

Hiring Freeze Exception Report to OFM

Agency: Department of Retirement Systems
Program: Agency-wide
Agency Director signature: 

Date Approved	Position Title	SAP Position Number (8 digits)	Annual Salary	Fund Source	Rationale for Approving Exception
6/1/2025	Retirement Specialist 3	71097492	\$59,844	600	The Retirement Specialist 3 (RS3) serves as the primary resource for Retirement Specialist 2s (RS2), who are the direct service link for our customers. The Contact Center, which is responsible for phone, in-person and email contact with our customers, has four teams with approximately 37 RS2 team members. A significant number of the RS 2s in the CC are relatively new and are still learning, which requires coaching and assistance from the RS 3 team. While the Contact Center has five RS 3 positions, which also manages escalations of member issues, two of the positions have been vacant since the fall of 2024.

Contracts Freeze Exception Report to OFM

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Date Approved	Name of Contractor	Brief Description of Services	Term of Contract	Total Cost	Fund Source	Rationale for Approving Exception
6/9/2025	CEM Benchmarking Inc	Benchmarking analysis that includes performance and activity cost data for public pension administrators, including at least 15 peers. CEM prepares an annual report with the results of this analysis and presents annually to the Select Committee on Pension Policy and Law Enforcement and Firefighters Plan 2 Board the findings of their analysis to support policy decision-making.	July 1, 2025-June 30, 2027	\$128,000		600 This benchmarking service is essential to maintaining operational efficiencies and ensuring informed decision-making in an ever-changing landscape. Benchmarking provides critical insights into industry standards, best practices, and emerging trends, allowing us to improve service delivery, ensure effective cost management, and identify areas for strategic investment. Without this contract, our ability to make data-driven decisions and optimize performance would be significantly hindered, potentially impacting fiscal responsibility and long-term sustainability.

Travel Freeze Exception Report to OFM

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Date Approved	Position Title	Total Cost	Fund Source	Rationale for Approving Exception
6/9/2025	Director	\$2,399.64	600	The conference offers critical insights into sustainable pension governance, risk-averse investment strategies, and operational innovation. Attending will provide unique access to peer learning, national research, and updates on federal policies impacting public pensions.