

Contracts Freeze Exception Report to OFM

Agency: Dept. of Labor & Industries  
 Program:  
 Agency Director signature:

(Do not report a running list, only report new actions since your last report.)

Date Approved	Name of Contractor	Brief Description of Services	Term of Contract	Total Cost	Fund Source (e.g. GFS, Traspo, etc.)	Rationale for Approving Exception
12/19/2025	Eight Eleven Group	WCSM IT Project Management Advanced Scheduler	1/1/2026-9/26/2026	\$209,835	Accident and Medical Aid Accounts (608/609)	Project is suspended as of 1/1/2026. If resolution happens this contract will need to be ready to go
12/19/2025	TIAG (K5820)	WCSM IT Cloud Architect	1/1/2026-5/30/2026	\$110,308	Accident and Medical Aid Accounts (608/609)	Project is suspended as of 1/1/2026. If that is rescinded the contract will need to be in place for the project
12/26/2025	Advanced GRC, Inc (K4489 SOW B-035)	SOW-35 will provide for the development and implementation change requests in the Advanced GRC, Inc. System (ALIS) to update the Conveyance Management System by addressing Product Backlog items. These changes are needed to address functionality that is negatively impacting internal L&I users and external customers	12/31/2025-2/25/2026	\$57,500	Construction Registration Inspection/Accident/Medical Aid Accounts (21V/608/609)	Direct customer facing application that is having challenges
12/22/2025	Two and One (K5054-2)	Defensive Driving	1/31/2026-1/31/2028	\$300,000	Retro Rebate (03K)	Agency does not have personnel to train on safe driving on EV. This is a max contract and there were no funds spent in 23-25



approved 2/6/2026

Hiring Freeze Exception Report to OFM

Agency: Dept. of Labor & Industries  
 Program:  
 Agency Director signature:

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Date Approved	Hire Date keyed into HRMS (Start Date)	SAP Position Number (8 digits)	Position Title	Job Class Code	Job Class Title	Fund Source (e.g. GFS, Traspoo, etc.)	Rationale for Approving Exception
5/13/2025	1/1/2026	70087306	Apprenticeship Consultant 4	152P	Apprenticeship Consultant 4	Accident and Medical Aid Accounts (608/609)	This critical position is needed to complete the legislatively mandated work of the Apprenticeship Section. Not filling this position could lead to potential legal risks to the agency and a loss of confidence from stakeholders.
8/11/2025	1/1/2026	70017468	IT Project Management - Entry	482PM	IT Project Management - Entry	Accident and Medical Aid Accounts (608/609)	Exception approved due to the large number of projects funded during legislative session.
9/5/2025	1/1/2026	70087336	IT Security Senior	4845	IT Security Senior	Accident and Medical Aid Accounts (608/609)	The organization not managing, assessing or tracking IT related risks can lead to increased vulnerability to cyberattacks, data loss, and theft due to potential security loopholes. Data breaches can result in significant financial losses, including investigation costs, legal fees, and reputational damage. Non-compliance with regulations can result in severe penalties. Moreover, security breaches can damage a business's reputation and disrupt operations, leading to downtime and decreased productivity.
9/12/2025	1/1/2026	70016524	IT Security Senior	4845	IT Security Senior	Accident and Medical Aid Accounts (608/609)	The organization not having a security architect can lead to increased vulnerability to cyberattacks, data loss, and theft due to potential security loopholes. Data breaches can result in significant financial losses, including investigation costs, legal fees, and reputational damage. Non-compliance with regulations can result in severe penalties. Moreover, security breaches can damage a business's reputation and disrupt operations, leading to downtime and decreased productivity.
9/10/2025	1/1/2026	70093889	IT BA Journey	483BA	IT BA Journey	Accident and Medical Aid Accounts (608/609)	If this position is not filled, the technical team would have 25% fewer staff, resulting in increased response time for addressing filing issues, resulting in downstream impacts that could ultimately represent increased workloads for Employer Services as well as Collections. They rely on Tier-2 software support team to resolve application/system issues as they arise. Not fixing issues in a timely manner will delay employer premiums being paid on time, potentially reducing interest earned on funds.
9/12/2025	1/2/2026	70017404	IT Customer Support - Journey	483CS	IT Customer Support - Journey	Accident and Medical Aid Accounts (608/609)	Failure to provide technical support to the multiple program areas would result in work stoppages and carries very significant impacts to customer experience due to delays in services.
10/13/2025	1/2/2026	70016259	CSS 2	102B	Customer Service Specialist 2	Accident and Medical Aid Accounts (608/609)	Exception due to the number of vacancies at this office. This office provides direct service to the agency customers.
10/13/2025	1/2/2026	71067814	CSS 3	102C	Customer Service Specialist 3	Accident and Medical Aid Accounts (608/609)	Exception due to the vacancy rate at this office. Hiring this position will meet minimal staffing guidelines.
10/13/2025	1/2/2026	70016836	CSS 2	102B	Customer Service Specialist 2	Accident and Medical Aid Accounts (608/609)	Exception due to vacancy rate at program.
8/13/2025	1/5/2026	71067005	IT Project Management - Entry	483BA	IT Project Management - Entry	Accident and Medical Aid Accounts (608/609)	Exception due to large number of projects coming from legislative session.
10/6/2025	1/5/2026	70016032	CSS 2	102B	Customer Service Specialist 2	Accident and Medical Aid Accounts (608/609)	Exception due to the number of vacancies at this office. This office provides direct service to the agency customers.
10/21/2025	1/5/2026	71053813	OSHPRO 4	392H	Occupational Safety & Health Professional 4	Accident and Medical Aid Accounts (608/609)	Supervision need and geographic location of position.
9/5/2025	1/12/2026	71108017	CISHI 4	406D	Compliance Industrial Safety & Health Investigator 4	Accident and Medical Aid Accounts (608/609)	Position related to recent crane legislation mandates.
10/25/2025	1/16/2026	70016934	Fiscal Tech 3	148N	Fiscal Tech 3	Accident and Medical Aid Accounts (608/609)	Consequences of not filling the position are that payments are late and/or payments have errors due to the other positions in the unit having to take on workloads that are too large.
4/29/2025	2/1/2026	71043986	IT DM Sr/Spec	484DM	IT Data Management - Senior/Specialist	Accident and Medical Aid Accounts (608/609)	IT Division has over 35 vacant positions (14%). The incumbent in this role will be responsible for supervising a team of database engineers. The database team supports hundreds of major database systems. The data in these systems is used for reporting, data analytics, providing claims data to other applications and systems, and supports the agency's enterprise reporting capabilities.
10/3/2025	2/1/2026	70016767	DOSH Senior Operations Manager	WMS 3	Senior Operations Manager	Accident and Medical Aid Accounts (608/609)	DOSH requires a high-level manager to lead and sustain critical strategic initiatives that directly support its mission of promoting workplace safety and health. The role ensures compliance with federal and state oversight bodies, drives innovation in data and performance management, and aligns divisional priorities. Without this dedicated leadership position, the division risks diminished capacity to meet regulatory obligations, sustain workforce development, and deliver measurable outcomes. This position is reduced from EMS to WMS 3.
12/2/2025	2/1/2026	71103569	Standards and Tech Services	WMS 2	Standards and Tech Services	Accident and Medical Aid Accounts (608/609)	This manager position is critical as the associated RCWs have a direct impact on public safety and the management of a grant program that provides funding to fire departments up to \$1.1M, incumbent vacating position January 2026.
10/21/2025	2/2/2026	70016795	OSHPRO 3	392G	Occupational Safety & Health Professional 3	Accident and Medical Aid Accounts (608/609)	Program planned to hold position vacant. This is beyond that plan.
10/28/2025	2/2/2026	70017165	OSHPRO 3	392G	Occupational Safety & Health Professional 3	Accident and Medical Aid Accounts (608/609)	Employers and employees working in the High Voltage Electrical Industry under chapter 45 need a consultation resource available to them to help keep workers safe and in compliance with applicable codes.

*Joel Sacks*

approved 2/6/2026

10/27/2025

2/2/2026

70018277 CSS 2

1028

Customer Service Specialist 2

Accident and Medical Aid Accounts  
(608/609)

Unit assists with translations has a 35% vacancy rate.  
This position plays a critical role assisting injured  
workers over the phone.