

February 12, 2026

Senator Tou Xiong, Chair
Senate State and Local Government Committee
3203 Minnesota Senate Building
St. Paul, MN 55155

Representative Ginny Klevorn, Co-Chair
House State Government Committee
5th Floor Centennial Office Building
St. Paul, MN 55155

Senator Andrew Lang, Ranking Member
Senate State and Local Government Committee
2205 Minnesota Senate Building
St. Paul, MN 55155

Representative Jim Nash, Co-Chair
House State Government Committee
2nd Floor Centennial Office Building
St. Paul, MN 55155

Dear Senators and Representatives:

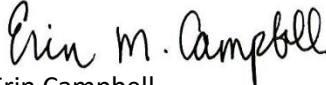
Minnesota Laws 2025 chapter 39, article 2, section 65 requires the Commissioner of Management and Budget to report to the Chairs and Ranking Minority Members of the legislative committees with jurisdiction over state government finance and policy on the number of posted executive branch job openings that have gone unfilled for at least six months. This report must identify each opening by agency and job title and identify which specific job titles or classes on average take the longest to fill and which experience the most turnover.

Attached is the February 2026 State Agency Open Positions Report. This report includes state agency job openings posted for 180+ days, job classes that took the longest time to fill in 2025, and job classes with the highest turnover in 2025.

As you consider any possible action responsive to the data provided, I would remind you there are valid reasons why some state agency positions remain open for more than 180 days. This can include situations like highly specialized skills needed for a role or geographic location with a more limited labor market. The fact that a position is open for more than 180 days is not an indication that the position is unnecessary or that the agency is no longer in need of the funding for the position. While the labor market is less tight than in the earlier 2020s, there are still several of our state agency positions that remain hard to fill. It also does not mean that the agency has true savings during the time the position is open. Instead, the agency must find another way to provide the required services, such as by contracting or paying overtime, at a higher cost.

If you have questions or difficulty accessing the report, please contact Dori Leland at Dorilee.leland@state.mn.us or 651-259-3835.

Sincerely,


Erin Campbell
Commissioner



State Agency Open Positions Report

02/12/2026

Minnesota Management and Budget
Enterprise Employee Resources
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As requested by Minnesota Statute 3.197: This report cost less than \$1,000 to prepare, including staff time, printing and mailing expenses.

Upon request, this material will be made available in an alternative format such as large print, Braille, or audio recording.

Contents

State Agency Job Openings Posted for 180+ Days 1

Job Classes with Longest Time to Fill in 2025 2

Job Classes with Highest Turnover in 2025 4

State Agency Job Openings Posted for 180+ Days

These jobs represent openings in the executive branch (not including Minnesota State) that were posted 180 days or more on the State’s job posting portal prior to January 1, 2026 and were still open on that date. Continuous openings (openings that are in constant need of workers and are thus not closed) are not included in this analysis. Positions that use an alternate posting process (e.g. certain law enforcement positions) are not posted in the State’s job posting portal are not reflected in this report.

Post Date	Job Classification	Agency
4/5/2024	Human Services Manager 5	Human Services Dept
7/18/2024	Human Svcs Prog Rep 2	Human Services Dept
8/23/2024	Human Svcs Prog Rep 1	Human Services Dept
9/6/2024	Clinical Program Therapist 4	Direct Care and Treatment
1/7/2025	Information Technology Spec 4	Minnesota IT Services
10/30/2024	Rehabilitation Regional Supv	Direct Care and Treatment
12/4/2024	Human Svcs Prog Rep 1	Human Services Dept
1/24/2025	NR Tech Parks & Trails	Natural Resources Dept
1/22/2025	Management Analyst 4	Human Services Dept
2/13/2025	Human Resources Specialist 2	Direct Care and Treatment
5/17/2025	Information Technology Spec 4	Minnesota IT Services
3/21/2025	Information Technology Spec 4	Minnesota IT Services
3/12/2025	Human Svcs Prog Spec 2	Human Services Dept
4/19/2025	Management Analyst 2	Minnesota IT Services
3/20/2025	Grants Specialist Inter	Arts Board
4/1/2025	Skills Development Specialist	Direct Care and Treatment
4/1/2025	State Prog Admin Supv Prin	Arts Board
4/16/2025	Office & Admin Specialist Prin	Direct Care and Treatment
4/23/2025	Law Compliance Rep 1	Natural Resources Dept
4/29/2025	Human Svcs Prog Rep 2	Human Services Dept
5/1/2025	Skills Development Specialist	Direct Care and Treatment
5/2/2025	Clinical Program Therapist 2	Direct Care and Treatment
5/14/2025	Registered Nurse Senior	Direct Care and Treatment
5/15/2025	Skills Development Specialist	Direct Care and Treatment
5/16/2025	Skills Development Specialist	Direct Care and Treatment
5/20/2025	Skills Development Specialist	Direct Care and Treatment
5/22/2025	Registered Nurse	Direct Care and Treatment
6/23/2025	Behavioral Med Practitioner Sr	Direct Care and Treatment
6/12/2025	Clinical Program Therapist 3	Direct Care and Treatment
6/12/2025	Office & Admin Specialist Int	Arts Board
6/27/2025	Information Technology Spec 4	Minnesota IT Services
6/27/2025	Asst Commr Human Services	Human Services Dept
7/2/2025	Behavior Modification Asst	Direct Care and Treatment

7/2/2025	Behavioral Med Practitioner	Direct Care and Treatment
7/2/2025	Occup Therapist Senior	Direct Care and Treatment
7/2/2025	Psychiatrist 2	Direct Care and Treatment
7/2/2025	Special Care Dentist	Direct Care and Treatment
7/2/2025	Advanced Dental Therapist	Direct Care and Treatment
7/2/2025	Behavior Modification Asst	Direct Care and Treatment
7/3/2025	Behavior Modification Asst	Direct Care and Treatment
7/11/2025	Licensed Practical Nurse	Direct Care and Treatment

Job Classes with Longest Time to Fill in 2025

These job classes represent job openings that were posted in CY 2025 (Executive branch without Minnesota State) and were filled over that year. Consistent with how MMB tracks “Hard to Fill” job classes for other reports, the classifications identified had 10 or more openings throughout 2025 with an average time to fill that was higher than the executive branch average of 62.9 days.

Job Classification	Average Time to Fill	Count of Openings
Trainee-Forensic Scientist 1	133.1	10
Environmental Specialist 4	104.2	10
Information Technology Spec 3	94.5	51
Environmental Specialist 3	90.8	14
Staff Attorney 1	89.2	17
Engineer Senior	89.2	12
Heavy Equip Mechanic	87.8	13
NR Spec Fisheries	87.0	19
Communications Specialist 3	85.8	16
Capitol Complex Security Off	84.9	18
State Prog Admin Manager Sr	84.6	32
Parks & Trails Associate	84.5	57
State Prog Admin Manager	81.1	23
State Prog Admin Tech Spec	80.9	31
Education Consultant 3	79.6	16
Communications Specialist 2	77.5	15
Research Analysis Spec	76.5	13
Staff Attorney 2	76.3	18
Management Analyst 1	75.9	40
Paralegal	74.7	14
Planner Principal State	72.9	23
Mental Health Prog Asst	72.8	33
Information Technology Spec 2	72.6	18
Grants Specialist Coord	71.5	15

Job Classification	Average Time to Fill	Count of Openings
Management Analyst 3	70.6	27
Customer Svcs Specialist Sr	70.6	16
Clinical Program Therapist 2	70.5	22
Transp Generalist	70.4	155
S2 (Attorney General's Office)	70.3	10
Planning Dir State	70.2	26
Agric Technician	70.1	38
Accounting Officer Principal	69.9	11
Human Svcs Support Specialist	69.7	10
Crim Intelligence Analyst 2	69.6	26
Human Resources Technician 1	69.4	11
Research Analysis Spec Sr	68.9	20
Human Svcs Prog Consultant	68.8	19
State Prog Admin	68.0	30
State Prog Admin Coordinator	67.4	67
Human Services Supervisor 2	67.4	11
Office & Admin Specialist Prin	67.0	21
Human Services Manager 2	66.8	14
Unemployment Ins Oper Analyst	66.7	10
Human Svcs Prog Spec 2	66.3	15
Human Svcs Prog Spec 1	66.1	14
General Repair Worker	66.1	10
Buildings & Grounds Worker	66.0	87
State Prog Admin Director	65.9	39
Information Technology Spec 4	65.6	63
Interpret Naturalist 1	65.3	14
State Prog Admin Prin	65.2	75
Agency Policy Specialist	64.8	15
Law Compliance Rep 1	64.7	18
Human Svcs Prog Rep 1	64.3	28
Recreation Program Asst	64.1	12
Account Clerk Senior	63.9	16
State Prog Admin Sr	63.6	72
Laborer General	63.5	115
State Prog Admin Manager Prin	63.1	15
Laborer Trades & Equipment	63.1	17
Executive Branch Average Total Time to Fill:	62.9	

Job Classes with Highest Turnover in 2025

These job classes had the highest voluntary turnover in the executive branch in CY 2025. Consistent with how MMB evaluates turnover for other reports, job classifications with 10 or more incumbent employees were included for analysis. Turnover is calculated by dividing the number of voluntary separations in a given job class in 2025 by the number of incumbents working in that job class in 2025. Voluntary turnover includes both retirements and resignations. Only job classes with a turnover rate higher than the total executive branch average (8.0%) are included on this list.

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Veterans Claims Rep	12	49.0%
Local Government Auditor	10	48.8%
Governors Staff Mngrl Oper	10	48.8%
Revenue Collections Officer 5	18	43.8%
Parks & Trails Associate	98	42.1%
NR Tech	12	41.7%
Corr Officer 1	225	40.0%
Dentist	10	39.0%
Interpret Naturalist 1	46	37.4%
Law Compliance Rep 1	19	36.8%
Institution Educational Supv	11	36.4%
NR Douglas Lodge Custodial Wkr	11	35.6%
Security Guard	26	34.6%
Medical Assistant, Certified	16	32.3%
Chaplain	16	30.8%
Groundskeeper Inter	10	30.0%
Reimbursement Specialist	18	28.2%
Buildings & Grounds Worker	142	28.1%
Special Teacher:Ba/Bs+Lic	11	26.7%
Governors Staff-Support	34	26.3%
Groundskeeper	16	25.8%
Comp Judge	16	25.4%
Criminal Intelligence Analyst	17	24.2%
Transp Prog Director	13	24.0%
Chemical Depend Program Asst	34	23.7%
Radio Communications Operator	38	23.5%
Stationary Engineer	13	23.5%
Public Health Nursing Adv Sr	22	23.3%
Const Codes Licensing Supvsr	22	22.7%
Customer Svcs Specialist	63	22.4%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Office Specialist	42	21.6%
Labor Relations Consultant 2	14	21.4%
Vocational Rehab Technician Sr	71	21.2%
Disability Examiner	34	20.7%
Transp Planning Dir	15	20.3%
Painter	20	19.8%
Human Svcs Technician	805	19.8%
Revenue Collections Officer 1	31	19.5%
Licensed Practical Nurse	338	18.9%
NR Fisheries Census Clerk	11	18.6%
Transp Operations Supv 3	11	18.6%
Planner	11	18.2%
Unemployment Ins Prog Spec 2	11	18.2%
Food Service Worker	201	17.9%
NR Forestry Program Coord	17	17.9%
Human Resources Technician 1	28	17.9%
Registered Nurse Advanced Prac	23	17.8%
Human Svcs Support Specialist	79	17.8%
Veterans Care Specialist	11	17.8%
Dental Assistant	23	17.4%
NR Forestry Support Dispatcher	12	17.1%
NR Supv	18	16.9%
Acquisition Management Spec	24	16.8%
Special Teacher: Ma/Ms/5yr+Lic	36	16.8%
Pharmacist Senior	12	16.3%
Management Analyst Supv 3	19	16.0%
Human Services Manager 5	13	16.0%
Gov Staff - Adv Professional	13	16.0%
Radio Engineer 1	13	15.7%
Compliance Services Officer Sr	19	15.6%
Health Facility Eval Supv	26	15.5%
Health Asst Div Director	13	15.4%
Transp Associate	46	15.1%
Corr Agent	53	15.1%
Client Advocate	13	15.1%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
MN Health Insurance Prog Rep 1	60	15.1%
Registered Nurse	539	15.0%
Management Analyst Staff Spec	20	15.0%
Agric Specialist	20	15.0%
Special Education Program Asst	74	15.0%
Nutrition Program Consultant	27	15.0%
Cook Coordinator	74	14.8%
Legal Administrative Assistant	55	14.7%
Rehabilitation Couns Career	146	14.4%
Commerce Analyst 3	21	14.3%
Mental Health Prog Asst	161	14.3%
Sentencing To Service Crew Ldr	21	14.3%
Revenue Tax Specialist	64	14.1%
Laboratory Scientist 1	14	14.0%
Psychologist 3	37	13.7%
Management Consultant Sr	22	13.6%
Investigator-Corrections Intel	15	13.3%
Laborer General	68	13.2%
State Prog Admin Tech Spec	152	13.2%
Investigation Specialist	46	13.0%
Central Svcs Admin Spec	23	13.0%
Delivery Van Driver	16	12.9%
Training & Development Spec 4	23	12.9%
Information Technology Spec 1	39	12.8%
Human Services Judge	31	12.8%
General Maintenance Wrkr	353	12.7%
Heavy Equip Field Mech	47	12.7%
LA7	32	12.6%
Auditor Intermediate	16	12.5%
Health Program Rep Inter	40	12.5%
Nursing Evaluator	144	12.5%
Recreation Program Asst	32	12.4%
State Prog Admin Supervisor	32	12.4%
Corr Teaching Asst	24	12.4%
Environmental Consultant	16	12.3%
Exec 2	73	12.3%
Behavior Modification Asst	879	12.2%
Information Officer 2	17	12.1%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Planning Program Supv	25	12.1%
LA5	25	12.1%
Clinical Program Therapist 2	132	12.1%
Cook	67	12.0%
Security Counselor	655	11.9%
Corr Chief Cook	17	11.8%
Law Compliance Rep 2	43	11.7%
Residential Prog Lead	26	11.7%
Capitol Complex Security Off	54	11.1%
Health Program Rep	27	11.0%
Disability Prog Specialist	27	11.0%
Education Finance Consultant 3	27	11.0%
Office & Admin Specialist Prin	173	11.0%
Unemployment Ins Supervisor	18	11.0%
Rehabilitation Program Spec 2	18	11.0%
Investigator Senior	37	10.8%
Legal Analyst	28	10.8%
Corr Lieutenant	136	10.3%
Work Therapy Technician	165	10.3%
Building Services Supervisor 1	20	10.3%
Planner Principal Transp	20	10.1%
Agric Advisor	40	10.1%
General Counsel 3	10	10.0%
Accounting Officer	70	10.0%
Corr Mnfctrng Spec-Light Manuf	40	9.9%
Carpenter	30	9.9%
Rehabilitation Representative	41	9.9%
Recreation Therapist	20	9.9%
Planning Dir State	154	9.8%
Education Consultant 1	10	9.8%
Pub Util Rates Analyst 4	10	9.8%
Local Govt Audit Inter	10	9.8%
Recreation Therapist Senior	41	9.8%
Planner Principal Comm Spec	10	9.8%
Hydrologist 3	83	9.7%
State Prog Admin Supv Prin	83	9.6%
Psychologist 1	11	9.5%
Loan Officer Senior	11	9.5%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Fugitive Specialist	11	9.5%
Corr Officer 2	1298	9.5%
Office & Admin Specialist Int	629	9.4%
Admin Law Judge	11	9.3%
Realty Specialist	11	9.3%
Corr Food Svcs Supv	11	9.3%
Human Rights Investigator	11	9.3%
S1 (Attorney General's Office)	33	9.2%
Pollution Cont Program Admi	22	9.2%
Workforce Development Rep	77	9.2%
Building Maintenance Coord	11	9.1%
Human Services Manager 1	33	9.1%
Central Svcs Admin Spec Inter	56	9.0%
Admin Svcs Dir	11	8.9%
Deputy State Fire Marshal	45	8.8%
Research Scientist Supv 2	23	8.8%
Skills Development Specialist	183	8.7%
Transp Generalist	1229	8.7%
NR Forest Fire Resp Lead	46	8.7%
Communications Manager 2	12	8.7%
Registered Nurse Senior	243	8.6%
Office & Admin Specialist	139	8.6%
Rehabilitation Program Spec 3	23	8.6%
Planner Senior Community	12	8.5%
Veterinarian	12	8.5%
Epidemiologist Supervisor	12	8.5%
Management Analyst Supv 1	12	8.5%
Communications Specialist 2	83	8.5%
Radio Technician 2	24	8.4%
Office & Admin Specialist Sr	536	8.4%
Special Teacher:Ba/Bs+Lic+10	24	8.3%
Dispute Prev & Resol Spec	12	8.3%
Paralegal	24	8.3%
Revenue Collections Officer 2	73	8.3%
Education Consultant 3	194	8.3%
Research Scientist 1	12	8.2%
Registered Nurse Admin-Supv	37	8.2%
Human Resources Director 3	25	8.2%
S3 (Attorney General's Office)	74	8.1%
Pollution Cont Spec Prin	75	8.1%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Education Director 1	13	8.0%
Finance Specialist 3	13	8.0%
Total Executive Branch:	40938	8.0%