00A0121	040320	5208	VOC REHAB TECHNICAL SPEC	51,452	15	VACANCY
R00A0121	062893	5044	VOC REHAB SPEC I	36,918	12	VACANCY
R00A0122	040152	5208	VOC REHAB TECHNICAL SPEC	63,980	15	VSP
R00A0122	040557	0951	REHAB CENTER RESIDENTIAL ADVISO	43,209	9	VSP

## FY 2015 Voluntary Separation Program and Vacant Position Abolitions - Detail

PROGRAM	PIN	CLASS CODE	CLASSIFICATION	FY 15 SALARY	GRADE	NOTE
R00A0122	072076	5208	VOC REHAB TECHNICAL SPEC	64,588	15	VSP
R00A0122	040471	4271	OCCUPATIONAL THERAPY ASST II	45,160	10	VACANCY
R00A0122	040529	4003	DIRECT CARE ASST II	25,502	7	VACANCY
R00A0122	062900	4299	REHAB CENTER HOUSEPARENT III	28,702	9	VACANCY
R00A0122	090039	6249	PSYCHOLOGIST II	26,597	20	VACANCY
R00A0123	039789	1362	OFFICE SECY III	40,123	10	VSP
R00A0123	040067	5208	VOC REHAB TECHNICAL SPEC	63,980	15	VSP
R00A0123	040507	5476	PRGM MGR I	81,481	19	VSP
R00A0123	069237	6692	IT PROGRAMMER ANALYST II	62,577	17	VSP
R00A0123	090036	5208	VOC REHAB TECHNICAL SPEC	29,368	15	VACANCY
R15P0002	045440	7585	MPT TECHNICIAN II	55,988	9990	VSP
R95C0001	066884	T004	ADMINISTRATIVE ASSISTANT	44,582	0	VSP
R95C0004	076568	T004	ADMINISTRATIVE ASSISTANT	40,466	0	VSP
R95C0005	066892	T004	ADMINISTRATIVE ASSISTANT	46,565	0	VSP
R95C0006	066699	T035	CLERK	34,496	0	VSP
R95C0006	066816	T034	COORDINATOR	53,601	0	VSP
R95C0006	066873	T034	COORDINATOR	44,868	0	VSP
R95C0007	066889	T066	MAINTENANCE - MECHANIC	51,411	0	VSP
S00A2601	045602	4480	DATA BASE SPEC II	80,078	18	VSP
S00A2701	053471	4523	FISCAL ACCOUNTS TECHNICIAN II	50,818	11	VSP
T00A0001	074008	5478	PRGM MGR III	97,203	21	VSP
T00A0005	049975	5014	INDUSTRIAL DEV SUPERVISOR	91,107	20	VSP
T00E0001	045600	5014	INDUSTRIAL DEV SUPERVISOR	84,479	20	VSP
T00E0001	051116	6096	ADMINISTRATOR III	64,290	18	VSP
U00A0101	051711	5053	EXEC ASSOC III	75,012	17	VSP
U00A0101	054198	4324	OBS-EXECUTIVE ASSOCIATE III	72,199	17	VSP
U00A0401	014549	4471	IT PROGRAMMER ANALYST LEAD/ADVA	79,323	18	VSP
U00A0401	015733	3235	ADMIN OFFICER II	60,530	14	VSP
U00A0401	015932	1362	OFFICE SECY III	45,994	10	VSP
U00A0401	018263	0656	ENVRMNTL PRGM MGR I WATER MGT	87,729	20	VSP
U00A0401	050601	1034	GEOL LEAD/ADV ENVR PRGMS	85,401	19	VSP
U00A0401	065111	2502	NAT RES PLANNER IV	77,823	18	VSP
U00A0401	074027	1033	GEOL III ENVR PRGMS	55,336	17	VSP
U00A0501	018338	4592	REG COMPLIANCE ENGR-ARCH III	84,606	19	VSP
U00A0601	013592	2711	ADMIN OFFICER I	55,662	13	VSP
U00A0601	014576	1756	ADMIN SPEC II	42,301	11	VSP
U00A0601	074102	0799	DATA ENTRY OPERATOR II	37,161	7	VSP
U00A0701	058958	3013	INDUSTRIAL HYGIENIST III	68,939	16	VSP
U00A0701	058959	3013	INDUSTRIAL HYGIENIST III	62,676	16	VSP
U00A0701	062837	3015	INDUSTRIAL HYGIENIST SUPERVISOR	78,568	18	VSP
U00A1001	014478	4592	REG COMPLIANCE ENGR-ARCH III	73,361	19	VSP
U00A1001	018281	4549	ACCOUNTANT ADVANCED	70,265	16	VSP
U00A1001	056327	2588	ADMINISTRATOR III	78,568	18	VSP
V00D0201	027468	2592	DJS CASE MANAGEMENT SPEC III	68,939	16	VSP
V00G0101	027351	1362	OFFICE SECY III	46,420	10	VSP
V00G0101	027610	2592	DJS CASE MANAGEMENT SPEC III	68,939	16	VSP
V00G0101	027612	2592	DJS CASE MANAGEMENT SPEC III	63,278	16	VSP
V00G0101	083406	2592	DJS CASE MANAGEMENT SPEC III	54,370	16	VSP
V00H0101	027675	2593	DJS CASE MANAGEMENT SPEC SUPR	72,199	17	VSP
V00I0101	028770	2593	DJS CASE MANAGEMENT SPEC SUPR	72,199	17	VSP

## FY 2015 Voluntary Separation Program and Vacant Position Abolitions - Detail

PROGRAM	PIN	CLASS CODE	CLASSIFICATION	FY 15 SALARY	GRADE	NOTE
W00A0102	037251	2043	ADMIN SPEC III	52,183	12	VSP
W00A0102	037276	2572	ADMIN AIDE	50,818	11	VSP
W00A0102	037286	1362	OFFICE SECY III	45,994	10	VSP
W00A0102	038686	2043	ADMIN SPEC III	51,209	12	VSP
W00A0102	039163	1362	OFFICE SECY III	45,160	10	VSP
W00A0104	037156	2650	MANAGEMENT ASSOCIATE	48,380	13	VSP
W00A0104	038583	1376	OFFICE SERVICES CLERK	41,346	8	VSP
W00A0104	038828	1376	OFFICE SERVICES CLERK	41,346	8	VSP
			<b>Total</b>			
J00J0000	701148	4823	SHOP ADMINISTRATIVE TECHNICIAN	35,068	10	VSP-MDTA
J00J0000	701149	7318	MDTA ADMINISTRATOR III	78,568	18	VSP-MDTA
J00J0000	708599	2588	ADMINISTRATOR III	61,887	18	VSP-MDTA
J00J0000	709768	4823	SHOP ADMINISTRATIVE TECHNICIAN	45,159	10	VSP-MDTA
J00J0000	712611	7146	MDTA HOUSEKEEPER II	34,333	6	VSP-MDTA
J00J0000	712630	7146	MDTA HOUSEKEEPER II	37,203	6	VSP-MDTA
J00J0000	714090	7146	MDTA HOUSEKEEPER II	32,837	6	VSP-MDTA
J00J0000	714817	4823	SHOP ADMINISTRATIVE TECHNICIAN	36,662	10	VSP-MDTA
J00J0000	718803	7899	MDTA SHOP CLERK	41,664	9	VSP-MDTA
J00J0000	719155	4480	DATA BASE SPECIALIST II	77,822	18	VSP-MDTA
			<b>Grand Total</b>			

**Attachment 3**

**Voluntary Separation Program - FY 2015 Expenditures by Agency**

<b>AGENCY</b>	<b>Lump Sum Payment</b>	<b>Service Payment</b>	<b>Leave Payout</b>	<b>Total</b>
Office of the Public Defender	150,000	37,000	44,890	231,890
Public Service Commission	15,000	4,800	0	19,800
Workers' Compensation Commission	60,000	25,400	5,966	91,366
Boards and Commissions	15,000	3,000	4,384	22,384
Military Department	90,000	27,400	22,741	140,141
Maryland Insurance Administration	15,000	9,400	0	24,400
Office of Administrative Hearings	90,000	33,400	58,100	181,500
Comptroller of Maryland	105,000	44,400	64,155	213,555
State Treasurer's Office	15,000	6,400	16,555	37,955
Department of Assessments and Taxation	105,000	25,400	20,515	150,915
State Lottery and Gaming Control Agency	45,000	13,400	31,568	89,968
Property Tax Assessment Appeals Board	15,000	7,200	8,046	30,246
Department of Budget and Management	75,000	30,600	44,456	150,056
Department of Information Technology	60,000	14,800	14,916	89,716
Department of General Services	105,000	31,400	48,040	184,440
Department of Transportation	1,620,000	588,000	843,059	3,051,059
Department of Natural Resources	120,000	50,600	95,676	266,276
Department of Agriculture	30,000	4,600	13,494	48,094
Department of Health and Mental Hygiene	1,080,000	473,200	534,592	2,087,792
Department of Human Resources	1,005,000	391,000	639,227	2,035,227
Department of Labor, Licensing and Regulation	555,000	189,600	233,978	978,578
Department of Public Safety and Correctional Services	630,000	243,600	313,493	1,187,093
State Department of Education	300,000	96,200	161,034	557,234
Maryland Public Broadcasting Commission	15,000	6,400	4,289	25,689
Baltimore City Community College	105,000	29,000	56,268	190,268
Department of Housing and Community Development	30,000	17,000	12,630	59,630
Department of Business and Economic Development	60,000	19,800	46,754	126,554
Department of the Environment	285,000	106,200	141,480	532,680
Department of Juvenile Services	105,000	44,800	67,691	217,491
Department of State Police	120,000	50,600	47,241	217,841
<b>TOTAL</b>	<b>7,020,000</b>	<b>2,624,600</b>	<b>3,595,238</b>	<b>13,239,838</b>

**ATTACHMENT 4**

**Voluntary Separation Program Positions and Funding**  
 FY 2016 Estimated Savings

<b>AGENCY</b>	<b>Total FTEs</b>	<b>General Funds</b>	<b>Special Funds</b>	<b>Federal Funds</b>	<b>Reimb. Funds</b>	<b>Non-Bud. Funds</b>	<b>Higher Ed Funds</b>	<b>Total Funds</b>
Office of the Public Defender	10.0	609,962	-	-	-	-	-	609,962
Public Service Commission	1.0	-	57,553	-	-	-	-	57,553
Workers' Compensation Commission	4.0	-	227,691	-	-	-	-	227,691
Boards and Commissions	1.0	79,548	-	-	-	-	-	79,548
Military Department	6.0	161,171	-	161,731	-	-	-	322,902
Maryland Insurance Administration	1.0	-	59,839	-	-	-	-	59,839
Office of Administrative Hearings	6.0	-	-	-	728,483	-	-	728,483
Comptroller of Maryland	7.0	292,737	80,177	-	110,189	-	-	483,103
State Treasurer's Office	1.0	53,784	-	-	47,695	-	-	101,479
Department of Assessments and Taxation	7.0	182,483	229,945	-	-	-	-	412,428
State Lottery and Gaming Control Agency	3.0	-	222,629	-	-	-	-	222,629
Property Tax Assessment Appeals Board	1.0	57,181	-	-	-	-	-	57,181
Department of Budget and Management	5.0	208,885	-	-	191,930	-	-	400,815
Department of Information Technology	4.0	248,220	-	-	90,346	-	-	338,566
Department of General Services	7.0	356,883	-	-	57,517	-	-	414,400
Department of Transportation	98.0	-	7,478,319	-	-	-	-	7,478,319
Department of Natural Resources	8.0	82,866	461,906	-	-	-	-	544,772
Department of Agriculture	2.0	75,335	63,903	-	-	-	-	139,238
Department of Health and Mental Hygiene	72.0	3,288,599	376,122	1,136,208	-	-	-	4,800,929
Department of Human Resources	67.0	2,119,169	1,440	2,240,760	-	-	-	4,361,369
Department of Labor, Licensing and Regulation	37.0	223,657	180,141	1,991,556	47,416	-	-	2,442,770
Department of Public Safety and Correctional Services	42.0	2,812,740	53,070	-	-	-	-	2,865,810
State Department of Education	20.0	636,449	-	878,439	8,199	-	-	1,523,087
Maryland Public Broadcasting Commission	1.0	67,433	-	-	-	-	-	67,433
Baltimore City Community College	7.0	-	-	-	-	-	390,002	390,002
Department of Housing and Community Development	2.0	-	59,994	94,539	-	-	-	154,533
Department of Business and Economic Development	4.0	405,983	-	-	-	-	-	405,983
Department of the Environment	19.0	834,264	381,270	299,408	-	-	-	1,514,942

**ATTACHMENT 4**

**Voluntary Separation Program Positions and Funding**

FY 2016 Estimated Savings

<b>AGENCY</b>	<b>Total FTEs</b>	<b>General Funds</b>	<b>Special Funds</b>	<b>Federal Funds</b>	<b>Reimb. Funds</b>	<b>Non-Bud. Funds</b>	<b>Higher Ed Funds</b>	<b>Total Funds</b>
Department of Juvenile Services	7.0	526,036	-	-	-	-	-	526,036
Department of State Police	8.0	455,563	-	-	-	-	-	455,563
<b>TOTAL</b>	<b>458.0</b>	<b>13,778,948</b>	<b>9,933,999</b>	<b>6,802,641</b>	<b>1,281,775</b>	-	<b>390,002</b>	<b>32,187,365</b>
<i>Maryland Transportation Authority</i>	<i>10.0</i>	-	-	-	-	<i>566,954</i>	-	<i>566,954</i>
<b>Grand Total -VSP</b>	<b>468.0</b>	<b>13,778,948</b>	<b>9,933,999</b>	<b>6,802,641</b>	<b>1,281,775</b>	<b>566,954</b>	<b>390,002</b>	<b>32,754,319</b>