



April 14, 2026

Mark Campbell, Director
Iowa Department of Administrative Services
Hoover Building, 3rd Floor
Des Moines, Iowa 50319

Dear Director Campbell:

The Iowa Department of Administrative Services (DAS) – Human Resources Enterprise (HRE) is requesting a waiver under DAS Administrative Rule 11-118.16 (8A) of the application of DAS Administrative Rule 11-118.11 (3) concerning the duration of service contracts. The latter rule states “A service contract should be competitively selected on a regular basis so that a state agency obtains the best value for the funds spent; avoids inefficiencies, waste or duplication; and may take advantage of new innovations, ideas and technology. A service contract, including all optional renewals, shall not exceed a term of six (6) years; however, information technology service contracts entered into by the department or office of chief information officer may have a term length not to exceed ten (10) years. Service contracts shall not exceed the term lengths set forth herein unless the state agency obtains a waiver of this provision pursuant to rule 11-118.16 (8A).” DAS Human Resources Enterprise requests a waiver with respect to the following agreement:


Master Agreement number 20315D between The Segal Company Inc. and the Iowa Department of Administrative Services (HRE) will expire on June 30, 2026. We would request a six (6) month extension, to allow a 1/1/2027 effective date.

This extension will allow us to better align the timing of project work within the department. The current renewal date is in the middle of many projects, making a transition to a new vendor difficult. Thank you for your time and consideration of this request for waiver.

Respectfully submitted: 

Date: 4-14-2026

Approved based on the justification provided:

Approval: 

Date: 4-15-2026