

ANNUAL PERSONNEL REPORT FOR FISCAL YEAR 2020

January 1, 2021

LARRY HOGAN
Governor
BOYD K. RUTHERFORD
Lieutenant Governor
DAVID R. BRINKLEY
Secretary

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INTRODUCTION

The information contained in this Annual Report covers fiscal year 2020 (July 1, 2019 – June 30, 2020). 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, 2020

	SPMS	MDOT
State Government at a Glance		
FTEs ¹ Included in Collective Bargaining Units FTEs Excluded from Collective	24,343.58	3,380.50
Bargaining Units	13,699.53	2,563.00
	38,043.11	5,943.50
Percentage of Employees working in		
Anne Arundel County	8.6%	37.1%
Baltimore City	34.6%	28.0%
Baltimore Metro Area ²	22.1%	8.9%
Eastern Shore Area	11.7%	6.9%
Southern Maryland Area	2.8%	2.6%
Washington Metro Area	5.7%	9.0%
Western Maryland Area	13.8%	7.5%
Employees ³ Employed on a		
Full-Time Basis	37,674	5,928
Part-Time Basis	612	32
Total	38,286	5,960
The Average Employee Age is	47	48
The Average Employee Length of Service in years is	12	12
The Average Employee Earns	\$61,027	\$61,034

¹The FTE counts do not include vacant positions.

²The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.

³The employee count is actual employees, not full-time equivalents (FTEs).

Highlights About State Employees As of June 30, 2020

	NON- SPMS	MDOT MDTA	MDOT MTA UNION
State Government at a Glance			
FTEs ¹ Included in Collective			
Bargaining Units	555	988.00	2,566.50
FTEs Excluded from Collective			
Bargaining Units	2,389.00	540.00	0.00
Total	2,944.00	1,528.00	2,566.50
Percentage of Employees working in			
Percentage of Employees working in Anne Arundel County	14.3%	14.9%	0.0%
Baltimore City	56.3%	39.4%	100.0%
Baltimore Metro Area ²	5.5%	28.6%	0.0%
Eastern Shore Area	4.1%	8.8%	0.0%
Southern Maryland Area	13.8%	3.1%	0.0%
Washington Metro Area	4.0%	5.1%	0.0%
Western Maryland Area	1.9%	0.0%	0.0%
Employees ³ Employed on a			
Full-Time Basis	2,944	1,527	2,556
Part-Time Basis	44	2	21
Total	2,988	1,529	2,577
The Average Employee Age is	46	45	47
The Average Employee Length of Service in years is	12	11	13
The Average Employee Earns	\$64,417	\$62,850	\$59,909

¹The FTE counts do not include vacant positions.

²The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.

³The employee count is actual employees, not full-time equivalents (FTEs).

Summary of State Positions As of June 30, 2020

PERMANENT FTEs BY STATUS		
	SPMS	MDOT
FTEs Included in Bargaining	24,343.58	3,380.50
FTEs Excluded from Bargaining	13,699.53	2,563.00
Agency Excluded by Statute	6,440.08	235.00
Confidential	323.05	269.50
Managerial	3,582.35	859.00
Supervisory	3,208.60	1,195.00
Student	0.00	0.00
Agency Head	21.00	1.00
Board or Commission Member	124.45	3.50
TOTAL	38,043.11	5,943.50
FULL-TIME VERSES PART-TIME EMPLOYMENT		
Full-Time		
Filled positions	37,674	5,928
Vacant positions	5,499	467
Total Full-Time Positions	43,173	6,395
Part-Time ¹		
Filled positions	612	32
Vacant positions	226	7
Total Part-Time Positions	838	39
Total Number of Filled Positions	38,286	5,960
Total Number of Vacant Positions	5,725	474
TOTAL NUMBER OF POSITIONS	44,011	6,434
CONTRACTUAL EMPLOYMENT ²		
Total Number of Contracts	4,596	37
Total Number of FTE Contractual Positions	3,927.00	45.10

^{*}Chart reflects actual employment and not total budgeted FTE employment

¹ Part-time reflects any position employed less than 100%.

² SPMS Contractual data was obtained from the SPS.

Summary of State Positions As of June 30, 2020

PERMANENT FTES BY STATUS			
	NON - SPMS	MDOT MDTA	MDOT MTA UNION
FTEs Included in Bargaining	555.00	988.00	2,566.50
FTEs Excluded from Bargaining ³	2,389.00	540.00	0.00
Agency Excluded by Statute	0.00	207.00	0.00
Confidential	0.00	33.00	0.00
Managerial	0.00	99.00	0.00
Supervisory	0.00	201.00	0.00
Student	0.00	0.00	0.00
Agency Head	0.00	0.00	0.00
Board or Commission Member	0.00	0.00	0.00
TOTAL	2,944.00	1,528.00	2,566.50
Full-Time Filled positions Vacant positions Total Full-Time Positions Part-Time 1	2,944 214 3,158	1,527 199 1,726	2,556 87 2,643
Filled positions	44	2	21
Vacant positions	1	0	2
Total Part-Time Positions	45	2	23
Total Number of Filled Positions	2,988	1,529	2,577
Total Number of Vacant Positions	215	199	89
TOTAL NUMBER OF POSITIONS	3,203	1,728	2,666
CONTRACTUAL EMPLOYMENT 2			
Total Number of Contracts	1,249	55	0
Total Number of FTE Contractual Positions	791.31	58.40	0.00

^{*}Chart reflects actual employment and not total budgeted FTE employment

¹ Part-time reflects any position employed less than 100%.

² Contractual data submitted by each Independent Agency

History of Contractual Employees Converted to Regular Positions Personnel Management System and Maryland Department of Transportation Employees FY '17 - FY '20

	FY17	FY18	FY19	FY20
Agency	FTE's	FTE's	FTE's	FTE's
Aging	0	0	0	0
Agriculture	3	2	2	3
Archives	0	0	1	0
Assessments and Taxation	0	1	0	1
Attorney General	0	0	2	0
Budget and Management	3	4	4	3
Commerce	0	1	1	0
Comptroller	0	0	2	25
Disabilities	0	1	0	0
Education (MSDE)	7	10	17	7
Elections	1	1	1	1
Environment	0	0	1	6
General Services	1	0	0	0
Health, MD Dept.	162	140	167	189
Housing and Community Development	22	20	14	15
Human Services	22	10	10	9
Information and Technology	1	0	0	0
Juvenile Services	132	147	145	81
Labor, MD Dept.	4	2	12	4
Lottery	0	0	1	1
MD Health Benefits Exchange	0	0	1	0
MD Insurance Administration	2	1	4	2
MD School for the Deaf	21	16	13	19
MD State Library				1
Military Department	4	7	1	4
Natural Resources	25	10	18	12
Planning	1	0	1	2
Public Defender	0	4	16	6
Public Safety and Correctional Services	3	3	1	8
Public Television	0	0	2	2
State Police	2	6	2	4
Transportation	4	17	21	24
Veterans Affairs	1	0	0	0
Total	421	403	460	429

History of Contractual Employees Converted to Regular Positions for Executive Branch Independent Agencies FY '18 - FY '20

Agency	FY18 FTE's	FY19 FTE's	FY20 FTE's
Africian American Museum Corporation	0	0	0
Baltimore City Community College	2	14	3
Canal Place Preservation & Dev Auth	0	0	0
Environmental Services	0	0	0
Food Center Authority	0	0	0
Historic St. Mary's City Commission	2	0	0
MDOT MDTA	4	10	7
MDOT MTA Union	0	0	0
Morgan State University	35	43	64
Stadium Authority	2	4	1
St. Mary's College of Maryland	7	0	0
Total	52	71	75

Distribution of Full-Time Equivalent Positions for State Personnel Management System and Maryland Department of Transportation As of June 30, 2020

	Regular Filled	Regular Vacant
Agency	FTE's	FTE's
Administrative Hearings	112.60	3.00
Aging	24.00	11.00
Agriculture	311.65	77.00
Archives	59.00	3.00
Assessments and Taxation	521.00	60.00
Attorney General	647.27	51.00
Budget and Management	269.00	26.00
Civil Rights	27.00	3.00
Commerce	160.80	17.00
Comptroller	1,040.65	68.00
Disabilities	21.00	2.00
Education (MSDE)	1,242.80	153.00
Elections	208.80	43.00
Environment	752.00	89.00
Executive Dept	294.60	29.00
General Services	572.50	58.00
Health, MD Dept.	8,043.36	1,730.00
Higher Education Commission	46.00	9.00
Housing and Community Development	292.90	22.00
Human Services	5,468.48	571.00
Information and Technology	166.00	28.00
Juvenile Services	1,865.95	139.00
Labor, MD Dept.	1,316.08	285.00
Lottery	293.50	23.00
MD Emergency Management Agency	64.00	7.00
MD Health Benefits Exchange	59.00	4.00
MD Institute for Emergency Medical Serv Sys	81.00	12.00
MD Insurance Administration	215.04	26.00
MD 529	17.00	8.00
MD School for the Deaf	325.50	8.00
MD State Library	28.00	2.00
Military Department	186.50	43.00
Natural Resources	1,241.75	84.00
People's Counsel	15.00	3.00
Planning	113.00	12.00
Property Tax Assessment Appeals Board	108.45	4.00
Public Defender	825.00	62.00
Public Safety and Correctional Services	8,037.20	1,559.00
Public Service Commission	123.50	12.00
Public Television	130.75	12.00
State Police	2,250.50	301.00
State Prosecutor	12.00	0.00
State Retirement Agency	173.00	30.00
Subsequent Injury Fund	10.40	1.00
Supplemental Retirement Plans	12.00	0.00
Tax Court	7.00	0.00
Transportation	5,943.50	470.50
Treasurer	46.00	9.00
Uninsured Employer's Fund	4.60	3.00
Veterans Affairs	94.00	16.00
Worker's Compensation Commission	106.00	7.00
Total	43,986.61	6,195.50

Distribution of Full-Time Equivalent Positions for Executive Branch Independent Agencies As of June 30, 2020

Agency	Regular Filled FTE's	Regular Vacant FTE's
African American Museum Corporation	19.00	1.00
Baltimore City Community College	347.00	90.00
Canal Place Preservation & Dev Authority	3.00	0.00
Environmental Services	863.00	27.00
Food Center Authority	25.00	1.00
Historic St. Mary's City Commission	29.00	2.00
MDOT MDTA	1,528.00	199.00
MDOT MTA Union	2,566.50	88.00
Morgan State University	1,198.00	48.00
Stadium Authority	119.00	0.00
St. Mary's College of Maryland	374.00	45.00
Total	7,071.50	501.00

Full-Time Equivalent Positions Included and Excluded from Collective Bargaining for State Personnel Management System and Maryland Department of Transportation As of June 30, 2020

	Number of	Number of
	Included	Excluded
Agency	FTE's	FTE's
Administrative Hearings	0.00	112.60
Aging	11.00	13.00
Agriculture	217.65	94.00
Archives	0.00	59.00
Assessments and Taxation	336.00	185.00
Attorney General	0.00	647.27
Budget and Management	26.00	243.00
Civil Rights Commission	0.00	27.00
Commerce	28.80	132.00
Comptroller	466.10	574.55
Disabilities	5.00	16.00
Education (MSDE)	272.50	970.30
Elections	0.00	208.80
Environment	506.00	246.00
Executive Department	0.00	294.60
General Services	380.50	192.00
Health, MD Dept.	5,875.01	2,168.35
Higher Education Commission	0.00	46.00
Housing and Community Development	168.90	124.00
Human Services	4,112.88	1,355.60
Information and Technology	82.00	84.00
Juvenile Services	1,387.00	478.95
Labor, MD Dept.	779.30	536.78
Lottery	224.50	69.00
MD 529	0.00	17.00
MD Emergency Management Agency	0.00	64.00
MD Health Benefits Exchange	0.00	59.00
MD Institute for Emergency Medical Svcs Sys	0.00	81.00
MD Insurance Administration	23.00	192.04
MD School for the Deaf	0.00	325.50
MD State Library	0.00	28.00
Military Department	26.00	160.50
Natural Resources	796.35	445.40
People's Counsel	0.00	15.00
Planning	36.00	77.00
Property Tax Assessment Appeals Board	0.00	108.45
	0.00	825.00
Public Defender	6,603.60	
Public Safety and Correctional Services		1,433.60
Public Service Commission	0.00	123.50
Public Television	0.00	130.75
State Police	1,904.50	346.00
State Prosecutor	0.00	12.00
State Retirement Agency	3.00	170.00
Subsequent Injury Fund	0.00	10.40
Supplemental Retirement Plans	0.00	12.00
Tax Court	0.00	7.00
Transportation	3,380.50	2,563.00
Treasurer	0.00	46.00
Uninsured Employer's Fund	0.00	4.60
Veterans Affairs	69.00	25.00
Worker's Compensation Commission	0.00	106.00
Total	27,721.09	16,265.54

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, 2020

	Number of Included	Number of Excluded
Agency	FTE's	FTE's
African American Museum Corporation	0.00	19.00
Baltimore City Community College	162.00	185.00
Canal Place Preservation & Dev Authority	0.00	3.00
Environmental Services	0.00	830.00
Food Center Authority	0.00	25.00
Historic St. Mary's City Commission	0.00	29.00
MDOT MDTA	988.00	540.00
MDOT MTA Union	2,566.50	0.00
Morgan State University	301.00	897.00
Stadium Authority	0.00	119.00
St. Mary's College of Maryland	92.00	282.00
Total	4,109.50	2,929.00

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

Geographic Locations of State Positions As of June 30, 2020

	Employ	Employees ¹		Vacant Positions		al
	SPMS	MDOT	SPMS	$MDOT^2$	SPMS	MDOT
Allegany	1,910	204	206		2,116	204
Anne Arundel	3,295	2,206	352		3,647	2,206
Baltimore City	13,248	1,671	1,844		15,092	1,671
Baltimore County	3,256	308	392		3,648	308
Calvert	284	30	57		341	30
Caroline	170	26	61		231	26
Carroll	1,277	78	282		1,559	78
Cecil	486	58	71		557	58
Charles	300	76	30		330	76
Dorchester	476	24	63		539	24
Frederick	838	131	122		960	131
Garrett	318	42	58		376	42
Harford	630	69	87		717	69
Howard	3,298	74	544		3,842	74
Kent	165	61	19		184	61
Montgomery	641	229	64		705	229
Prince George's	1,535	309	153		1,688	309
Queen Anne's	360	40	54		414	40
Somerset	961	24	172		1,133	24
St. Mary's	493	46	207		700	46
Talbot	324	57	52		376	57
Washington County	2,220	72	355		2,575	72
Wicomico	1,100	94	182		1,282	94
Worcester	428	28	174		602	28
Wash., D.C.	0	1	0		0	1
Out Of State	13	2	2		15	2
Other ²	260	0	122	474	382	474
Total	38,286	5,960	5,725	474	44,011	6,434

¹The employee count is actual employees.

²Positions that do not have location assignments, and for MDOT vacant positions without locations assignments only the total is listed.

Geographic Locations of State Positions As of June 30, 2020

	Em	ployees ¹		Vac	ant Positi	ons		Total	
	NON-SPMS	MDOT MDTA	MDOT MTA Union	NON-SPMS	MDOT ² MDTA	MDOT ² MTA Union	NON-SPMS	MDOT MDTA	MDOT MTA Union
Allegany	13	0	0	0			13	0	0
Anne Arundel	428	228	0	14			442	228	0
Baltimore City	1,683	603	2,577	140			1,823	603	2,577
Baltimore County	48	354	0	2			50	354	0
Calvert	1	0	0	0			1	0	0
Caroline	24	0	0	1			25	0	0
Carroll	19	0	0	1			20	0	0
Cecil	2	133	0	0			2	133	0
Charles	7	47	0	0			7	47	0
Dorchester	12	0	0	1			13	0	0
Frederick	6	1	0	1			7	1	0
Garrett	8	0	0	0			8	0	0
Harford	45	84	0	1			46	84	0
Howard	52	0	0	1			53	0	0
Kent	0	0	0	0			0	0	0
Montgomery	56	76	0	3			59	76	0
Prince George's	61	2	0	3			64	2	0
Queen Anne's	9	1	0	0			9	1	0
Somerset	37	0	0	0			37	0	0
St. Mary's	404	0	0	47			451	0	0
Talbot	39	0	0	0			39	0	0
Washington County	31	0	0	0			31	0	0
Wicomico	0	0	0	0			0	0	0
Worcester	0	0	0	0			0	0	0
Wash., D.C.	2	0	0	0			2	0	0
Out Of State	1	0	0	0			1	0	0
Other ²	0	0	0	0	199	89	0	199	89
Total	2,988	1,529	2,577	215	199	89	3,203	1,728	2,666

¹The employee count is actual employees.

²Only 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, 2020

Years of Service	Num SPMS	ber of E	Employee MDOT	es (%)
Less than 1 year	2,747	(7%)	530	(9%)
1 - 5 years	10,129	(27%)	1,792	(30%)
6 - 10 years	6,987	(18%)	985	(17%)
11 - 15 years	6,381	(17%)	885	(15%)
16 - 20 years	4,306	(11%)	504	(8%)
21 - 30 years	5,081	(13%)	755	(13%)
over 30 years	2,655	(7%)	509	(9%)
Total _	38,286		5,960	

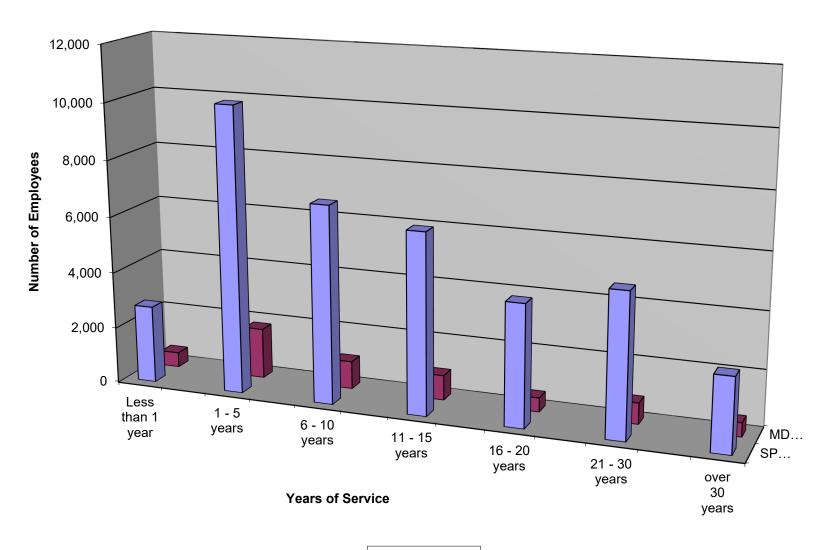
Note: Employees are actual. Percentages are rounded off to the next whole number.

Years of Service of State Employees As of June 30, 2020

Years of Service	Number of Employees (%)					
	NON-SPM	S	MDOT MDTA		MDOT MTA	
Less than 1 year	170	(6%)	111	(7%)	95	(4%)
1 - 5 years	1,067	(28%)	380	(25%)	702	(27%)
6 - 10 years	470	(12%)	309	(20%)	415	(16%)
11 - 15 years	499	(13%)	283	(19%)	468	(18%)
16 - 20 years	326	(11%)	190	(12%)	409	(16%)
21 - 30 years	320	(8%)	187	(12%)	332	(13%)
over 30 years	136	(4%)	69	(5%)	156	(6%)
Total	2,988		1,529		2,577	

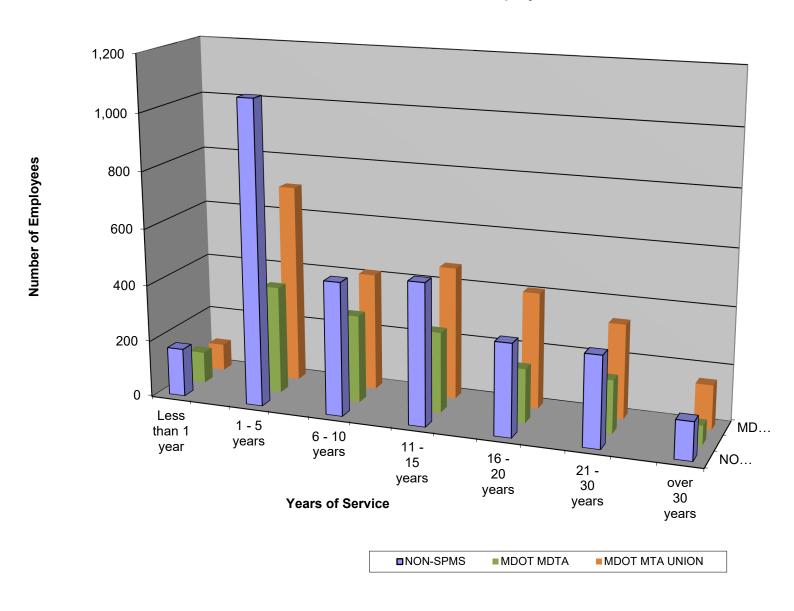
Note: Employees are actual. Percentages are rounded off to the next whole number.

Years of Service of State Employees



■SPMS ■MDOT

Years of Service of State Employees



Personnel Activities for State Employees As of June 30, 2020

		SPMS	MDOT
TRANSACTIONS	Appointments ¹	3,453	548
	Reinstatements	324	27
	Transfers	994	134
	Promotions	1,923	329
	Reclassifications	3,532	548
	Demotions	271	27
	Total	10,497	1613
SEPARATIONS	Deceased	68	14
	Failed to Report for Duty	14	12
	Layoffs	1	0
	Leave of Absence ²	27	5
	Resignations	1,997	303
	Retired	1,235	238
	Terminated	170	17
	Terminated on Probation	79	33
	Other	110	135
	Total	3,701	757
GRIEVANCES	Resolved at DBM	90	
	Forwarded to OAH	93	
	Total	183	
DISCIPLINARY	Resolved at DBM	363	
ACTION APPEALS	Forwarded to OAH	219	
	Total	582	
WHISTLEBLOWER	R Withdrawn/Settlement	1	
COMPLAINTS	Pending	0	
	Probable Cause	0	
	No Probable Cause	10	
4	Total	11	

¹ Appointments include contractual employees who were appoiinted to fill regular positions

² Includes personal, medical, military and leave of absence without pay.

Personnel Activities for State Employees As of June 30, 2020

	NON- SPMS	MDOT MDTA	MDOT MTA UNION
TRANSACTIONS Appointments ¹	136	129	88
Reinstatements	8	7	23
Transfers	13	30	0
Promotions	128	86	0
Reclassifications	84	267	0
Classification Changes ³	0	0	142
PIN Changes ⁴	0	0	150
Demotions	3	23	0
Total	372	542	403
SEPARATIONS Deceased	6	2	2
Failed to Report for Duty	1	2	10
Layoffs	5	0	0
Leave of Absence ²	1	0	0
Resignations	185	97	76
Retired	69	46	76
Terminated	31	0	0
Terminated on Probation	8	17	7
Other	8	39	27
Total	314	203	198
GRIEVANCES Resolved at Agency	2		
GRIEVANCES Resolved at Agency Forwarded to OAH	1		
Total	3		
Total	3		
DISCIPLINARY Resolved at Agency	12		
ACTION APPEALS Forwarded to OAH	0		
Total	12		
WHISTLEBLOWER Withdrawn/Settlement	0		
COMPLAINTS Pending	1		
Probable Cause	1		
No Probable Cause	1		
Total	3		

¹ Appointments include contractual employees who were appointed to fill regular positions

² Includes personal, medical, military and leave of absence without pay.

³ Includes reclassifications and demotions

⁴ Includes promotions, demotions and reassignments

Turnover for State Employees As of June 30, 2020

	SPMS	MDOT
Resigned	1,997	303
Retired	1,235	238
Removals ¹	250	50
Deceased	68	14
Military Leave	1	0
Total	3,551	605
Total Positions	44,009	6,434
Turnover ² % for FY 18	8%	9%

¹Removals include layoffs, terminations, terminations on probation and those who fail physicals.

²Turnover 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, 2020

	NON-SPMS	MDOT MDTA	MDOT MTA UNION
Resigned	185	97	76
Retired	69	46	76
Removals ¹	40	17	7
Deceased	6	2	2
Military Leave	0	0	0
Total	300	162	161
Total Positions	3,203	1,728	2,666
Turnover ² % for FY 18	9%	9%	6%

¹Removals include layoffs, terminations, terminations on probation and those who fail physicals.

²Turnover 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, 2020

Standard Salary Schedule

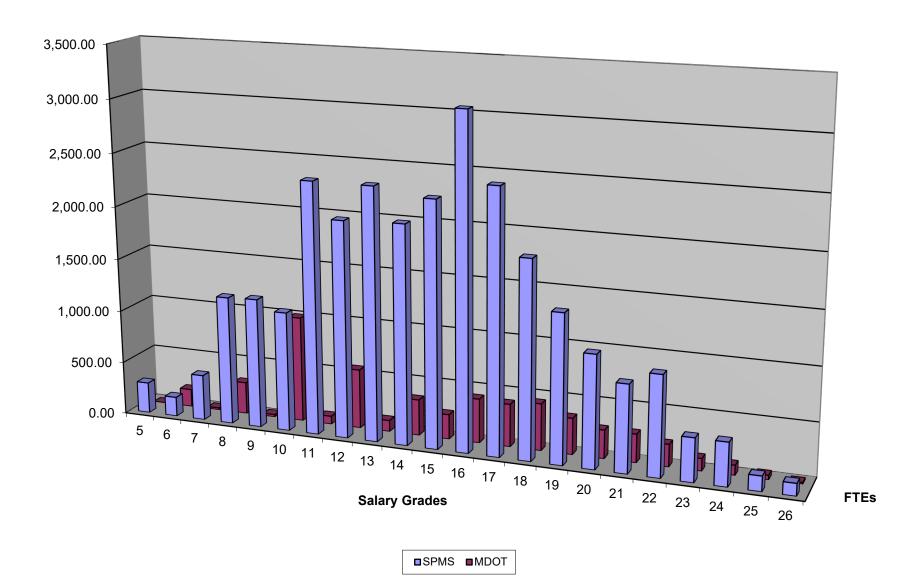
Grade	Number o	f FTEs	%		CO Grade	CO FTE
	SPMS	MDOT	SPMS	MDOT		
5	291.80	1.0	1.03%	0.02%	CO 0001	23.00
6	183.00	167.0	0.65%	3.08%	CO 0002	77.00
7	430.70	17.0	1.52%	0.31%	CO 0003	400.00
8	1,211.40	302.5	4.29%	5.58%	CO 0004	3,385.00
9	1,222.15	21.0	4.32%	0.39%	CO 0005	1,038.00
10	1,125.95	997.0	3.98%	18.40%	CO 0006	2.00
11	2,368.05	75.0	8.38%	1.38%	CO 0007	157.00
12	2,033.53	559.3	7.20%	10.32%	CORR 0001	2.00
13	2,368.20	105.0	8.38%	1.94%	CORR 0004	20.00
14	2,051.94	339.0	7.26%	6.26%	CORR 0005	20.00
15	2,296.65	232.5	8.13%	4.29%	CORR 0006	24.00
16	3,100.80	415.8	10.97%	7.67%	CORR 0007	434.00
17	2,458.21	401.5	8.70%	7.41%	CORR 0008	181.00
18	1,846.35	440.5	6.53%	8.13%	CORR 0009	93.00
19	1,393.05	341.0	4.93%	6.29%	CORR 0010	11.00
20	1,053.10	267.0	3.73%	4.93%	CORR 0011	16.00
21	818.80	266.0	2.90%	4.91%	Total	5,883.00
22	937.82	208.0	3.32%	3.84%		
23	407.10	116.0	1.44%	2.14%		
24	405.15	93.0	1.43%	1.72%		
25	140.90	40.0	0.50%	0.74%		
26	115.00	14.0	0.41%	0.26%		
Total	28,259.65	5,419.0	100.00%	100.00%		
Other Schedules	3,656.84	524.5	100.0070	100.0076		
Corr Offcr Schedules*	5,883.00	021.0				
Total:	37,799.49	5,943.5				
*Compational Officer Col	ama Cala adula		on the Oten dee	d Colomi		
*Correctional Officer Sal	ary Schedules w	ere previously	on the Standard	a Salary		
Schedule						

Distribution of State Positions by Salary Grade As of June 30, 2020

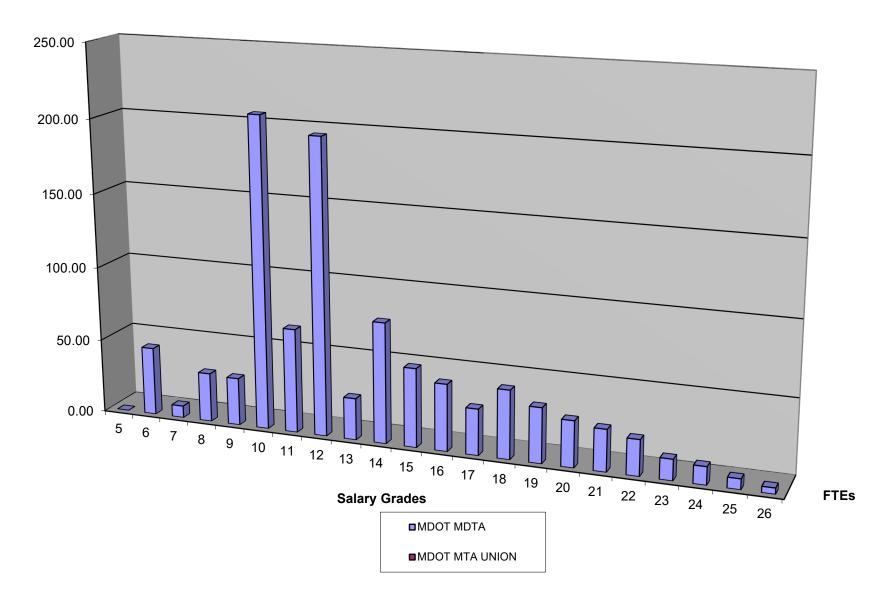
Standard Salary Schedule

Grade	Number	of FTEs	%		
	MDOT MDTA	MDOT MTA UNION	MDOT MDTA	MDOT MTA UNION	
5	0.00		0.00%	0.00%	
6	46.00		4.44%	0.00%	
7	8.00		0.77%	0.00%	
8	33.00		3.18%	0.00%	
9	32.00		3.09%	0.00%	
10	209.00		20.15%	0.00%	
11	70.00		6.75%	0.00%	
12	198.00		19.09%	0.00%	
13	28.00		2.70%	0.00%	
14	81.00		7.81%	0.00%	
15	53.00		5.11%	0.00%	
16	45.00		4.34%	0.00%	
17	31.00		2.99%	0.00%	
18	46.00		4.44%	0.00%	
19	37.00		3.57%	0.00%	
20	31.00		2.99%	0.00%	
21	28.00		2.70%	0.00%	
22	24.00		2.31%	0.00%	
23	14.00		1.35%	0.00%	
24	12.00		1.16%	0.00%	
25	7.00		0.68%	0.00%	
26	4.00		0.39%	0.00%	
Total	1,037.00	2,566.5	100.00%	0.00%	
Other Schedules	491.00				
Total:	1,528.00	2,566.5			

State Positions by Salary Grades



State Positions by Salary Grades



Distribution of State Positions by Salary Step As of June 30, 2020

Step Levels of Standard Salary Schedule

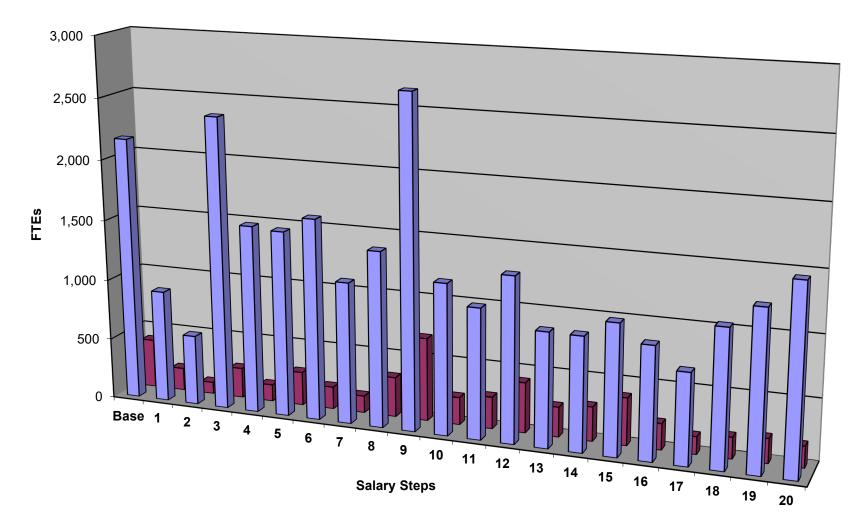
Step	Number o	f FTEs	%	%		CO FTE
	SPMS	MDOT	SPMS	MDOT		
Base	2166.22	403.5	7.67%	7.45%	002	139.00
1	922.79	187.0	3.27%	3.45%	003	709.00
2	576.73	97.0	2.04%	1.79%	004	331.00
3	2399.85	249.3	8.49%	4.60%	005	81.00
4	1541.70	138.5	5.46%	2.56%	006	1,508.00
5	1521.49	277.5	5.38%	5.12%	007	392.00
6	1646.78	184.0	5.83%	3.40%	008	415.00
7	1159.30	140.0	4.10%	2.58%	009	1,094.00
8	1437.59	328.0	5.09%	6.05%	010	158.00
9	2699.23	684.5	9.55%	12.63%	011	140.00
10	1235.69	226.0	4.37%	4.17%	012	143.00
11	1067.70	262.0	3.78%	4.83%	013	22.00
12	1348.09	413.5	4.77%	7.63%	014	121.00
13	935.88	246.5	3.31%	4.55%	015	96.00
14	932.64	282.0	3.30%	5.20%	016	29.00
15	1064.55	388.0	3.77%	7.16%	017	78.00
16	920.25	215.0	3.26%	3.97%	018	84.00
17	742.30	144.5	2.63%	2.67%	019	268.00
18	1118.10	175.5	3.96%	3.24%	020	75.00
19	1297.60	201.0	4.59%	3.71%	Total	5,883.00
20	1525.18	175.8	5.40%	3.24%		
Total	28,259.66	5,419.0	100.00%	100.00%		
Other Schedules	3,656.84	524.5				
Corr Ofcer Schedules*	5,883.00					
Total:	37,799.50	5,943.5				
*Correctional Officer Sala	ry Schedules w	ere previously	on the Standar	d Salary Schedule	!	

Distribution of State Positions by Salary Step As of June 30, 2020

Step Levels of Standard Salary Schedule

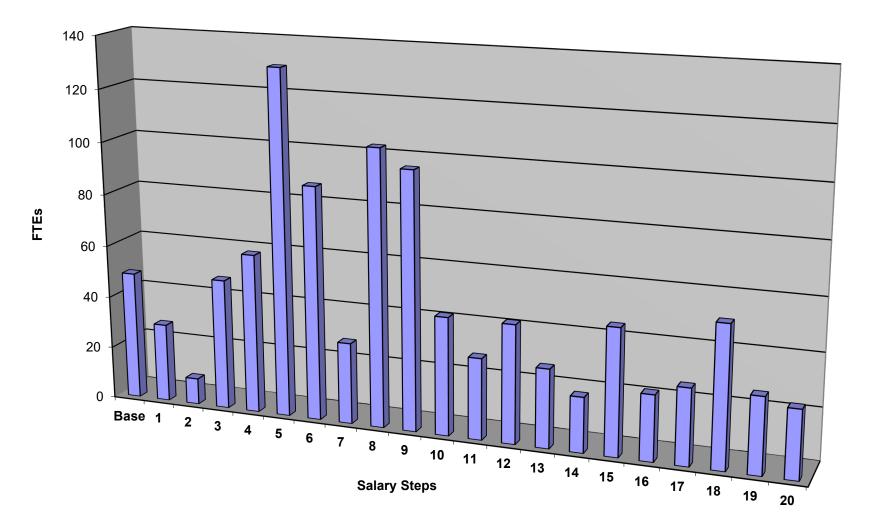
Step	Number	of FTEs	%		
	MDOT	MDOT MTA		MDOT MTA	
	MDTA	UNION	MDOT MDTA	UNION	
Base	49.00		4.73%	0.00%	
1	30.00		2.89%	0.00%	
2	10.00		0.96%	0.00%	
3	50.00		4.82%	0.00%	
4	61.00		5.88%	0.00%	
5	131.50		12.68%	0.00%	
6	89.00		8.58%	0.00%	
7	31.00		2.99%	0.00%	
8	105.00		10.13%	0.00%	
9	98.00		9.45%	0.00%	
10	45.00		4.34%	0.00%	
11	31.00		2.99%	0.00%	
12	45.00		4.34%	0.00%	
13	30.00		2.89%	0.00%	
14	21.00		2.03%	0.00%	
15	48.00		4.63%	0.00%	
16	25.00		2.41%	0.00%	
17	29.00		2.80%	0.00%	
18	53.50		5.16%	0.00%	
19	29.00		2.80%	0.00%	
20	26.00		2.51%	0.00%	
Total	1,037.00	2,566.5	100.00%	0.00%	
Other Schedules	491.00				
Total:	1,528.00	2,566.5			

State Positions by Salary Steps



■SPMS ■MDOT

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 2020

Based on a Salary of:	\$61,027
DIRECT COSTS	
Social Security	\$4,669
Health Insurance**	\$10,039
Pension Retirement	\$12,333
Workers Compensation	\$853
Unemployment Insurance	\$171
SUBTOTAL DIRECT COSTS	\$28,065
INDIRECT COSTS	
Personal Leave	\$1,405
Holiday	\$2,809
Annual Leave	\$3,511
Sick Leave	\$1,170
SUBTOTAL INDIRECT COSTS	
SOBTOTAL INDIRECT COSTS	\$8,895

^{**}Note: This amount is the average family health insurance contribution made by the State. Family costs include medical, dental, and prescription drug plan.

Distribution of Employee Performance by Category By Department As of December 31, 2019

Distribution of Employee Performance by Category By Department As of June 30, 2020

	Total Number of	Number of Employees	Number of Employees	Number of Employees	Total Number Employees
Department	Employees ¹ To be Rated ²	Rated Outstanding	Rated Satisfactory	Rated Unsatisfactory	Rated
Administrative Hearings ⁴	113	38	75	0	113
Aging ³	25	6	10	-	16
Agriculture	312	134	170	2	306
Archives	61	14	46	-	60
Assessments and Taxation	514	75	427	3	505
Attorney General	652	273	208	1	482
Boards and Commissions & Offices	113	84	26	- 1	110
Budget and Management Civil Rights	272 26	81 11	179 15	1	261 26
Commerce	154	100	54	-	154
Comptroller	1,018	266	708	4	978
Contract Appeals ⁶	-	-	-	- '	-
Deaf and Hard of Hearing ⁶	-	-		-	
Disabilities	23	11	12	-	23
Education (MSDE)	1,261	694	540	10	1,244
Elections	211	92	105	-	197
Environment	753	337	375	-	712
Energy Administration ⁶	-	-	-	-	-
Executive Department	239	188	43	-	231
General Services ⁴	564	35	432	1	531
Governor's Office of Children ⁶ Health, Maryland Department	8,107	2,777	4,897	- 11	7,685
Higher Education Commission	8,107	2,777	4,897	- 11	7,685
Housing and Community Development	294	112	178	4	294
Human Services	5,477	888	4,522	32	5,442
Information and Technology	167	6	150	-	156
Juvenile Services	1,799	339	1,069	2	1,410
	Total Number	Number of	Number of	Number of	Total
	of	Employees	Employees	Employees	Number Employees
Department	Employees ¹ To be Rated ²	Rated Outstanding	Rated Satisfactory	Rated Unsatisfactory	Rated
Labor, Maryland Dept	1213	406	755	7	1168
Lottery	302	152	138	1	291
Maryland 529	18	3	15	-	18
MD Health Benefits Exchange	60	24	34	-	58
Maryland Institute for Emerg Med Serv					
	81	50	24	-	74
Maryland Insurance Admin.	221	56	147	1	74 204
Maryland Insurance Admin. Maryland Emerg Management Admin.	221 56	56 17	147	1	74 204 56
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library	221 56 26	56 17 16	147 38 9	1	74 204 56 25
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department	221 56 26 198	56 17 16 46	147 38 9 147		74 204 56 25 196
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴	221 56 26	56 17 16	147 38 9	1	74 204 56 25 196 1,156
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department	221 56 26 198 1,207	56 17 16 46 238	147 38 9 147 674	1 - 3	74 204 56 25 196
Manyland Insurance Admin. Manyland Emerg Management Admin. Manyland State Library Military Department Natural Resources ⁴ People's Council	221 56 26 198 1,207	56 17 16 46 238 6	147 38 9 147 674	1 - 3	74 204 56 25 196 1,156
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources People's Council Planning	221 56 26 198 1,207 14	56 17 16 46 238 6	147 38 9 147 674 7	3	74 204 56 25 196 1,156 13
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd.	221 56 26 198 1,207 14 112 7	56 17 16 46 238 6 41	147 38 9 147 674 7 31	3	74 204 56 25 196 1,156 13 72
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender	221 56 26 198 1,207 14 112 7 826	56 17 16 46 238 6 41 6	147 38 9 147 674 7 31 1	1 - 3 - - - 1	74 204 56 25 196 1,156 13 72 7
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Television	221 56 26 198 1,207 14 112 7 826 7,944 112 129	56 17 16 46 238 6 41 6 503 2,503 47	147 38 9 147 674 7 31 1 1 248 4,559 50	1 - 3 1 17 7 7	74 204 56 25 196 1.156 13 72 7 752 7,079
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources * People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf	221 56 26 198 1,207 14 112 7 826 7,944 112	56 17 16 46 238 6 41 6 503 2,503	147 38 9 147 674 7 31 1 1 248 4,559	1 - 3 - - - - 1 17	74 204 56 25 196 1,156 13 72 7 752 7,079
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State ⁶	221 56 26 198 1,207 14 112 7 826 7,944 112 129 326	56 17 16 46 238 6 41 6 503 2,503 47 20 23	147 38 9 147 674 7 31 1 248 4,559 50 99 288	1	74 204 56 25 196 1.156 13 72 7 752 7,079 104 119 317
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State ⁶ State Police ⁴	221 56 26 198 1,207 14 112 7 826 7,944 112 129 326 -	56 17 16 46 238 6 41 6 503 2,503 47 20 23	147 38 9 147 674 7 31 1 24 4,559 50 98 288	1 - 3 1 17 7 7	74 204 56 25 196 1.156 13 72 7 752 7,079 104 119 317 -
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State ⁸ State Poice ⁴ State Prosecutor	221 56 26 198 1.207 14 112 7 826 7,944 112 129 326 - 2,246	56 17 16 46 238 6 41 6 503 2,503 47 20 23 -	147 38 9 147 674 7 31 1 248 4,559 50 99 288 -	1 3 3 1 17 7 7 - 6 4 4	74 204 56 25 196 1.156 13 72 7 752 7,079 104 119 317 - 2,077 10
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State ⁶ State Police ⁴ State Police ⁴ State Retirement Agency	221 56 26 198 1,207 14 112 7 826 7,944 112 129 326 2,246 111 171	56 17 16 46 238 6 6 503 2,503 47 20 23 	147 38 9 1477 674 7 31 1 1 248 4,559 50 99 288 	1	74 204 55 55 196 1.156 133 72 7 752 7,079 104 119 317
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State ⁶ State Prosecutor State Periosecutor State Retirement Agency Subsequent Injury Fund	221 56 26 198 1,207 14 112 7 826 7,944 112 326 - 2,246 11 171 10	56 17 16 46 46 6 503 2,503 47 20 23 3 47 20 381 4 4 381 4	147 38 9 147 7 674 7 311 1 1 248 4,559 9 9 9 9 288 8 - -	1 3 3 1 17 7 7 - 6 4 4	74 204 56 56 25 196 1.156 13 72 7 7 752 7,079 104 119 317
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State State Police ⁴ State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Plans	221 56 26 198 1,207 14 112 7 826 7,944 112 129 326 2,246 111 171	56 17 16 46 238 6 6 503 2,503 47 20 23 	147 38 9 1477 674 7 31 1 1 248 4,559 50 99 288 	1 3 3 1 17 7 7 - 6 4 4	74 204 55 55 196 1.156 133 72 7 752 7,079 104 119 317
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State ⁶ State Prosecutor State Periosecutor State Retirement Agency Subsequent Injury Fund	221 56 26 198 1,207 14 112 7 826 7,944 112 129 326 - 2,246 11 171 10	56 17 16 46 238 6 41 41 6 503 2,503 47 20 23 - 3 31 4 4 5 6 6 3 3 3 3 3 6 6 3 3 3 4 7 2 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	147 38 9 147 674 7 31 1 1 248 4,559 50 99 288 - 349 6 106	1	74 204 569 25 196 1.156 13 72 7 752 7,079 104 119 317 2,077 10 164 10 111
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Service Commission Public Service Commission Public Service Commission Public Service Commission School for the Deaf Secretary of State ⁶ State Poloe ⁴ State Poloe ⁴ State Retirement Agency Subsequent Injury Fund Supplemental Retirement Plans Tax Court	221 56 26 198 1,207 14 112 7 826 7,944 112 129 326 - 2,246 11 171 10	56 17 16 46 238 6 41 41 6 503 2,503 47 20 23 - 3 31 4 4 5 6 6 3 3 3 3 3 6 6 3 3 3 4 7 2 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	147 38 9 147 674 7 31 1 1 248 4,559 50 99 288 - 349 6 106	1	74 204 569 25 196 1.156 13 72 7 752 7,079 104 119 317 2,077 10 164 10 111
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State ⁶ State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Plans Tax Court Transportation ^{4, 5}	221 56 26 28 198 1,207 14 112 7 826 7,944 112 129 326 - 2,246 11 171 10 11 3	56 17 16 46 46 41 41 6 503 2,503 47 20 23 	147 38 9 147 674 7 31 1 1 248 4,559 50 99 288 6 6 106 7 5	1	74 204 56 56 25 196 1.156 13 72 7 7 752 7,079 104 119 317
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Safety and Correctional Srvcs Public Television School for the Deaf Secretary of State ⁶ State Prosecutor State Police ⁴ State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Plans Tax Court Transportation ^{4,5} Treasurer Uninsured Employers Fund Veterans Affairs	221 56 26 28 198 1,207 14 112 7 826 7,944 112 326 - 2,246 11 171 10 11 3 - 51 4	56 17 16 46 46 41 41 6 50 33 2,503 47 20 23 	147 38 9 147 674 7 31 1 1 248 4,559 50 99 288 349 6 6 106 7 7 5 5 1	1	74 204 566 25 196 1.1566 13 72 7 7 752 7,079 104 119 317 - 2,077 10 164 10 11 3 - 50 4
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Defender Public Safety and Correctional Srvcs Public Service Commission Public Television School for the Deaf Secretary of State State Police ⁴ State Proise- State Retirement Agency Subsequent Injury Fund Supplemental Retirement Plans Tax Court Transportation ^{4, 5} Treasurer Uninsured Employers Fund Veterans Affairs	221 56 26 198 1,207 144 1112 7 826 7,944 112 129 326 - 2,246 111 171 10 11 3 - 51	56 17 16 46 238 6 41 6 503 2,503 47 20 23 	147 38 9 147 674 7 311 1 1 248 4,559 50 99 92 88 34 106 7 5 5 11	1	74 204 56 56 25 196 1.156 13 72 7 7 752 7,079 104 119 317 - 2,077 10 10 113 3 10 113 113 119 3 3 3 3
Maryland Insurance Admin. Maryland Emerg Management Admin. Maryland State Library Military Department Natural Resources ⁴ People's Council Planning Property Tax Assessment Appeals Bd. Public Safety and Correctional Srvcs Public Television School for the Deaf Secretary of State ⁶ State Prosecutor State Police ⁴ State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Plans Tax Court Transportation ^{4,5} Treasurer Uninsured Employers Fund Veterans Affairs	221 56 26 28 198 1,207 14 112 7 826 7,944 112 326 - 2,246 11 171 10 11 3 - 51 4	56 17 16 46 46 41 41 6 50 33 2,503 47 20 23 	147 38 9 147 674 7 31 1 1 248 4,559 50 99 288 349 6 6 106 7 7 5 5 1	1	74 204 566 25 196 1.1566 13 72 7 7 752 7,079 104 119 317 - 2,077 10 164 10 11 3 - 50 4

Administrative Hearings Aging 3 Aging 3 Aging 3 Aging 3 Aging 3 Aging 3 Assessments and Taxation Attorney General Boards and Commissions & Offices Boudget and Management Divide Rights Dommerce Comptroller Conntract Appeals 9 Deaf and Hard of Hearing 9 Disabilities deducation (MSDE) Elections Environment Energy Administration 9 Executive Department Seneral Services 4 Sovernor's Office of Children 9 Health, Maryland Department Human Services Information and Technology Iuvenile Services Department Labor, Maryland Dept Luvenile Services Department Labor, Maryland Dept Lottery Maryland 529 MD Health Benefits Exchange	115 24 313 60 521 660 61 270 161 1,048 21 1,266 209 754 - 242 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	460 10 1499 1499 166 50 811 166 121 121 121 167 100 720 104 369 189 49 2,953 791 136 990 450 Number of sales and sales	63 11 155 42 426 163 7 175 100 39 755 11 516 94 359 4,706 34 1533 4,462 161 1258 Number of Employees Rated	1	110 21 3040 60 520 520 57 256 277 160 1,022 1,1454 198 728 562 7,686 411 290 5,481 185 1,711 Total Number
Agriculture Archives Archives Archives Assessments and Taxation Attorney General Boards and Commissions & Offices Budget and Management Divi Rights Commerce Comptroller Contract Appeass* Deaf and Hard of Hearing* Disabilities Education (MSDE) Elections Environment Energy Administration* Sexecutive Department Beneral Services* Sovernor's Office of Children* Health, Maryland Department Higher Education Commission Housing and Community Development Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Lottery Lottery Admyland Dept Lottery Lottery Lottery Lottery Lottery Lottery Maryland Dept Lottery Lott	313 60 521 660 61 270 27 161 1,048 21 1,266 209 754 - 8,124 46 6293 5,495 166 1,870 Total Number of Employees To be Rated 201	149 17 93 166 50 811 16 121 264 100 720 104 369 - 189 49 9 - 2,953 7 1366 990 4 450 Number of Employees	155 42 426 163 7 175 10 39 755 11 516 94 359 - 4,766 34 4,462 161 1 Lz58 Number of Employees	1	304 60 520 329 57 266 27 160 1022 - 21 1,245 198 728 562 - 1,718 200 1,711 Total Number
Agriculture Archives Archives Archives Assessments and Taxation Attorney General Boards and Commissions & Offices Budget and Management Divi Rights Commerce Comptroller Contract Appeass* Deaf and Hard of Hearing* Disabilities Education (MSDE) Elections Environment Energy Administration* Sexecutive Department Beneral Services* Sovernor's Office of Children* Health, Maryland Department Higher Education Commission Housing and Community Development Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Lottery Lottery Admyland Dept Lottery Lottery Lottery Lottery Lottery Lottery Maryland Dept Lottery Lott	60 521 660 61 270 27 161 1,048 1,266 209 754 8,124 46 293 5,495 166 1,870 Total Number of Employees To be Rated 261	177 93 166 50 81 166 121 264 100 720 104 369 189 49 136 990 4 450 Number of Employees Rated	42 426 426 1633 77 175 100 399 755	1	60 520 329 57 256 277 160 1,022 1,245 198 728 562 - 7,686 411 290 5,481 165 1,711 Total Number
Assessments and Taxation Attorney General Soards and Commissions & Offices Budget and Management Divil Rights Commerce Comptroller Contract Appeals Deaf and Hard of Hearing Disabilities Education (MSDE) Elections Environment Energy Administration Security Operations Security Department General Services Sovernor's Office of Children Higher Education Commission Housing and Community Development Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Labor, Maryland Dept Lottery Maryland 529 MD Health Benefits Exchange	521 660 61 270 27 161 1,048 21 1,266 209 754 - 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees To be Rated ²	93 166 50 811 16 112 264 10 1720 104 369 - 189 49 - 2,953 7 1366 990 4 450 Number of Employees Rated	426 163 77 175 10 39 755 11 516 94 359 - 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees	1	520 329 329 57 266 27 1800 1,022 1,245 198 728 562 - 7,686 411 290 5,4818 165 1,711 Total Number
Attorney General Soards and Commissions & Offices Sudget and Management Zivil Rights Commerce Comptroller Contract Appease* Deaf and Hard of Hearing* Disabilities Education (MSDE) Elections Environment Energy Administration* Executive Department Soavernor's Office of Children* Health, Maryland Department Health, Maryland Department Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Labor, Maryland Dept Lottery Lottery Lottery Maryland 529 MD Health Benefits Exchange	660 611 270 27 161 1.048 21 1.266 209 754 - 242 580 - 8.124 46 6293 5.495 166 1.870 Total Number of Employees To be Rated ²	166 50 811 166 121 264 10 720 104 369 - 189 9 199 4 450 Numbore of Employees Rated	163 7 175 100 39 755 - 111 516 94 359 - 39 438 - 4,706 34 153 4,462 161 1,258 Rumber of Employees	- 1 1 3	329 57 256 27 160 1022 21 1,245 198 728 562
Boards and Commissions & Offices Sudget and Management During Rights Commerce Comptroller Contract Appeals Deaf and Hard of Hearing Disabilities Education (MSDE) Elections Environment Energy Administration Energy Administration Executive Department Seneral Services Evacutive Oppartment Higher Education Commission Housing and Commission Lousing an	61 270 277 161 1,048 1,266 209 754 242 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees To be Rated ²	50 81 116 121 264 - - 100 720 104 369 - 189 49 - 2,953 7 7 1366 990 4 450 0 Number of Employees	7 175 176 1775 178 178 178 178 178 178 178 178 178 178	1 3 9	57 256 277 1600 1.022
Sudget and Management Civil Rights Commerce Comptroller Contract Appeals* Deaf and Hard of Hearing* Disabilities Education (MSDE) Elections Environment Energy Administration* Security Department General Services* Sovernor's Office of Children* Higher Education Commission Housing and Community Development Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Admyland Dept Lottery Understand Lottery	270 27 27 27 161 1,048	81 16 121 264 10 720 104 3699 189 49 - 2,953 7 136 990 4 450 Number of Employees Rated	175 10 39 755 11 516 94 359 - 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees	1 3 9	256 27 1800 1.022 21 1.245 - 1.98 728 7.686 411 290 5,4818 165 1,711 Total Number
Dill Rights Commerce Comptroller Contract Appeals® Deaf and Hard of Hearing® Issabilities Elections Christophysis Elections	27 161 1,048 21 1,266 209 754 - 242 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees To be Rated 2	16 121 264 10 720 104 369 189 9- 2,953 4 450 Numbore of Employees Rated	10 39 755 111 516 94 359 39 438 4,706 34 153 4,462 161 1,258 Number of Employees of Emp	1 3 9	27 160 1,022 - - 21 1,245 198 728 562 - - 7,686 41 165 1,711 Total Number
Commerce Comptroller Comptroller Contract Appeals® Deaf and Hard of Hearing® Disabilities deducation (MSDE) Elections Environment Energy Administration® Executive Department Seneral Services® Covernor's Office of Children® dealth, Maryland Department digher Education Commission dousing and Community Development Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Maryland S29 MD Health Benefits Exchange	161 1,048	121 264	39 755	. 3	160 1,022 21 1,245 1988 728 228 5622 - 7,686 41 290 5,481 165 1,7111 Total Number
Comptroller Contract Appeass Contract	1,048	264	755	9	1,022
Contract Appeals® Deaf and Hard of Hearing® Deaf Deaf Deaf Deaf Deaf Deaf Deaf Deaf		10 720 104 3699 189 49 2,953 7 136 990 4 4 450 Number of Employees	-111 516 94 359	9	- 21 1,245 198 728 - 228 562 - 7,686 411 290 5,481 165 1,7111 Total Number Employees
Deaf and Hard of Hearing ⁶ Disabilities diveation (MSDE) Elections Environment Energy Administration ⁶ Executive Department Seneral Services ⁴ Sovemor's Office of Children ⁶ Health, Maryland Department Ligher Education Commission Housing and Community Development Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Maryland Dept Lottery Maryland Dept Lottery Maryland Dept Lottery Maryland S29 MD Health Benefits Exchange	1,266 209 754 - 242 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	10 10 720 104 369 - 189 49 - 2,953 7 136 990 4 450 Number of Employees Rated	-11 516 94 359 -3 39 438 -4,706 34 4,62 161 161 175 8 Number of Employees		- 21 1.245 1988 728 - 228 562 - 7.686 411 290 5.481 165 1,7111 Total Number
Deaf and Hard of Hearing ⁶ Disabilities diveation (MSDE) Elections Environment Energy Administration ⁶ Executive Department Seneral Services ⁴ Sovemor's Office of Children ⁶ Health, Maryland Department Ligher Education Commission Housing and Community Development Human Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Maryland Dept Lottery Maryland Dept Lottery Maryland Dept Lottery Maryland S29 MD Health Benefits Exchange	1,266 209 754 - 242 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	720 104 369 - 189 49 - 2,953 7 136 990 4 450 Number of Employees Rated	516 94 359 - 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees		1,245 198 728 228 562 7,686 41 290 5,481 1655 1,711 Total Number Employees
Education (MSDE) Elections Environment Energy Administration ⁶ Executive Department Seneral Services ⁶ Sovemor's Office of Children ⁶ Health, Maryland Department Eigher Education Commission Housing and Community Development Human Services Formation and Technology Luvenile Services Department Labor, Maryland Dept Lottery Advanda Dept Lottery Understand Dept Lottery Understand Dept Lottery Understand S29 Understand Dept Lottery Understand U	1,266 209 754 - 242 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	720 104 369 - 189 49 - 2,953 7 136 990 4 450 Number of Employees Rated	516 94 359 - 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees		1,245 198 728 228 562 7,686 41 290 5,481 1655 1,711 Total Number Employees
Elections Environment Energy Administration ⁶ Executive Department Seneral Services ⁴ Sovemor's Office of Children ⁶ Health, Maryland Department Higher Education Commission Housing and Community Development Human Services Information and Technology Juvenile Services Department Labor, Maryland Dept Jottery John Jotter Jotter Jotter Jotter Jotter Jotter John John John John John John John John	209 754 - 242 580 - 8.124 46 293 5.495 166 1.870 Total Number of Employees ¹ To be Rated ²	104 369 - 189 49 - 2,953 7 136 990 4 450 Number of Employees Rated	94 359 - 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees		198 728 - 228 562 - 7,686 41 290 5,481 165 1,711 Total Number Employees
Environment Energy Administration® Executive Department General Services® Governor's Office of Children® Governor's Office of Children® Lealth, Maryland Department Higher Education Commission Lousing and Community Development Luman Services Information and Technology Luvenile Services Department Labor, Maryland Dept Lottery Maryland 529 MD Health Benefits Exchange	754 - 242 580 - 8.124 46 293 5.495 166 1.870 Total Number of Employees ¹ To be Rated ²	369 - 189 49 - 2,953 7 136 990 4 450 Number of Employees Rated	359 - 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees	27 - 27 - 1 29 - 3 Number of Employees	728
Energy Administration ⁶ Executive Department Seneral Services ⁴ Sovermor's Office of Children ⁶ Health, Maryland Department Health, Maryland Department Housing and Community Development Human Services Human Services Department Labor, Maryland Department Labor, Maryland Department Labor, Maryland Department Labor, Maryland Dept Lottery MD Health Benefits Exchange	242 580 - 8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	-189 49 -2,953 7 136 990 4 450 Number of Employees Rated	- 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees	27 - 27 - 1 29 - 3 Number of Employees	- 228 562 - 7,686 41 290 5,481 165 1,711 Total Number Employees
Energy Administration ⁶ Executive Department Seneral Services ⁴ Sovermor's Office of Children ⁶ Health, Maryland Department Health, Maryland Department Housing and Community Development Human Services Human Services Department Labor, Maryland Department Labor, Maryland Department Labor, Maryland Department Labor, Maryland Dept Lottery MD Health Benefits Exchange	8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	49 2,953 7 136 990 4 450 Number of Employees Rated	- 39 438 - 4,706 34 153 4,462 161 1,258 Number of Employees	27 - 27 - 1 29 - 3 Number of Employees	- 228 562 - 7,686 41 290 5,481 165 1,711 Total Number Employees
Executive Department General Services ⁴ Sovernor's Office of Children ⁶ Health, Maryland Department Higher Education Commission Housing and Community Development Human Services Information and Technology Juvenile Services Department Labor, Maryland Dept Jottery Maryland 529 MD Health Benefits Exchange	8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	49 2,953 7 136 990 4 450 Number of Employees Rated	438 - 4,706 34 153 4,462 161 1,258 Number of Employees	27 - 27 - 1 29 - 3 Number of Employees	562 - 7,686 41 290 5,481 165 1,711 Total Number Employees
General Services Sovernor's Office of Children Geath, Maryland Department Higher Education Commission Housing and Community Development Human Services Information and Technology Invenile Services Department Labor, Maryland Dept Lottery Maryland 529 MD Health Benefits Exchange	8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	49 2,953 7 136 990 4 450 Number of Employees Rated	4,706 34 153 4,462 161 1,258 Number of Employees	27 - 1 29 - 3 Number of Employees	562 - 7,686 41 290 5,481 165 1,711 Total Number Employees
Sovemor's Office of Children ⁶ -lealth, Maryland Department -ligher Education Commission -lousing and Community Development -luman Services -luman Gervices -luman Services -	8,124 46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	7 136 990 4 450 Number of Employees Rated	4,706 34 153 4,462 161 1,258 Number of Employees	1 29 3 Number of Employees	7,686 41 290 5,481 165 1,711 Total Number Employees
Itealth, Maryland Department digher Education Commission tousing and Community Development Human Services Information and Technology Juvenile Services Department Labor, Maryland Dept Lottery Maryland 529 MD Health Benefits Exchange	46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	7 136 990 4 450 Number of Employees Rated	34 153 4,462 161 1,258 Number of Employees	1 29 3 Number of Employees	290 5,481 165 1,711 Total Number Employees
-ligher Education Commission -lousing and Community Development -luman Services Information and Technology -luvenile Services Department -abor, Marvland Dept -ottery	46 293 5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	7 136 990 4 450 Number of Employees Rated	34 153 4,462 161 1,258 Number of Employees	1 29 3 Number of Employees	290 5,481 165 1,711 Total Number Employees
Housing and Community Development Human Services Information and Technology Iuvenile Services Department Labor, Marvland Dept Lottery Maryland 529 MD Health Benefits Exchange	5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	990 4 450 Number of Employees Rated	4,462 161 1,258 Number of Employees	29 - 3 Number of Employees	5,481 165 1,711 Total Number Employees
Human Services Information and Technology Juvenile Services Department Labor, Manyland Dept Lottery Manyland 529 MD Health Benefits Exchange	5,495 166 1,870 Total Number of Employees ¹ To be Rated ²	990 4 450 Number of Employees Rated	4,462 161 1,258 Number of Employees	29 - 3 Number of Employees	5,481 165 1,711 Total Number Employees
Information and Technology Information and Technology Information Department Labor, Maryland Dept Lottery Maryland 529 MD Health Benefits Exchange	166 1,870 Total Number of Employees ¹ To be Rated ²	4 450 Number of Employees Rated	161 1,258 Number of Employees	3 Number of Employees	1,711 Total Number Employees
Department Labor, Maryland Dept Lottery Maryland 529 MD Health Benefits Exchange	1,870 Total Number of Employees ¹ To be Rated ²	450 Number of Employees Rated	1,258 Number of Employees	Number of Employees	1,711 Total Number Employees
Department _abor, Manyland Dept _ottery danyland 529 MD Health Benefits Exchange	of Employees ¹ To be Rated ²	Number of Employees Rated	Employees	Employees	Total Number Employees
abor, Maryland Dept ottery Maryland 529 MD Health Benefits Exchange	of Employees ¹ To be Rated ²	Employees Rated	Employees	Employees	Employees
abor, Maryland Dept ottery Maryland 529 MD Health Benefits Exchange	Employees ¹ To be Rated ²	Rated			
abor, Maryland Dept ottery Maryland 529 MD Health Benefits Exchange	To be Rated ²		Rated	Rated	
abor, Maryland Dept ottery Maryland 529 MD Health Benefits Exchange	1100	Outstanding	Satisfactory	Unsatisfactory	Rated
ottery Maryland 529 MD Health Benefits Exchange		417	729	3	114
Maryland 529 MD Health Benefits Exchange	294	158	127	1	286
MD Health Benefits Exchange	17	6	11		17
	59	14	43		57
	81	53	25	1	79
Maryland Insurance Admin.	216	63	152		215
Maryland Emerg Management Admin.	64	31	33		64
Maryland State Library	28	20	8		28
Military Department	195	56	139		195
Natural Resources 4	1.245	240	657	2	1.140
	.,=	240	9		.,
People's Council	15 113	67		-	15
	7	7	31	-	98
Property Tax Assessment Appeals Bd.			-	-	
Public Defender	827	460	204	1	665
Public Safety and Correctional Srvcs	8,036	2,585	5,197	29	7,811
Public Service Commission	124	65	51 98	1	117
Public Television	131	28		-	126
School for the Deaf	329	17	302	3	322
Secretary of State ⁶				-	
State Police 4	2,251	352	354	4	2,179
State Prosecutor	12		5	-	12
State Retirement Agency	173	63	101	3	167
Subsequent Injury Fund	10	4	6	-	10
Supplemental Retirement Plans	11	6	5	-	11
Fax Court	3	3	-	-	:
Fransportation 4,5	5,722				4,265
Freasurer	46	18	27	-	45
Jninsured Employers Fund	4	3	1	-	2
/eterans Affairs	94	36	52	1	89
Norkers' Compensation Commission Total	94		52	1	88
	99	26	68	-	94

¹ Actual Employees not FTEs

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 $^{^2}$ Does not include some contractual, permanent and Executive Pay Plan employees who are rated using a different evaluation instrument.

³ This data does not include the Sr. Citizen Aides employees.

⁴ Total Number of Employees Rated includes employees rated with alternate evaluations systems.

⁵ Employees are rated on a calendar year basis. Data submitted is for January 1 to December 31, 2019.

Performance Evaluation data was obtained using the SPMS Agency PEP Completion Annual and the SPMS.

Agency PEP Completion Mid reports from the Statewide Personnel System (SPS) Workday.
⁶Agencies are reported within the Executive Department

Distribution of Employee Performance by Category By Department As of June 30, 2020

	Total Number of	Number of Employees	Number of Employees	Number of Employees	Total Number
	Employees ¹	Rated	Rated	Rated	Employees
Department	To be Rated ²	Outstanding	Satisfactory	Unsatisfactory	Rated
African American Museum Corporation ⁴					
Baltimore City Community College ³	347				140
Canal Place Preservation & Dev Auth ³	3				3
Environmental Services ³					
Food Center Authority	23	5	18		23
Historic St. Mary's City Commission	29	29			29
MDOT MDTA ³	1,049				751
MDOT MTA Union ⁵					
Morgan State University ³	1,198	155	68	-	223
Stadium Authority ³	119				
St. Mary's College of Maryland ³	94				94
Total	2,862	189	86	-	1,263

¹ Actual Employees not FTEs

Morgan State University and Stadium Authority data unavailable due to COVID-19 Pandemic.

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

³ Total Number of Employees Rated includes employees rated with alternate evaluations systems.

⁴ Data not available.

⁵ MDOT MTA Union do not do performance ratings on their union employees.

Distribution of Incentive and Innovative Awards By Department As of June 30, 2020

	Number	Total	Number	Total
	of	Award	of	Award
	Incentive	Dollar	Innovative	Dollar
Department	Awards	Amounts	Awards	Amounts
Budget and Management	174	\$150,947		
Environment	14	\$7,591		
Executive Department	4	\$1,250		
Health, Maryland Dept.	57	\$45,750		
Housing and Community Development	111	\$19,271		
Maryland 529	3	\$5,174		
Natural Resources	10	\$564		
Treasurer	2	\$4,500		
Veterans	31	\$36,000		
Total	363	\$271,047		

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, 2020

Department	Number of Incentive Awards	Total Award Dollar Amounts	Number of Innovative Awards	Total Award Dollar Amounts
Baltimore City Community College				
Canal Place Preservation & Dev Auth				
Environmental Services				
Food Center Authority	2	\$1,534		
Historic St. Mary's City Commission				
MDOT MDTA				
MDOT MTA Union				
Morgan State University				
Stadium Authority				
St. Mary's College of Maryland				
Total	2	\$1,534		

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

Leave Usage For CY 2019

	Total Number of	Total Work	Hours of Annual Leave	Hours of Comp Time	Hours of Sick Leave	Hours of Personal Leave	Hours of Comp Time	Hours of Personal Leave	Hours of Annual Leave
Department	FTE's	Available 1	Taken	Taken	Taken	Taken	Lost	Lost	Lost
Administrative Hearings	108.70	218,704	13,383.88	5,814.37	7,415.57	4,872.12	336	93	72
Aging	31.00	62,372	1,698	297	1,401	948	312	72	124
Agriculture	315.35	634,484	34,947	10,410	19,481	12,982	1,266	737	1,453
Archives	60.00	120,720	9,080	816	5,020	2,583	44	119	62
Assessments and Taxation	516.00	1,038,192	58,175	9,205	43,776	21,858	29	362	633
Attorney General	248.10	499,177	24,383	10,737	16,303	9,762	8,668	845	1,747
Budget and Management	289.00	581,468	29,773	11,094	23,470	11,674	678	726	1,087
Civil Rights Commission	28.00	56,336	309	1,021	2,345	1,073	16	111	24
Commerce	174.80	351,698	17,562	9,302	10,649 80,240	7,261	674	298	589
Comptroller	1,024.15 5.00	2,060,590 10,060	105,431 490	22,837	60,240	42,366 220	850	1,295 12	560 13
Contract Appeals Disabilities	27.00	54,324	2,278	886	1,274	936	39	121	13
Education (MSDE)	1,219.90	2,454,439	129,725	17.844	98,684	50,099	558	2,908	1,700
Elections	211.80	426,142	23,414	16,684	18,969	8,557	2,743	548	573
Environment	773.00	1,555,276	100,122	17,000	58,992	33,754	1,436	959	800
Executive Department	236.60	476,039	14,155	12,704	11,043	8,173	3,470	1,429	627
General Services	584.50	1,176,014	54,959	8,879	38,793	22,182	748	1,879	2,143
Health, MD Dept.	8,099.71	16,296,617	809,084	197,930	631,509	322,500	15,039	14,316	10,488
Higher Education Commission	49.00	98,588	3,859	3,085	3,089	1,716	199	252	223
Housing and Community Dev	304.90	613,459	30,682	8,558	22,714	12,826	442	420	187
Human Services	5,513.98	11,094,128	612,617	147,668	464,074	229,967	7,145	9,018	6,222
Information & Technology	166.00	333,992	17,361	7,957	11,722	6,754	1,286	389	280
Juvenile Services	1,877.95	3,778,435	183,803	38,829	147,997	71,848	4,382	5,464	3,704
Labor, MD Dept.	1,324.97	2,665,840	140,583	19,081	102,698	51,839	1,212	1,716	1,467
4	297.10	597,765	33,983	7,747	27,950	12,822	226	761	75
Lottery									
Lottery	*				Ham d	U	H	Here 2	
Lottery	Total	Total Work	Hours of	Hours of	Hours of	Hours of	Hours of	Hours of	Hours of
Lottery	Number	Total Work	Annual	Comp	Sick	Personal	Comp	Personal	Annual
		Total Work Hours Available ¹		Comp Time					
Department	Number of FTE's	Hours Available ¹	Annual Leave Taken	Comp Time Taken	Sick Leave Taken	Personal Leave Taken	Comp Time Lost	Personal Leave Lost	Annual Leave
Department MD 529	Number of	Hours	Annual Leave	Comp Time	Sick Leave	Personal Leave	Comp Time	Personal Leave	Annual Leave
Department MD 529 MD Emergency Mgmt Agency	Number of FTE's	Hours Available ¹ 38,228	Annual Leave Taken	Comp Time Taken	Sick Leave Taken 1,233 2,703	Personal Leave Taken	Comp Time Lost	Personal Leave Lost	Annual Leave Lost
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange	Number of FTE's 19.00 64.00	Hours Available ¹ 38,228 128,768	Annual Leave Taken 1,106 3,614 5,200	Comp Time Taken 583 4,008	Sick Leave Taken 1,233 2,703 3,120	Personal Leave Taken 834 2,266	Comp Time Lost 15	Personal Leave Lost 22 271	Annual Leave Lost
Department MD 529 MD Emergency Mgmt Agency	Number of FTE's 19.00 64.00	Hours Available ¹ 38,228 128,768 124,744	Annual Leave Taken 1,106 3,614	Comp Time Taken 583 4,008	Sick Leave Taken 1,233 2,703	Personal Leave Taken 834 2,266 2,545	Comp Time Lost 15 706 198	Personal Leave Lost 22 271 263	Annual Leave Lost - 219 76
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys	Number of FTE's 19.00 64.00 62.00 84.00	Hours Available ¹ 38,228 128,768 124,744 169,008	Annual Leave Taken 1,106 3,614 5,200 9,034	Comp Time Taken 583 4,008 929 7,153	Sick Leave Taken 1,233 2,703 3,120 4,551	Personal Leave Taken 834 2,266 2,545 3,597	Comp Time Lost 15 706 198 928	Personal Leave Lost 22 271 263 103	Annual Leave Lost - 219 76 341
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration	Number of FTE's 19.00 64.00 62.00 84.00 231.04	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279	Comp Time Taken 583 4,008 929 7,153 7,229	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312	Personal Leave Taken 834 2,266 2,545 3,597 9,963	Time Lost 15 706 198 928 356	Personal Leave Lost 22 271 263 103 264	Annual Leave Lost - 219 76 341 140
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729	Comp Time Taken 583 4,008 929 7,153 7,229 3,237	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358	Time Lost 15 706 198 928 356 504	Personal Leave Lost 22 271 263 103 264 321	Annual Leave Lost - 219 76 341 140
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insturance Administration MD School for the Deaf MD State Library	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 30.00	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222	Comp Time Lost 15 706 198 928 356 504 54	Personal Leave Lost 22 271 263 103 264 321 9	Annual Leave Lost - 219 76 341 140 58
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 30.00 183.50	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080	Comp Time Lost 15 706 198 928 356 504 54 725	Personal Leave Lost 22 271 263 103 264 321 9	Annual Leave Lost - 219 76 341 140 58 - 496
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Millitary Department Natural Resources	Number of FTE's 19.00 64.00 62.00 84.00 319.50 30.00 183.50 1,242.50 119.00	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80	Personal Leave Lost	Annual Leave Lost - 219 76 341 140 58 - 496 4,047
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds	Number of FTE's 19.00 64.00 62.00 84.00 319.50 30.00 183.50 1,242.50 16.00 119.00 108.45	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 666 252 4,485	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender	Number of FTE's 19.00 64.00 62.00 84.00 319.50 30.00 133.50 1,242.50 119.00 118.00 108.45 816.50	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413 6	Personal Leave Lost 22 271 263 103 264 321 9 727 2732 66 252 4,485 4,383	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 - 5,730
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional S	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 30.00 183.50 1.242.50 16.00 119.04 816.50 8.095.00	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 2,294 351,168	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091	Comp Time Lost 15 15 706 198 928 356 504 504 725 4,978 80 413 6 442 14,480	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 4383 13,624	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 - 5,730 5,924
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Sefety and Correctional \$ Public Service Commission	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 1.242.50 16.00 119.00 108.45 816.50 8.095.00 123.50	Hours Available 1 38,228 128,768 124,774 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - - 2,294 351,168	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091	Comp Time Lost 156 706 198 928 356 504 544 725 4,978 80 413 6 442 14,480	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 237	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 5,730 5,924 567
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional \$ Public Service Commission Public Television	Number of FTE's 19.00 64.00 62.00 84.00 30.00 183.50 1.242.50 119.00 108.45 816.50 8.095.00 132.00	Hours Available 1 38,228 128,768 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140 248,482 265,584	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - - 2,294 351,168 745 6,273	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375	Comp Time Lost 156 706 198 928 356 504 725 4,978 80 413 6 442 14,480 167	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 237 380	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 - 5,730 5,924 567 908
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional \$ Public Television Public Television State Police	Number of FTE's 19.00 64.00 62.00 84.00 30.00 183.50 1,242.50 8.095.00 123.50 132.00 2.237.50	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 2,499,910 1,642,798 16,287,140 248,482 248,482 265,584 4,501,850	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369 256,627	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - 2,294 351,168 745 6,273 23,103	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413 6 442 14,480 167 443	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 237 380 3,041	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 5,730 5,924 567
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Safety and Correctional \$ Public Safety and Correctional \$ Public Service Commission Public Television State Police State Prosecutor	Number of FTE's 19.00 64.00 62.00 84.00 319.50 30.00 183.50 1.242.50 8.095.00 123.20 123.20 123.20 12.20 12.20 12.20	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140 248,482 255,584 4,501,850 24,144	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369 256,627 802	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - 2,294 351,168 745 6,273 23,103	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,376 98,261 423	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413 6 442 14,480 14,480 14,702	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 3,3041 1	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 - 5,730 5,924 567 908 3,351
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional S Public Service Commission Public Service Commission State Police State Prosecutor State Prosecutor State Retirement Agency	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 1.242.50 16.00 119.00 108.35 816.50 8.095.00 123.50 122.00 121.00 181.00 181.00 181.00 181.00 181.00 181.00 181.00 181.00 181.00 181.00 181.00	Hours Available 1 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140 248,482 265,584 4,501,850 24,144	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 15,033 132,020 1,578 12,886 79,611 1,003,791 12,417 12,369 256,627 802 18,086	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - 2,294 351,168 745 6,273 23,103	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 847 13,261	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375 98,261 423 7,479	Comp Time Lost 15 15 16 198 928 356 54 54 725 4.978 80 413 6 442 14.480 167 443 1.702	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 4,383 13,624 237 380 3,041 11 259	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 - 5,730 5,924 567 908 3,351 - 448
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Inst. Emerg Med Svc Sys MD Instract Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional S Public Service Commission Public Television State Prosecutor State Prosecutor State Resource	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 15.242.50 16.00 119.00 123.50 123.50 123.50 123.50 132.00 2.237.50 181.00 17.40	Hours Available 1 38,228 128,768 124,7744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140 248,482 265,584 4,501,850 24,144 364,172 35,009	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369 256,627 18,086 1,836	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 5,216 57,501 384 5,892 2,294 351,168 745 6,273 23,103	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 138,331 13,261 1,269	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375 98,261 423 7,479	Comp Time Lost 156 706 198 928 356 504 725 4,978 80 413 6 442 14,480 167 443 1,702 13 1,125 8	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 237 380 3,041 1,259	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 - 5,730 5,924 567 908 3,351
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Millitary Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional S Public Service Commission Public Television State Police State Prosecutor State Periosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement	Number of FTE's 19.00 64.00 62.00 84.00 319.50 1.242.50 16.00 119.00 123.50 1.23.50 1.220.0 123.50 122.00 17.40 12.00 17.40	Hours Available 1 38,228 128,768 124,744 169,008 464,852 642,834 60,360 339,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140 248,482 265,584 4,501,850 24,144 36,172 35,009 24,144	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369 256,627 802 18,086 1,836 1,836 1,440	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - 2,294 351,168 745 6,273 23,103	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 847 13,261 1,269	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,376 98,261 423 7,479 791 508	Comp Time Lost 15 15 16 198 928 356 54 54 725 4.978 80 413 6 442 14.480 167 443 1.702	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 237 380 3,041 1 259 1	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 - 5,730 5,924 567 908 3,351 - 448 42 - 4
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional S Public Safety and Correctional S Public Television State Police State Prosecutor State Prosecutor State Resource Sate Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Tax Court	Number of FTE's 19.00 64.00 62.00 84.00 30.00 183.50 1.242.50 16.00 123.50 122.00 122.00 122.00 122.00 122.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00	Hours Available 1 38,228 128,768 124,744 169,008 464,852 642,834 60,360 32,192 239,428 218,201 1,642,798 16,287,140 248,482 265,584 4,501,850 24,144 364,172 35,009 24,144 16,096	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611 1,1003,791 12,417 12,369 256,627 802 18,086 1,836 1,440 465	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - - 2,294 351,168 745 6,273 23,103 395 5,224	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 847 13,261 1,269 879 248	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375 98,261 423 7,479 791 508	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413 6 442 14,480 167 443 1,702 13 1,125 8 8	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,382 4,382 4,382 1,364 1 1 20 1	Annual Leave Lost
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional \$ Public Safety and Correctional S Public Service Commission Public Television State Prosecutor State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Tax Court Transportation	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 30.00 183.50 1.242.50 16.00 119.00 108.45 816.50 8.095.00 123.00 123.00 2.237.50 12.00 181.00 17.40 17.40 8.00 6.414.00 6.414.00	Hours Available 1 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140 248,482 265,584 4,501,850 24,144 364,172 35,009 24,114 16,096 12,904,968	Annual Leave Taken 1,106	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - 2,294 351,168 745 6,273 23,103 395 5,224 - 127 - 142,735	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 847 13,261 1,269 879 248 866,234	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375 98,261 423 7,479 791 508 144 289,691	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413 6 442 14,480 167 443 1,702 13 1,125 8 8	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 237 380 3,041 1 259 1 20 1 18,589	Annual Leave Lost
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources Pecople's Counsel Planning Property Tax Asst App Bds Public Safety and Correctional \$ Public Safety and Correctional \$ Public Service Commission Public Service Commission State Police State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Tax Court Transportation Treasurer	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 30.00 183.50 1.242.50 16.00 119.00 123.50 123.50 122.00 123.50 122.00 181.00 17.40 12.00 8.000 6.414.00 51.00	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 1,642,798 16,287,140 248,482 255,584 4,501,850 24,144 364,172 35,009 24,144 16,096 12,904,968	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369 256,627 802 18,086 1,836 1,440 465 769,700 4,398	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - 2,294 351,168 745 6,273 23,103 395 5,224 -	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 847 13,261 1,269 879 248 866,234 2,719	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375 98,261 423 7,479 791 508 144 289,691 2,110	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413 6 442 14,480 167 443 1,702 13 1,125 8 8	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 4,383 13,624 237 380 3,041 1 259 1 1 18,589	Annual Leave Lost
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys Military Department Natural Resources People's Counsel Planning Property Tax Asst App Bds Public Defender Public Safety and Correctional S Public Service Commission Public Television State Police State Prosecutor State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Tax Court Transportation Treasurer Uninsured Employer's Fund	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 183.50 1.242.50 16.00 19.00 19.30 00.0 183.50 123.50 123.50 123.50 122.50 181.00 17.40 12.00 8.00 6.414.00 51.00 10.60	Hours Available 1 38,228 128,768 128,768 124,744 169,008 464,852 642,834 60,360 339,202 2,499,910 32,192 239,428 218,201 1,642,798 16,287,140 248,482 265,584 4,501,850 24,144 364,172 35,009 24,144 16,096 12,904,968 102,612 21,327	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 2,250 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369 256,627 18,086 1,836 1,440 465 769,700 4,398	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 5,216 57,501 384 5,892 2,294 351,168 745 6,273 23,103 395 5,224 	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 1,261 1,269 879 248 866,234 2,719	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375 98,261 423 7,479 791 508 144 289,691 2,110	Comp Time Lost 15 706 198 928 356 504 725 4,978 80 413 6 442 14,480 167 443 1,702 13 1,1125 8 8	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 252 4,485 4,383 13,624 237 380 3,041 1 259 1 1 20 1 18,589 194	Annual Leave Lost - 219 76 341 140 58 - 496 4,047 73 266 5,730 5,924 567 908 3,351 - 1 448 42 - 1 19 10,923 295 3
Department MD 529 MD Emergency Mgmt Agency MD Health Benefits Exchange MD Inst. Emerg Med Svc Sys MD Insurance Administration MD School for the Deaf MD State Library Military Department Natural Resources Pecople's Counsel Planning Property Tax Asst App Bds Public Safety and Correctional \$ Public Safety and Correctional \$ Public Service Commission Public Service Commission State Police State Prosecutor State Retirement Agency Subsequent Injury Fund Supplemental Retirement Tax Court Transportation Treasurer	Number of FTE's 19.00 64.00 62.00 84.00 231.04 319.50 30.00 183.50 1.242.50 16.00 119.00 123.50 123.50 122.00 123.50 122.00 181.00 17.40 12.00 8.000 6.414.00 51.00	Hours Available ¹ 38,228 128,768 124,744 169,008 464,852 642,834 60,360 369,202 2,499,910 1,642,798 16,287,140 248,482 255,584 4,501,850 24,144 364,172 35,009 24,144 16,096 12,904,968	Annual Leave Taken 1,106 3,614 5,200 9,034 23,279 8,729 15,033 132,020 1,578 12,886 1,069 79,611 1,003,791 12,417 12,369 256,627 802 18,086 1,836 1,440 465 769,700 4,398	Comp Time Taken 583 4,008 929 7,153 7,229 3,237 347 5,216 57,501 384 5,892 - 2,294 351,168 745 6,273 23,103 395 5,224 -	Sick Leave Taken 1,233 2,703 3,120 4,551 17,312 19,810 2,013 11,122 70,972 1,223 5,722 348 52,051 790,230 9,044 6,206 138,331 847 13,261 1,269 879 248 866,234 2,719	Personal Leave Taken 834 2,266 2,545 3,597 9,963 8,358 1,222 7,080 51,719 615 4,872 355 30,257 342,091 4,997 5,375 98,261 423 7,479 791 508 144 289,691 2,110	Comp Time Lost 15 706 198 928 356 504 54 725 4,978 80 413 6 442 14,480 167 443 1,702 13 1,125 8 8	Personal Leave Lost 22 271 263 103 264 321 9 727 2,732 66 4,383 13,624 237 380 3,041 1 259 1 1 18,589	Annual Leave Lost

NOTE: This data was submitted by each agency.

¹ FTEs x 40 hrs per week x 50.3 weeks (excluding holidays)

Leave Usage For CY 2019

	Total Number of	Total Work Hours	Hours of Annual Leave	Hours of Comp Time	Hours of Sick Leave	Hours of Personal Leave	Hours of Comp Time	Hours of Personal Leave	Hours of Annual Leave
Department	Actual Employees	Available ¹	Taken	Taken	Taken	Taken	Lost	Lost	Lost
African American Museum									
BCCC*	347.00	698,164	33,390	1,163	20,828	7,228	2,451	3,193	849
Canal Place Preserv & Dev	3.00	6,036	359	80	140	144	-	_	-
Environment Services	863.00	1,736,356	91,413	16,926	34,667	28,255	621	777	37
Food Center Authority	24.00	48,288	1,770	863	843	1,012	-	15	-
Historic St. Mary's College	29.00	58,348	3,328	-	987	716	-	205	801
MDOT MDTA	1,727.00	3,474,724	199,135	17,130	199,373	83,028	2,459	4,110	1,144
MDOT MTA Union	2,654.50	5,340,854	275,386	-	191,029	31,167	-	35,528	337,444
Morgan State University	1,198.00	2,410,376	77,260	8,921	46,560	15,178	-	5,809	10,446
Stadium Authority	119.00	239,428	11,853	3,893	7,310	5,232	1,642	168	218
St. Mary's College of MD	239.00	480,868	23,862	-	12,709	3,427		-	4,554
Total	7,203.50	14,493,442	717,757	48,976	514,446	175,388	7,173	49,805	355,493

NOTE: This data was obtained from the SPS.

Leave usage data is from January 2, 2019 through December 31, 2019

Leave usage data not available for Africian American Museum

*Baltimore City Community College

¹ Actual Employees x 40 hrs per week x 50.3 weeks (excluding holidays)

Health Benefit Enrollment by Type of Plan							
As of June 30, 2020							
<u>Health Plans</u>	<u>Employees</u>	Retirees	<u>Total</u>				
PPO - Contracts	23,604	29,397	53,001				
% of total enrollment in PPOs	34.4%	58.3%	44.5%				
POS - Contracts*	222	0	222				
% of total enrollment in POSs	0.3%	0.0%	0.2%				
EPO/Kaiser - Contracts*	44,779	20,991	65,770				
% of total enrollment in EPOs	65.3%	41.7%	55.3%				
Total Control total	CO CO.	F0 202	440.000				
Total - Contracts**	68,605	50,388	118,993				
* Effective January 2015, the State eli	iminated all Point-of	-Service plan	s (except for S	LEOLA)			
and contracted with Kaiser to provide	a fully-insured integ	rated Health	Mgmt (IHM) pla	an			
** Excludes Satellite and Direct Pay E	nrollees						

Health Benefit Enrollment for Active State Employees As of June 30, 2020

	2018 <u>Actual</u>	2019 <u>Actual</u>	2020 <u>Actual</u>
Health Plans			
PPO	22,837	22,949	23,604
POS	217	216	222
EPO/Kaiser*	<u>43,842</u>	<u>44,103</u>	<u>44,779</u>
Total	66,896	67,268	68,605
Prescription	62,209	62,213	62,379
Spending Accounts			
Health Care	11,533	13,114	15,072
Dependent Care	2,021	2,070	2,409
Total	13,554	15,184	17,481
Dental Plans			
Dental - DHMO	9,927	10,331	10,954
Dental - PPO	<u>54,924</u>	<u>55,044</u>	<u>55,797</u>
Total	64,851	65,375	66,751
Term Life	79,537	91,217	95,735
Accidental Death & Injury	42,081	42,140	42,040

^{*} 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, 2020

	2018** <u>Actual</u>	2019** <u>Actual</u>	2020 <u>Actual</u>
Health Plans			
PPO	28,772	29,832	29,397
POS	0	0	0
EPO/Kaiser*	<u> 18,575</u>	<u> 19,888</u>	<u> 20,991</u>
Total	47,347	49,720	50,388
Prescription	46,281	47,920	48,644
Spending Accounts			
Health Care	N/A	N/A	N/A
Dependent Care	N/A	N/A	N/A
Total	N/A	N/A	N/A
Dental Plans			
Dental - DHMO	2,894	2,970	2,996
Dental - PPO	36,584	39,196	40,468
Total	39,478	42,166	43,464
Term Life	24,798	26,093	27,198
Accidental Death & Injury	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

^{**}Actual Enrollment has been updated since the last report

Health Benefit Enrollment for Satellite Agencies As of June 30, 2020

	2018** <u>Actual</u>	2019 <u>Actual</u>	2020 <u>Actual</u>
Health Plans			
PPO	1,049	1,056	1,065
POS	0	327	0
EPO/Kaiser*	<u>2,534</u>	<u>2,537</u>	<u>2,573</u>
Total	3,583	3,920	3,638
Prescription	2,876	2,928	2,963
Spending Accounts			
Health Care	166	173	182
Dependent Care	<u>31</u>	<u>28</u>	<u>12</u>
Total	197	201	194
Dental Plans			
Dental - DHMO	530	517	514
Dental - PPO	<u>2,541</u>	<u>2,513</u>	<u>2,591</u>
Total	3,071	3,030	3,105
Term Life	2,926	2,920	2,992
Accidental Death & Injury	1,458	1,455	1,532

^{*} 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

^{**} Actual Enrollment has been updated since the last report

Account Balance for Health Insurance As of June 30, 2020 (\$ in Millions)

	FY 2018 <u>Actual</u>	FY 2019 Actual	FY 2020 Actual
Beginning Balance Post Close Adj.	\$276.9 \$0.0	\$200.2 -\$1.5	\$174.3 -\$2.3
Receipts			
State Agencies ¹	\$1,108.0	\$1,203.3	\$1,198.2
Employee	\$175.3	\$188.1	\$189.0
Retiree	\$86.3	\$93.6	\$94.5
Net Direct Pay/Satellite	-\$6.4	-\$8.3	-\$17.2
Coverage GAP Discount,			
Catastrophic Reinsurance	\$75.0	\$64.6	\$80.9
Audit / Misc. Recoveries	\$9.4	\$12.2	\$20.6
Total Receipts	<u>\$1,447.5</u>	<u>\$1,553.6</u>	<u>\$1,565.9</u>
Less: Payments to Providers (incl.			
Rx Rebates)	<u>\$1,524.2</u>	<u>\$1,578.0</u>	<u>\$1,595.8</u>
Reserve for Future Provider Payments	\$200.2	\$174.3	\$142.1
	\$200.2	\$174.3	\$142.1

¹ 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

Account Balance for Spending Accounts As of June 30, 2020 (\$ in Millions)

	FY 2018 <u>Actual</u>	FY 2019 <u>Actual</u>	FY 2020 <u>Actual</u>
Beginning Balance	\$0.30	\$0.30	\$0.33
Receipts Employee	\$23.79	\$24.72	\$26.74
Satellite Employee	\$0.00	\$0.00	\$0.00
Total Receipts	<u>\$23.79</u>	<u>\$24.72</u> \$25.02	<u>\$26.74</u> \$27.07
Less: Reimbursements to Employees	\$23.41	\$24.20	\$24.54
Unused Balances transferred to General Fund (a)	<u>\$0.38</u>	<u>\$0.49</u>	<u>\$0.50</u>
Reserve for Future Employee Reimbursements	\$0.30	\$0.33	\$2.03

⁽a) Forfeiture reporting per provider trails FY \$0.50 pertains to Plan Year 2018

Account Balance for Term Life, Accidental Death and Injury, Dental Insurance As of June 30, 2020 (\$ in Millions)

	FY 2018 <u>Actual</u>	FY 2019 <u>Actual</u>	FY 2020 <u>Actual</u>
Beginning Balance	\$0.28	\$0.44	\$0.60
Receipts State Agencies - Dental Subsidy	\$25.45	\$27.23	\$27.65
Employee	\$32.98	\$31.65	\$31.82
Retiree	\$14.41	\$16.31	\$16.77
Other	\$2.01	\$2.05	\$1.13
Total Receipts	<u>\$74.85</u>	<u>\$77.24</u>	<u>\$77.37</u>
Less: Payments to Providers	<u>\$74.73</u>	<u>\$72.55</u>	<u>\$72.55</u>
Reserve for Future Provider Payments	\$0.40	\$0.43	\$0.42
Fund Transfers	<u>\$4.00</u>	<u>\$4.10</u>	<u>\$4.48</u>
Reserve for Future Provider Payments	\$0.44	\$0.60	\$0.52