

Questions & Answers
Maine Public Employees Retirement System
Request for Proposals No. 2025-004
Executive Search

1. Can MainePERS please confirm the estimated number of executive searches, in addition to the CFO search, that are expected to be conducted within the first year of the contract? Also, if you could share any position titles for those additional expected searches, that would be greatly appreciated.

ANSWER: MainePERS does not expect that there will be an additional search in the first year of the contract but cannot rule out this possibility.

2. Are you able to provide the compensation range, base salary and any potential bonus information, for the Chief Financial Officer and any other executive positions that have been determined will be a part of the executive search process?

ANSWER: The current CFO range is \$194,400 - \$291,600. MainePERS typically pays established employees at the midpoint of the range, \$243,000 for this position, and generally brings new employees in at 90%-95% of midpoint based on experience. Employees may be eligible for performance and retention bonuses. In recent years, performance bonuses have been either 1% or 2% of base salary. Any retention bonus would depend on the circumstances.