STATE OF OUR STATE SERVICES REPORT
Key Findings

STATE OF OUR STATE SERVICES REPORT
State of **Respect**

78% of survey respondents have considered leaving their State job.

THAT'S NEARLY 4 OUT OF 5 WORKERS!

With impossible workloads and unsustainable caseloads, state employees are facing low morale, high burnout, and low retention.

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STATE OF OUR STATE SERVICES REPORT
State of **Respect**

3 in 4 say their workload has increased in the last 2 years.

THAT'S UNSUSTAINABLE!

Excessive workloads due to short staffing cause employees to burn out. Many feel they are being asked to take on so much that **it is physically impossible to do everything.**

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STATE OF OUR STATE SERVICES REPORT
State of **Safety**

WE DO NOT FEEL SAFE AT WORK.

In Maryland's Department of Public Safety and Correctional Services (DPSCS), the **staffing crisis** has led to **increased assaults** on staff and incarcerated individuals, **reduced programming and rehabilitation opportunities** for those incarcerated, and **increased violence** in our state prisons.

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STATE OF OUR STATE SERVICES REPORT
State of **Safety**

MARYLAND'S AGING STATE INFRASTRUCTURE IS CAUSING MAJOR SAFETY ISSUES.

- Legionella outbreaks in state buildings
- Mold issues
- Flooding and plumbing issues
- Pest and rodent infestations
- Poor conditions in state prisons, including jail doors that do not operate correctly and require specialized maintenance contracts, broken air conditioning, and broken and aging fences



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STATE OF OUR STATE SERVICES REPORT
Key Findings

STATE OF OUR STATE SERVICES REPORT
State of **Compensation**

WE DO NOT EARN ENOUGH TO MAKE ENDS MEET.

$48,235

Amount needed to cover yearly expenses for **housing, healthcare, food, and transportation in Maryland** for a single adult **in 2026**

$38,582

Annual starting salary on the state's standard salary scale **in 2026**

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STATE OF OUR STATE SERVICES REPORT
State of **Compensation**

OUR YEARS OF EXPERIENCE ARE GOING UNRECOGNIZED.

Over

11,200

state employees are missing step increases—compressing wages and hurting morale.

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STATE OF OUR STATE SERVICES REPORT
State of **Respect**

PERSISTENTLY HIGH VACANCY RATES = MARYLAND CONTINUING TO RELY ON EXCESSIVE OVERTIME.

Amount that **Department of Public Safety and Correctional Services (DPSCS) spent on overtime** in FY2026:

$217 million

Amount of ***full-time, permanent positions*** in ***just that one agency*** that this could equate to:

3,154

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STATE OF OUR STATE SERVICES REPORT
State of **Compensation**

85%

of survey respondents have struggled to pay off debts.

INFLATION HAS CONTINUOUSLY OUTPACED STATE EMPLOYEE WAGE INCREASES.

Adjusting for inflation, a state employee makes functionally **less in 2026 than they did in 2010.**

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STATE OF OUR STATE SERVICES REPORT

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