



March 6, 2025

Dear Chair Nash and State Government Committee Members,

I am writing to share concerns on behalf of the administration in regard to HF 1754. The bill seeks to reduce funding for state agencies that have positions that have not been filled within twelve months of posting. There are many reasons a position may be posted for an extended period of time, and it may not be an indication that the position is unnecessary, or that the agency is no longer in need of the funding for the position.

For instance, many agencies have positions that require highly specialized skillsets, like hydrology, engineering, medical and specific scientific specializations. In these cases, an agency may have difficulty finding the right candidate to fill a position, even after a year of trying, but that does not negate the need for those services. It also does not mean that the agency has experienced savings during the time the position is open. Instead, the agency often must find another way to provide the required services, such as by contracting or paying overtime, often at a significantly higher cost.

We also have ongoing challenges finding direct care staff - corrections officers, counselors, therapists, and support staff - to work with challenging clients in our state hospitals and prisons. For example, the Department of Human Services has been challenged to find individuals able to work in some Greater Minnesota group-homes for intellectually disabled adults, some of whom have complex medical needs and/or disruptive behaviors. Additionally, when these positioned are located outside the metro in areas with smaller local labor pools this can contribute to extended delays in filling positions.

Other positions are permanently posted because turnover is very high, including for general maintenance workers, the employees who clean the buildings on the Capitol Complex, or the certified nursing assistants in our Minnesota Veterans Homes. In these situations, the bill presents an administrative challenge. In the case of a continuous need for applicants, the agency selects applicants for interviews on a rolling basis. The position does not close as applicants are selected, so there is no mechanism to designate the official "initial" and "filled" dates to evaluate when a year has passed. If this bill were to pass, agencies would lose the efficiency that a continuous posting creates – rather supervisors would constantly be working with their human resources officers to post new open positions requiring additional paperwork and bureaucracy that is not warranted.

Finally, it is worth noting that postings that go unfilled for more than a year are quite rare. As of March 4, there are only 9 postings that have been vacant for one year, excluding continuous postings as noted above. This represents a minimal share of the state agency workforce of nearly 40,000 employees.

We do understand the need to address the current budget constraints and welcome the opportunity this session to approach this in a thoughtful and meaningful way. We look forward to working with you.

Sincerely,

A handwritten signature in black ink that reads "Erin M. Campbell". The script is cursive and fluid, with the first letters of each word being capitalized and prominent.

Erin Campbell
Commissioner