



Wes Moore, Governor · Aruna Miller, Lt. Governor · Atif Chaudhry, Secretary

Intergovernmental Cooperative Purchasing Agreement Procurement Officer Determination COMAR 21.05.09.04

Per COMAR 21.05.09.02, as a Primary Procurement Unit, the Department of General Services (DGS), Office of State Procurement (OSP) may initially sponsor or participate in, renew, modify, or administer an Intergovernmental Cooperative Purchasing Agreement (ICPA) on its own behalf or on behalf of another agency when a determination is made under SFP §13-110 and COMAR 21.05.09.04.

In accordance with COMAR 21.05.09.04, DGS OSP, on behalf of the Maryland Department of Labor, Division of Family and Medical Leave Insurance (MD FAMLII), has determined that it is in the best interest of the State to exercise Renewal Option #1 and Renewal Option #2 under the existing ICPA with Nava Public Benefit Corporation and Fearless Solutions, LLC for Human-Centered Service Design and Agile Delivery Services.

The contracts were procured utilizing the U.S. General Services Administration (GSA) Multiple Award Schedule (MAS) 54151S and were approved by the Board of Public Works on October 2, 2024, as DGS Item 16-IT.

Original Contract Term: November 1, 2024 – October 31, 2026

Renewal Option #1: November 1, 2026 – October 31, 2027

Renewal Option #2: November 1, 2027 – October 31, 2028

Renewal Option Amounts

Contractor	Option #1	Option #2	Total
Nava Public Benefit Corporation	\$7,800,000 NTE	\$7,800,000 NTE	\$15,600,000 NTE
Fearless Solutions, LLC	\$7,800,000 NTE	\$7,800,000 NTE	\$15,600,000 NTE
Total	\$15,600,000 NTE	\$15,600,000 NTE	\$31,200,000 NTE

MD Labor is developing and implementing the online system necessary to administer Maryland's Family and Medical Leave Insurance (FAMLII) Program. Nava and Fearless currently provide the human-centered design and agile delivery services supporting the system's development and implementation.

During the 2025 legislative session, the FAMLII implementation dates were revised to January 1, 2027, for withholding and January 3, 2028, for benefits. The revised timeline requires continued

vendor support to complete the remaining system development through full program launch, including employer registration, wage reporting, contribution payments, benefit claims and payments, appeals, and other critical program functions. Exercising Renewal Options #1 and #2 will provide continuity of these services and allow MD Labor to complete the remaining FAMLII system development and implementation without disruption.

As part of the original procurement, MD Labor solicited six vendors available through eMaryland Marketplace Advantage and GSA MAS 54151S. Five vendors submitted proposals, which were evaluated based on the established technical and financial criteria. Following the evaluation, Nava and Fearless were determined to provide the most advantageous offers to the State.

Nava brings experience supporting the Massachusetts Paid Family and Medical Leave program and provides personnel and human-centered design expertise aligned with Maryland's FAMLII needs. Fearless brings extensive experience delivering large-scale technical solutions and provides resources supporting FAMLII's system development and user research needs.

As part of the original procurement, the State conducted market research and considered four ICPA-eligible contracts before selecting GSA MAS 54151S as the most advantageous vehicle for these services. The GSA MAS provided competitive, fair and reasonable pricing and allowed the State to obtain additional discounts from established GSA Schedule rates.

Contractor	GSA MAS Rate	Total FAMLII Rate	Total Discount
Nava Public Benefit Corporation	\$7,246.21	\$6,046.42	16.56%
Fearless Solutions, LLC	\$5,933.62	\$5,437.85	8.36%

The renewal options were included in the original procurement and contracts. Based on the original competitive procurement, market research, established pricing, and continued need for these services, exercising Renewal Options #1 and #2 remains in the best interest of the State by providing cost benefits, promoting administrative efficiencies, and maintaining continuity of critical FAMLII system development and implementation services. This determination is not intended as a means to evade the purposes set forth under COMAR 21.01.01.03.

Approved By:

Maureen Loiseau

08/21/2026

Maureen Loiseau, Procurement Officer, DGS OSP / Date

Dominic Edet

23/08/2026

Associate Director/Procurement Manager, DGS OSP / Date

Jamie Tomaszewski

25/08/2026

[JAMIE TOMASZEWSKI \(Aug 25, 2026 16:43:49 EDT\)](#)

Jamie Tomaszewski, Acting Deputy Chief Procurement Officer, DSP OSP / Date

Amit Khardori

26/08/2026

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Linda Dangerfield

26/08/2026

[Linda Dangerfield \(Aug 26, 2026 17:28:27 EDT\)](#)

Linda Dangerfield, Acting Chief Procurement Officer, DGS OSP / Date

MD Labor FAMLI – ICPA Renewal Options #1 and #2 Procurement Officer Determination-ml

Final Audit Report

2026-08-26

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