



## Revenue Challenges Contribute to State Staffing Shortages

Our state government is short-staffed and under-resourced, and all Marylanders feel it. The Moore Administration inherited record-high staffing vacancies and shortages. Rebuilding our state government requires major investments, and these investments are critical to ensuring Marylanders get the high quality services they deserve. Some examples of how staffing issues are affecting public services:

- State government is at least 10,000 positions short. As of November 2023, the Executive Branch had over 5,200 vacant positions. At the same time, agencies including the Department of Public Safety and Correctional Services and the Office of the Public Defender have identified the need for 3,600 extra positions in addition to existing vacancies.
- Caseloads, waiting lists, and overtime costs remain high as existing employees cover the burden of 10,000 missing positions. This affects the services Marylanders rely on and expect. Staffing shortfalls create dangerous and unsustainable working conditions for many state employees which, in turn, creates retention issues.
- In the current budget year, the Department of Public Safety and Correctional Services is projected to spend \$169 million on overtime costs.
- As of November 2023, 2,156 individuals were awaiting services in the Vocational Rehabilitation Program under the Maryland State Department of Education..
- In the Maryland Department of Health, applications and waitlists for state facilities outnumber the number of staffed beds available.
- Recruiting and retaining state employees requires additional resources. Entering fiscal year 2025 contract negotiations, wages for state workers in AFSCME lagged inflation by more than 14% since 2010.

### **Making our Tax System Fairer; Generating Revenue to Make Maryland Stronger**

Maryland is facing a major revenue shortfall, thanks to a tax system that is upside-down and unfair. For decades, wealthy corporations have manipulated the rules to avoid paying taxes, placing too much responsibility for funding the things we care about — our schools, health care, transportation, child care, social services and public safety — on working families and our small businesses.

We can create a fairer tax system, deliver tax cuts to help children in poverty, and raise the revenue the state needs to build a Maryland that works for everyone.

### **The Fair Share for Maryland Plan will:**

- **Raise \$1.6 billion in revenue each year** to support good schools, health care, transportation, and the state workforce needed to deliver high-quality services.
- **Cut taxes for more than 1 million Marylanders** with a family income of \$80,000 or less. Boosting working families' incomes will reduce child poverty and strengthen our economy.
- **Create an income tax increase of \$302 per year on average for some households** with income between \$250,000 and \$775,000.
- **Ensure the wealthiest 1% of households in Maryland pay their fair share in taxes** (those earning ~\$775,000/year or more). They would see an average increase of less than 1% of their income.
- **Support local, Maryland-based businesses** by ensuring a level playing field so that their large corporate competitors are also paying their fair share in state and local taxes.
- **Advance economic and racial justice** by addressing aspects of Maryland's tax system that disproportionately benefit wealthy, white households at the expense of Marylanders of color.