

Highlights About State Employees As of June 30, 2008

| | SPMS | MDOT |
|--|------------------|-----------------|
| State Government at a Glance | | |
| FTEs Included in Collective Bargaining Units | 28,238.71 | 4,131.50 |
| FTEs Excluded from Collective Bargaining Units | 16,161.99 | 2,128.00 |
| Total | 44,400.70 | 6,259.50 |
| Percentage of Employees work in . . . | | |
| Anne Arundel County | 13.4% | 32.7% |
| Baltimore City | 36.4% | 30.7% |
| Baltimore Metro Area ¹ | 18.9% | 10.5% |
| Eastern Shore Area | 10.3% | 4.1% |
| Southern Maryland Area | 2.6% | 2.6% |
| Washington Metro Area | 4.9% | 9.3% |
| Western Maryland Area | 13.1% | 6.9% |
| Employees Employed on a . . . | | |
| Full-Time Basis | 43,635 | 6,224 |
| Part-Time Basis | 1,286 | 72 |
| Total | 44,921 | 6,296 |
| The Average Employee Age is . . . | 45 | 48 |
| The Average Employee Length of Service is . . . | 12 | 15 |
| The Average Employee Earns . . . | \$47,450 | \$50,478 |

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

The FTE counts do not include vacant positions.

¹ The Baltimore Metro Area includes: Baltimore, Carroll, Harford and Howard Counties.

Summary of State Positions **As of June 30, 2008**

PERMANENT FTEs BY STATUS

| | SPMS | MDOT |
|--------------------------------------|------------------|-----------------|
| FTEs Included in Bargaining | 28,238.71 | 4,131.50 |
| FTEs Excluded from Bargaining | 16,161.99 | 2,128.00 |
| <i>Agency Excluded by Statute</i> | 8,471.73 | 93.00 |
| <i>Confidential</i> | 576.10 | 266.00 |
| <i>Managerial</i> | 2,241.60 | 751.00 |
| <i>Supervisory</i> | 4,831.56 | 1,014.00 |
| <i>Student</i> | 0.00 | 1.00 |
| <i>Agency Head</i> | 16.00 | 1.00 |
| <i>Board or Commission Member</i> | 25.00 | 1.00 |
| TOTAL | 44,400.70 | 6,259.50 |

BY PERCENT EMPLOYED

Full-Time

| | | |
|----------------------------------|---------------|--------------|
| Filled positions | 43,635 | 6,224 |
| Vacant positions | 4,439 | 394 |
| Total Full-Time Positions | 48,074 | 6,618 |

Part-Time ¹

| | | |
|----------------------------------|--------------|-----------|
| Filled positions | 1,286 | 72 |
| Vacant positions | 248 | 7 |
| Total Part-Time Positions | 1,534 | 79 |

| | | |
|----------------------------------|---------------|--------------|
| Total Number of Filled Positions | 44,921 | 6,296 |
| Total Number of Vacant Positions | 4,687 | 401 |
| TOTAL NUMBER OF POSITIONS | 49,608 | 6,697 |

CONTRACTUAL EMPLOYMENT ²

| | | |
|----------------------------------|-----------------|---------------|
| Total Number of Contracts | 4,217 | 311 |
| Total Number of FTEs | 2,506.84 | 141.40 |

¹ Part-time reflects less than 100% employment.

² Contractual data submitted by each agency.

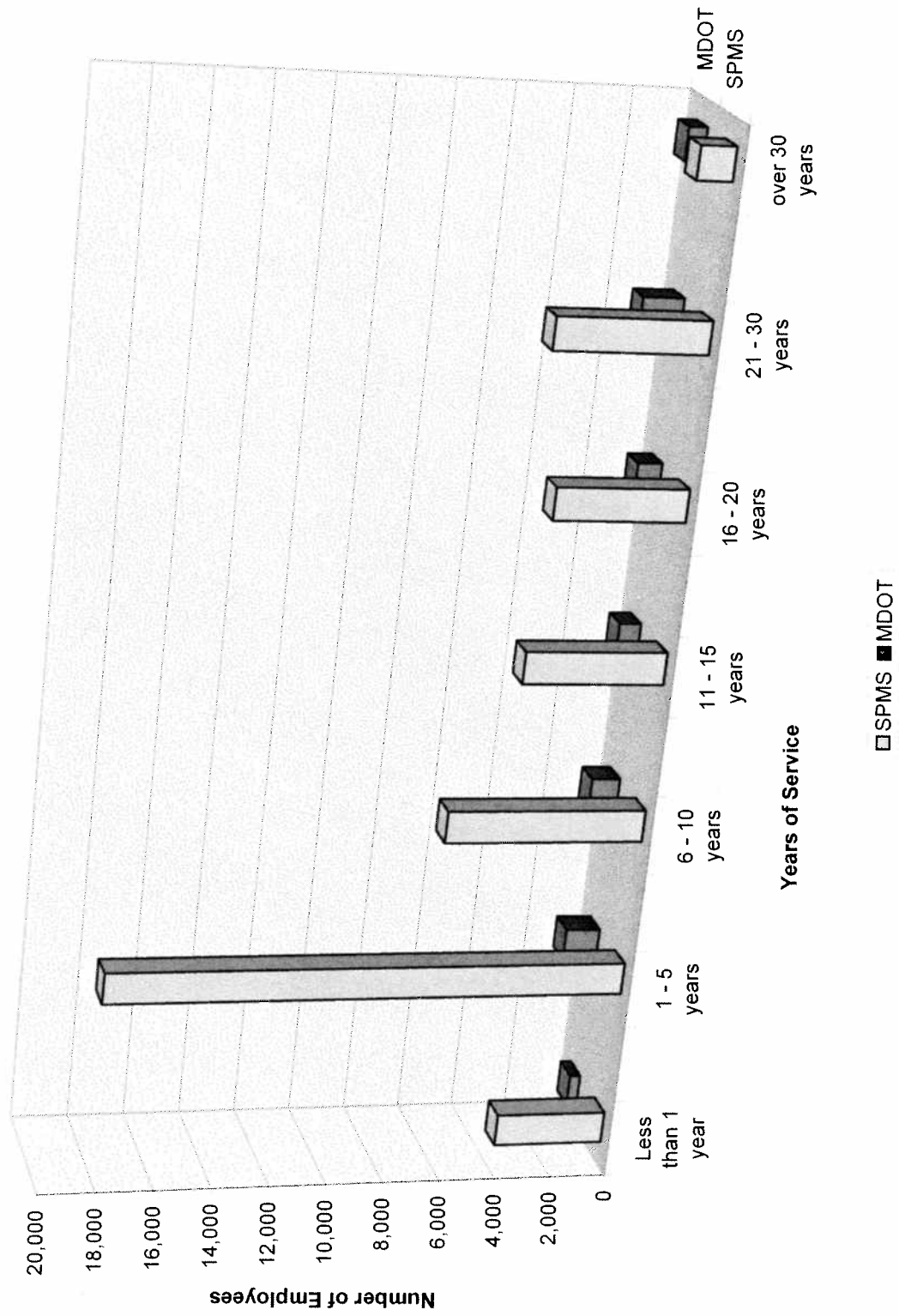
**Full-Time Equivalent Positions Included and Excluded
from Collective Bargaining for State Personnel
Management System and Maryland
Department of Transportation
As of June 30, 2008**

| Agency | Number of Included FTE's | Number of Excluded FTE's |
|---|---|---|
| Aging ¹ | 29.40 | 99.00 |
| Agriculture | 264.90 | 131.00 |
| Budget and Management | 121.80 | 280.70 |
| Business and Economic Development | 11.00 | 247.10 |
| Education (MSDE) | 118.50 | 1,937.80 |
| Environment | 498.00 | 347.00 |
| General Services | 371.00 | 187.50 |
| Health and Mental Hygiene | 7,286.40 | 2,364.91 |
| Housing and Community Development | 162.90 | 143.03 |
| Human Resources | 4,941.35 | 1,472.40 |
| Juvenile Justice | 1,614.90 | 438.60 |
| Labor, Licensing and Regulation | 948.79 | 488.30 |
| Natural Resources | 758.27 | 462.75 |
| Planning | 40.50 | 122.00 |
| Public Safety and Correctional Services | 8,545.70 | 1,990.40 |
| State Police | 1,958.50 | 325.00 |
| Transportation | 4,131.50 | 2,128.00 |
| Veterans Affairs | 41.50 | 22.00 |
| All Other Agencies | 524.30 | 5,103.50 |
| Total | 32,369.21 | 18,290.99 |

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

¹ These figures for Aging include 78 FTE Senior Citizen Aides.

Years of Service of State Employees



**Personnel Activities for State
Employees
As of June 30, 2008**

| | | SPMS | MDOT |
|--|-------------------------------|---------------|-------------|
| TRANSACTIONS | Appointments | 4,482 | 427 |
| | Reinstatements | 582 | 26 |
| | Transfers | 382 | 96 |
| | Promotions | 3,836 | 229 |
| | Reclassifications | 2,683 | 841 |
| | Demotions | 360 | 18 |
| | Total | 12,325 | 1637 |
| SEPARATIONS | Deceased | 75 | 17 |
| | Failed to Report for Duty | 88 | 15 |
| | Layoffs | 10 | 0 |
| | Leave of Absence ¹ | 140 | 4 |
| | Resignations | 2,782 | 83 |
| | Retired | 1,625 | 231 |
| | Terminated | 333 | 18 |
| | Terminated on Probation | 128 | 22 |
| | Other | 0 | 176 |
| | Total | 5,181 | 566 |
| GRIEVANCES | Resolved at DBM | 118 | |
| | Forwarded to OAH | 114 | |
| | Total | 232 | |
| DISCIPLINARY ACTION APPEALS | Resolved at DBM | 318 | |
| | Forwarded to OAH | 230 | |
| | Total | 548 | |
| WHISTLEBLOWER | Withdrawn/Settlement | 0 | |
| COMPLAINTS | Pending | 1 | |
| | Probable Cause | 0 | |
| | No Probable Cause | 5 | |
| | Total | 6 | |

¹ Includes personal, medical, military and leave of absence without pay.

**Turnover for State
Employees
As of June 30, 2008**

| | SPMS | MDOT |
|-----------------------------|---------------|--------------|
| Resigned | 2,782 | 218 |
| Retired | 1,625 | 231 |
| Removals ¹ | 471 | 18 |
| Deceased | 75 | 17 |
| Military Leave | 3 | 0 |
| Total | 4,956 | 484 |
| | | |
| Total Positions | 49,608 | 6,697 |
| Turnover % for FY 08 | 10% | 7% |

Note: Turnover reflects the number of departures from State government divided by the total number of positions on the last day of the fiscal year for agencies.

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

Distribution of Employee Performance by Category
By Principal Department
As of June 30, 2008

| Department | Total Number of Employees ¹ To be Rated ² | Number of Employees Rated Outstanding | Number of Employees Rated Exceeds | Number of Employees Rated Meets | Number of Employees Rated Need Improv | Number of Employees Rated Unsatis | Total Number Employees Rated |
|-------------------------------------|---|---------------------------------------|-----------------------------------|---------------------------------|---------------------------------------|-----------------------------------|------------------------------|
| Aging ³ | 49 | - | 13 | 11 | - | - | 24 |
| Agriculture | 369 | 79 | 111 | 46 | - | - | 236 |
| Budget and Management | 372 | 35 | 112 | 61 | 1 | - | 209 |
| Business and Economic Development | 227 | 5 | 41 | 18 | - | - | 64 |
| Education (MSDE) | 1,454 | 205 | 632 | 320 | 9 | 1 | 1,167 |
| Environment | 807 | 115 | 289 | 158 | 7 | 1 | 570 |
| General Services ⁴ | 530 | 9 | 49 | 97 | - | - | 208 |
| Health and Mental Hygiene | 9,214 | 751 | 1,881 | 1,514 | 41 | 8 | 4,195 |
| Housing and Community Development | 271 | 4 | 20 | 16 | - | - | 40 |
| Human Resources | 6,067 | 635 | 1,777 | 1,283 | 26 | 5 | 3,726 |
| Juvenile Services | 1,756 | 272 | 571 | 397 | 13 | 3 | 1,256 |
| Labor, Licensing, and Regulation | 1,395 | 219 | 487 | 207 | 2 | 4 | 919 |
| Natural Resources | 1,208 | 62 | 411 | 177 | 3 | 1 | 654 |
| Planning | 158 | 6 | 11 | 4 | - | - | 21 |
| Public Safety and Correctional Svcs | 9,481 | 578 | 3,365 | 4,557 | 51 | 14 | 8,565 |
| State Police ⁴ | 2,168 | 207 | 204 | 87 | 2 | 1 | 1,687 |
| Transportation | 5,063 | 1,673 | 2,265 | 1,105 | 18 | 2 | 5,063 |
| Veterans Affairs | 59 | 5 | 41 | 5 | - | - | 51 |
| All Other Agencies | 6,248 | 308 | 892 | 841 | 18 | 1 | 2,060 |
| Total | 46,896 | 5,168 | 13,172 | 10,904 | 191 | 41 | 29,476 |

¹ Actual Employees not FTEs

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.

**Distribution of Incentive and Innovative Awards
By Principal Department
As of June 30, 2008**

| Department | Number of Incentive Awards | Total Award Dollar Amounts | Number of Innovative Awards | Total Award Dollar Amounts |
|-------------------------------------|---|---|--|---|
| Aging | | | | |
| Agriculture | 3 | \$100 | | |
| Budget and Management | | | | |
| Business and Economic Development | 11 | \$2,257 | | |
| Education (MSDE) | | | | |
| Environment | 34 | \$17,700 | | |
| General Services | | | | |
| Health and Mental Hygiene | 84 | \$228,952 | 1 | \$3,000 |
| Housing and Community Development | 109 | \$15,100 | | |
| Human Resources | | | | |
| Juvenile Services | | | | |
| Labor, Licensing, and Regulation | | | | |
| Natural Resources | | | | |
| Planning | | | | |
| Public Safety and Correctional Svcs | | | | |
| State Police | | | | |
| Transportation | | | 12 | \$450 |
| Veterans Affairs | | | | |
| All Other Agencies | 536 | \$115,826 | 1 | \$1,000 |
| Total | 777 | \$379,935 | 14 | \$4,450 |

Note: Total Dollar Amounts include Administrative Leave time awarded based on the employee's rate of pay.
Health and Mental Hygiene amount includes \$149,264 for Retention Bonuses

Leave Usage For CY 2007

| Department | Total Number of FTE's | Total Work Hours Available ¹ | Hours of Annual Leave Taken | Hours of Comp Time Taken | Hours of Sick Leave Taken | Hours of Personal Leave Taken | Hours of Comp Time Lost | Hours of Personal Leave Lost | Hours of Annual Leave Lost |
|----------------------------------|--------------------------------|---|--------------------------------------|-----------------------------------|------------------------------------|--|----------------------------------|---------------------------------------|-------------------------------------|
| Aging | 148.40 | 298,581 | 6,279 | 1,882 | 6,713 | 2,681 | 105 | 153 | 198 |
| Agriculture | 396.50 | 797,758 | 53,172 | 25,573 | 28,986 | 18,589 | 2,257 | 748 | 1,783 |
| Budget and Management | 404.30 | 813,452 | 46,903 | 22,290 | 33,416 | 19,547 | 1,517 | 803 | 1,445 |
| Business and Economic Dev | 259.00 | 521,108 | 28,065 | 17,565 | 20,103 | 13,141 | 1,542 | 726 | 1,254 |
| Education (MSDE) | 2,571.40 | 5,173,657 | 187,810 | 22,311 | 126,759 | 65,037 | - | 1,281 | 1,539 |
| Environment | 846.00 | 1,702,152 | 123,984 | 27,880 | 71,821 | 42,121 | 330 | 781 | 1,491 |
| General Services | 559.50 | 1,125,714 | 74,574 | 9,939 | 51,857 | 27,898 | 1,391 | 1,299 | 2,989 |
| Health and Mental Hygiene | 9,784.11 | 19,685,629 | 1,205,273 | 276,429 | 1,000,549 | 490,317 | 13,673 | 11,258 | 14,767 |
| Housing and Community Dev | 308.00 | 619,696 | 34,269 | 13,452 | 28,518 | 14,686 | 212 | 362 | 1,056 |
| Human Resources | 6,457.89 | 12,993,275 | 835,229 | 221,467 | 647,584 | 291,564 | 35,419 | 10,223 | 16,510 |
| Juvenile Services | 2,059.15 | 4,143,010 | 214,094 | 95,194 | 198,618 | 97,625 | 2,091 | 2,816 | 3,343 |
| Labor, Licensing, and Regulation | 1,446.50 | 2,910,358 | 190,503 | 27,962 | 127,161 | 69,246 | 283 | 1,094 | 2,139 |
| Natural Resources | 1,230.25 | 2,475,263 | 187,634 | 81,655 | 172,652 | 55,702 | 4,972 | 2,063 | 5,898 |
| Planning | 163.00 | 327,956 | 24,495 | 9,188 | 12,872 | 8,221 | 56 | 319 | 645 |
| Public Safety and Correctional S | 10,556.50 | 21,239,678 | 1,046,377 | 398,885 | 948,379 | 627,682 | 22,695 | 59,532 | 48,620 |
| State Police | 2,283.50 | 4,594,402 | 277,809 | 39,162 | 187,509 | 107,875 | 4,298 | 2,969 | 3,782 |
| Transportation | 6,657.50 | 13,394,890 | 850,182 | 156,447 | 533,962 | 299,029 | 23,897 | 9,256 | 22,429 |
| Veterans Affairs | 64.00 | 128,768 | 7,148 | 2,357 | 4,123 | 2,648 | 409 | 297 | 314 |
| Total | 46,195.50 | 92,945,346 | 5,393,799 | 1,449,639 | 4,201,581 | 2,253,609 | 115,147 | 105,978 | 130,203 |

NOTE: This data was submitted by each agency.

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