# Illinois Ethics Matters

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*Honesty, Integrity, Service*

*A newsletter from the* Office of Executive Inspector General for the Agencies of the Illinois Governor



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## HEM Issues Q1 Report and Invitation for Agency Meetings

The OEIG's Hiring & Employment Monitoring (HEM) Division recently issued its quarterly report for the first quarter of calendar year 2026. During the first quarter, as part of its compliance work, HEM opened 29 hiring related reviews and issued 20 Advisories to agencies related to reviews. HEM also reviewed 84 appointments to positions under the state's Exempt List to ensure the appointees were minimally qualified to perform the job duties in the position description.

In 10 of the 20 Advisories, HEM found that the agency's hiring decision for a position was merit-based and justifiable, and did not make any recommendations to the agency. In the other 10 Advisories issued this past quarter, HEM made recommendations for improvement to agencies on subjects such as compliance with anti-nepotism policies, bypassing highest ranked candidates, proper review of disclosure forms, reusing interview materials, creation of appropriate interview pools, and complete and accurate documentation of hiring sequences.

The report also summarizes Political Contact reporting for the quarter. Under the Comprehensive Employment Plan (CEP), a Political Contact is defined as "[a]ny contact . . . from any elected or appointed official of any political party . . . attempting to affect any hiring or employment action for any Non-Exempt Position." State employees are required to report Political Contacts within 48 hours to the Department of Central Management Services (CMS), and CMS maintains a web portal for this purpose: CMS Political Contact Reporting.

More details about HEM's recent activities can be found in the Hiring & Employment Monitoring Report – First Quarter 2026 on the OEIG website.

## Hiring Roundtable Discussions with HEM

HEM has started in-person meetings with agencies to provide insight into HEM's work, why it is necessary, and how HEM can better assist agencies with compliant hiring. HEM is eager to share its current focus and objectives, especially since the division's work has evolved significantly since it was first established ten years ago in 2016. These Roundtable Discussions will also include an opportunity for agencies to provide important feedback on their hiring processes and concerns with or questions regarding the CEP. HR Directors are encouraged to include their team members who work on hiring to these meetings. For agencies with large HR hiring teams, HEM can schedule multiple sessions.

HEM has been sending out invitations to these meetings on a rolling basis, but if interested in getting your agency on the schedule sooner, you can contact HEM directly at OEIG.HEM@illinois.gov or by speaking to a HEM staff member. Come join HEM and please bring your questions!