



July 31, 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:

Laws of Minnesota 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 August 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 2026, and job classes with the highest turnover in 2026.

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,

A handwritten signature in black ink that reads 'Erin M. Campbell'.

Erin Campbell
Commissioner



State Agency Open Positions Report

07/31/2026

Minnesota Management and Budget
Enterprise Employee Resources
400 Centennial Office Building

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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.

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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 180 days later. 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
8/26/2022	Human Services Manager 2	Human Services Dept
4/5/2024	Human Services Manager 5	Human Services Dept
2/5/2025	Student Worker Para Prof Sr	Health Department
3/12/2025	Human Svcs Prog Spec 2	Human Services Dept
6/12/2025	Office & Admin Specialist Int	Arts Board
7/2/2025	Psychiatrist 2	Direct Care and Treatment
7/16/2025	Education Finance Consultant 3	Education Department
7/25/2025	Information Officer 3	Education Department
8/8/2025	Environmental Specialist 4	Pollution Control Agency
8/15/2025	State Prog Admin Coordinator	Direct Care and Treatment
8/19/2025	State Prog Admin Prin	Direct Care and Treatment
8/25/2025	Customer Svcs Specialist	Minnesota Zoological Garden
9/3/2025	Human Svcs Prog Coordinator	Human Services Dept
9/4/2025	Human Svcs Prog Consultant	Human Services Dept
9/17/2025	Planner Senior Community	Public Safety Dept
9/19/2025	Information Technology Spec 5	Minnesota IT Services
9/25/2025	Registered Nurse	Corrections Dept
10/3/2025	Registered Nurse	Direct Care and Treatment
10/6/2025	State Prog Admin Tech Spec	Public Safety Dept
10/16/2025	MNIT Division Manager 1	Minnesota IT Services
10/23/2025	Education Consultant 3	Education Department
10/25/2025	Information Technology Spec 3	Minnesota IT Services
10/28/2025	State Prog Admin Manager	Direct Care and Treatment
10/28/2025	Management Analyst 2	Direct Care and Treatment
11/1/2025	Information Technology Spec 3	Minnesota IT Services
11/6/2025	Engineer Senior	Transportation Dept
11/8/2025	Information Technology Spec 4	Minnesota IT Services
11/8/2025	Psychologist 3	Direct Care and Treatment
11/10/2025	Licensed Practical Nurse	Veterans Affairs Dept
11/10/2025	Licensed Practical Nurse	Veterans Affairs Dept
11/11/2025	State Prog Admin Sr	Human Services Dept
11/11/2025	Education Consultant 3	Education Department
11/13/2025	Engineer 2 Graduate	Public Safety Dept

Post Date	Job Classification	Agency
11/14/2025	Engineer Princ	Transportation Dept
11/14/2025	Education Consultant 3	Education Department
11/14/2025	Registered Nurse	Direct Care and Treatment
11/14/2025	Psychiatrist 2	Direct Care and Treatment
11/19/2025	State Prog Admin Director	Direct Care and Treatment
11/26/2025	Special Teacher:MA/MS+Lic+30gr	Mn State Academies
11/27/2025	General Maintenance Wrkr	Military Affairs Dept
12/4/2025	Real Estate Associate	Transportation Dept
12/5/2025	Licensed Practical Nurse	Direct Care and Treatment
12/6/2025	Human Svcs Technician	Direct Care and Treatment
12/12/2025	Information Technology Spec 3	Minnesota IT Services
12/13/2025	Human Svcs Prog Rep 1	Human Services Dept
12/17/2025	Licensed Practical Nurse	Direct Care and Treatment
12/19/2025	Registered Nurse	Veterans Affairs Dept
12/23/2025	Military Security Guard	Military Affairs Dept
12/23/2025	Human Svcs Prog Consultant	Human Services Dept
12/30/2025	Human Svcs Technician	Veterans Affairs Dept
12/30/2025	Skills Development Specialist	Direct Care and Treatment
12/31/2025	Epidemiologist Supervisor Sr	Health Department

Job Classes with Longest Time to Fill in 2026

These job classes represent job openings that were posted in FY 2026 (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 2026 with an average time to fill that was higher than the executive branch average of 65.5 days.

Job Classification	Average Time to Fill	Count of Openings
Special Education Program Asst	107.1	10
Human Svcs Prog Spec 1	106.3	14
NR Forestry Specialist Int	103.7	16
Education Consultant 3	97.9	10
Information Technology Spec 3	96.2	40
Human Svcs Prog Rep 2	91.1	39
Communications Specialist 2	88.6	17
Human Services Supervisor 3	88.4	16
Agency Policy Specialist	87.3	12

Job Classification	Average Time to Fill	Count of Openings
Laborer General	86.8	96
State Prog Admin Manager Prin	85.8	13
Radio Communications Operator	85.5	22
Clinical Program Therapist 2	84.8	32
Student Worker Clerical	84.6	32
Behavior Modification Asst	83.6	12
Engineer Senior	83.1	12
Investigation Specialist	82.9	15
State Prog Admin Manager	80.6	24
Exec 2	79.3	12
Information Technology Spec 4	79.0	59
State Prog Admin Manager Sr	78.0	22
Skills Development Specialist	77.9	25
Information Technology Spec 2	77.4	22
Human Services Manager 2	77.0	10
Mental Health Prog Asst	76.3	33
Office Specialist	75.3	12
Human Svcs Prog Rep 1	75.3	34
Systems Supervisor	74.9	14
Capitol Complex Security Off	74.8	25
Laborer Trades & Equipment	74.3	15
State Prog Admin Director	74.0	33
Human Svcs Support Specialist	73.9	17
Planner Principal State	73.8	16
Customer Svcs Specialist	73.5	10
Staff Attorney 2	72.9	18
State Prog Admin Prin	72.6	69
State Prog Admin Tech Spec	72.3	15
Management Analyst 4	71.4	30
Nursing Evaluator	71.4	12
Management Analyst 3	71.4	28
Transp Prog Specialist 3	71.2	11
Communications Specialist 3	70.5	11
Planning Dir State	70.1	21
Transp Generalist	69.8	133
Transp Generalist Senior	68.9	43
Student Worker Para Prof	68.3	39
State Prog Admin Coordinator	67.5	52

Job Classification	Average Time to Fill	Count of Openings
Registered Nurse	66.7	120
Accounting Officer Senior	66.5	15
Grants Specialist Sr	65.8	17
Executive Branch Average Time to Fill	65.5	

Job Classes with Highest Turnover in 2026

These job classes had the highest voluntary turnover in the executive branch in FY 2026. 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 2026 by the number of incumbents working in that job class in 2026. Voluntary turnover includes both retirements and resignations. Only job classes with a turnover rate higher than the total executive branch average (7.8%) are included on this list.

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Emergency Medical Tech	11	85.7%
Corr Officer 1	101	63.4%
Resident Assistant	16	55.4%
NR Tech	12	43.5%
Medical Assistant, Certified	13	39.2%
Customer Svcs Specialist	60	33.3%
Law Compliance Rep 1	22	32.6%
Institution Educational Supv	10	30.8%
Office Specialist	39	30.6%
Parks & Trails Associate	106	29.3%
Buildings & Grounds Worker	140	29.3%
Local Government Auditor	11	27.9%
Criminal Intelligence Analyst	11	27.3%
Security Guard	26	26.7%
Interpret Naturalist 1	46	26.4%
Reimbursement Specialist	15	26.2%
Human Svcs Support Specialist	78	25.6%
Veterans Care Specialist	12	25.0%
Corr Captain	25	24.2%
Stationary Engineer	13	24.0%
NR Supv	17	23.2%
Information Officer 2	13	23.1%
S1 (Attorney General's Office)	31	22.6%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Revenue Collections Officer 1	22	22.5%
Automobile Driver	9	22.2%
Groundskeeper Inter	9	22.2%
Certified Occup Therapy Asst 2	14	22.2%
Laborer General	69	21.7%
Sentencing To Service Crew Ldr	14	21.4%
Planner	10	21.1%
Planning Program Supv	24	21.1%
Transp Associate	43	21.1%
Library/Info Res Serv Spec Sr	10	20.5%
Local Govt Audit Senior	10	20.5%
Architect 2	10	20.0%
Radio Communications Operator	51	19.7%
NR Forestry Program Coord	15	19.7%
Psychologist 3	36	19.3%
Nutrition Program Consultant	26	19.2%
Psychiatrist 2	11	19.0%
Community Svcs Program Spec 2	11	18.6%
Central Svcs Admin Spec	22	18.6%
Occup Therapist Senior	27	18.5%
Licensed Practical Nurse	326	18.4%
Corr Food Svcs Supv	11	18.2%
Human Svcs Technician	817	18.0%
Chaplain	17	17.9%
NR Douglas Lodge Custodial Wkr	11	17.8%
Human Services Manager 5	11	17.8%
Groundskeeper Senior	12	17.0%
Management Analyst Supv 3	18	16.7%
Special Teacher:Ma/Ms+Lic+10gr	12	16.7%
MNIT Division Manager 2	12	16.7%
Cook Coordinator	72	16.6%
Cook	68	16.2%
Recreation Therapist	19	16.2%
Pharmacist Senior	13	16.0%
Human Resources Technician 1	26	15.7%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Health Facility Eval Supv	26	15.7%
MNIT Executive Manager	13	15.4%
Registered Nurse	537	15.3%
Painter	20	15.2%
Airfield Fire Fighter	27	15.0%
Chemical Depend Program Asst	34	14.9%
Special Teacher: Ma/Ms/5yr+Lic	34	14.8%
Management Consultant Sr	21	14.6%
Investigation Specialist	48	14.6%
Audit Director	14	14.5%
Education Finance Consultant 3	28	14.5%
Electronic Technician Senior	14	14.3%
Dir Care and Treatment Mgr 2	28	14.3%
Groundskeeper	14	14.0%
Forensic Science Supv	15	13.8%
Registered Nurse Advanced Prac	22	13.6%
Radio Engineer 1	15	13.3%
General Maintenance Wrkr Lead	30	13.3%
Labor Relations Consultant 2	15	13.3%
Nursing Evaluator	137	13.2%
Health Program Rep Inter	38	13.1%
Security Counselor	655	12.8%
Food Service Worker	204	12.7%
Capitol Complex Security Off	55	12.7%
State Prog Admin Supervisor	32	12.7%
Corr Teaching Asst	24	12.6%
Human Resources Consultant 1	88	12.5%
Auditor Intermediate	16	12.3%
State Patrol Captain	16	12.3%
Psych Adv Practice Reg Nurse	33	12.2%
General Maintenance Wrkr	354	12.2%
Agency Chief Financial Officer	17	12.1%
Corr Chief Cook	17	11.9%
Recreation Program Asst	34	11.9%
Information Technology Spec 1	42	11.8%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Behavior Modification Asst	907	11.8%
Finance Specialist 1	17	11.8%
Workforce Development Rep	70	11.5%
Mental Health Prog Asst	165	11.5%
Unemployment Ins Supervisor	18	11.3%
Revenue Collections Officer 2	72	11.1%
Plumber	18	11.1%
S3 (Attorney General's Office)	73	11.0%
Legal Administrative Assistant	55	11.0%
Compliance Services Officer Sr	18	11.0%
Clinical Program Therapist 2	129	10.8%
Workforce Development Spec 3	28	10.8%
NR Spec Sr Fisheries	19	10.8%
OHE Manager	9	10.8%
Plumber Master In Charge	19	10.7%
State Prog Admin Supv Prin	85	10.6%
Employment Counselor	10	10.5%
Food Stndrds Compliance Office	10	10.5%
Human Resources Consultant 2	10	10.5%
Environmental Consultant	19	10.5%
Disability Examiner	29	10.3%
Corr Officer 2	1327	10.3%
Volunteer Services Coordinator	10	10.3%
Grants Specialist	10	10.3%
Planner Principal Transp	20	10.3%
Exec Budget Officer	10	10.3%
Research Analyst Supervisor Sr	10	10.0%
Comp Attorney	20	10.0%
Health Program Manager Senior	20	10.0%
Fugitive Specialist	10	10.0%
Pub Util Analyst Coord	10	10.0%
Investigation Specialist 1	10	10.0%
Human Services Manager 2	90	10.0%
Office & Admin Specialist	131	9.9%
Public Health Nursing Adv Sr	20	9.9%
Investigator Senior	41	9.9%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Accounting Officer	71	9.9%
Buyer 1	41	9.8%
Building Maintenance Coord	10	9.8%
Transp Operations Supv 3	10	9.8%
Work Therapy Technician	165	9.7%
Carpenter	31	9.7%
Legal Analyst	31	9.7%
Real Estate Representative	21	9.6%
Industrial Hygienist 2	21	9.5%
Special Teacher:Ba/Bs+Lic+40	11	9.5%
Health Program Rep Senior	74	9.5%
Registered Nurse Senior	243	9.5%
Commerce Analyst 3	21	9.4%
Safety Administrator	43	9.4%
Information Syst Director	11	9.3%
Human Services Judge	33	9.2%
Dental Assistant	22	9.2%
State Prog Admin Tech Spec	154	9.1%
Psychologist 1	11	9.1%
Const Codes Licensing Supvsr	22	9.1%
Environmental Specialist 2	66	9.1%
LA7	33	9.0%
Human Services Supervisor 3	145	9.0%
Human Svcs Prog Spec 2	89	9.0%
Clinical Program Therapist 1	56	8.9%
Communications Specialist 4	34	8.9%
Transp Operations Supv 4	23	8.8%
Refrigeration Mechanic	23	8.7%
NR Forest Fire Resp Lead	46	8.6%
Accounting Technician	151	8.6%
Radio Technician 2	23	8.6%
Office & Admin Specialist Prin	175	8.6%
Rehabilitation Program Spec 3	24	8.5%
Veterinarian	12	8.5%
Revenue Tax Specialist	59	8.5%
Office & Admin Specialist Int	610	8.4%
Admin Svcs Dir	12	8.3%
Hydrologist 3	85	8.3%
Corr Lieutenant	133	8.3%

Job Classification	Average Incumbents per Quarter	Total Voluntary Turnover (Retirement and Resignation)
Training & Development Spec 4	24	8.2%
Education Consultant 3	195	8.2%
Registered Nurse Admin-Supv	37	8.1%
Communications Specialist 3	136	8.1%
Systems Architect	87	8.1%
Lottery Sales Representative	25	8.0%
Transp Generalist	1225	8.0%
LA5	25	8.0%
Exec 2	75	8.0%
Total Executive Branch:	40959	7.8%