

Inspector General – Proposed Hiring Process

As presented to the Legislative Inspector General Advisory Commission on August 26, 2026

Background and Context

In [Session Law 2026, Chapter 92](#), the Office of the Inspector General (“OIG”) was established effective January 1, 2027 to be fully operational by September 1, 2027, as an independent entity in the executive branch of Minnesota State Government. The Legislative Inspector General Advisory Commission (“LIGAC”) must recommend candidates for the Inspector General (“IG”) after a competitive process to the Governor by January 1, 2027. The Governor must appoint an IG by February 1, 2027.

Proposed Process

The executive director and human resources director of the LCC will work collaboratively with nonpartisan staff in the House and Senate; the Department of Administration’s OIG Implementation Team, including Admin’s Human Resources (Admin-HR) office; and designated members of the LIGAC to implement the recruitment and hiring process for the IG position as outlined below. This timeline is tentative and subject to change. The overall goal would be for the LIGAC to recommend candidates to the Governor for consideration of appointment by January 1, 2027.

	Task	Lead	Involved	Anticipated Timeline/Status
1	Finalize Draft Inspector General (IG) Position Description (PD)	Admin-HR	Admin OIG Implementation Team	July 6 (Complete)
2	Provide Draft IG PD to Compensation Council	LCC Executive Director (ED)	Compensation Council Staff	July 16 (Complete)
3	Draft IG Job Posting	Admin-HR	OIG Implementation Team	August (Draft Complete)
4	Draft Recruitment Plan	Admin-HR	OIG Implementation Team	August (Draft Complete)
5	Draft First Round Interview Questions	Admin – HR	OIG Implementation Team, LCC, and nonpartisan House and Senate Staff	August (Draft Complete)
6	Send for review: Drafts of IG PD, Job Posting, Recruitment Plan, Hiring Process Timeline, and First Round Interview Questions to LCC in preparation for LIGAC meeting	Admin-HR/Implementation Team	OIG Implementation Team, LCC, nonpartisan House and Senate staff	August 19 - 21
7	Present proposed recruitment and hiring process to LIGAC for review	LCC Executive Director and Admin-HR	OIG Implementation Team	August 26

8	Finalize Job Posting (after LIGAC review) and prepare to post	Admin-HR	OIG Implementation Team, LCC, LIGAC	By September 1
9	Post IG position and execute recruitment plan	Admin-HR	OIG Implementation Team, LCC, LIGAC	Posting opens week of September 8 through October 15.
10	Proposed: Identify one LIGAC member from each caucus to participate in screening interviews	LIGAC members	LCC	By September 15
11	Continue to communicate the posting in alignment with the recruitment plan	Admin-HR	LCC, OIG Implementation Team	Begin screening week of September 28 through posting close (October 15)
12	Send candidates' application materials to LCC	Admin-HR	LCC HR Director and LCC Executive Director	October 16
13	Identify candidates to invite to first round interview and validate met min quals	LCC Executive Director	Nonpartisan staff, LIGAC designated members, Admin-HR/LCC HR	Week of October 19
14	Conduct first round interviews	LCC Executive Director	LCC HR Director, and nonpartisan House and Senate staff	Week of October 26 through October 30
15	Conduct the disclosure of political affiliations, appointments, campaign work, or partisan activities for candidates recommended to advance	LCC HR Director	LCC Executive Director, nonpartisan House and Senate staff, and LIGAC designated members	November 2 through November 6
16	Conduct Second Round Interviews	LCC HR Director	LIGAC designated members, nonpartisan House and Senate staff	November 12 through November 20
17	Conduct professional reference checks, background and credit/financial checks on finalists	Admin and LCC-HR		Week of November 30
18	Review reference and background check information with designated LIGAC members	LCC HR Director	Designated LIGAC members and nonpartisan House and Senate Staff	Week of December 7

19	LIGAC public meeting to interview finalists and make recommendations for appointment to Governor	LIGAC/LCC Executive Director	LCC HR, Admin-HR, OIG Implementation Team, nonpartisan House and Senate staff	Week of December 14
20	Conduct final interview(s) and make selection appointment	Governor	Gov's office, OIG Implementation Team	Week of January 11; before February 1
21	Draft confirmation of appointment and determine start date	Governor's Office/Admin-HR	OIG Implementation Team	Week of January 11; before February 1 or after confirmation
22	Onboard Inspector General	Admin-HR / OIG Implementation Team	OIG Implementation Team, Gov's Office	After February 1
23	Senate Confirmation	Senate	Senate	After appointment