

List Executive Search Firms Contacted:

Lissa Barker, SGR Government Resources	Received response that her firm is too busy to assist with the search.
Doug Thomas, SGR Government Resources	Emailed and left a message on his cell phone. No response. Associate responded on behalf of the firm.
Catherine Tuck Parrish, RaftElis Executive Search (Contacted the Novack Group)	Emailed; received a call and email that they are unable to assist because of workload; Novack Group merged with RaftElis.
Mercer Group	Left message; old number disconnected.
Gini Herndon at Bob Murray Associates	Responded that the firm was unavailable and referred the City to work with Rene Narloch & Associates.
SRN Executive Search	Left message and emailed; no response.
Management Partners, Inc.	Merged with Baker Tilly; City previously utilized the firm's service for department heads and opted not to ask for a proposal.
S. Renee Narloch & Associates	Spoke with Renee; received proposal
Michele Morawski, GovHRUSA Executive Search	Spoke with Michele; received proposal

Highlights of proposal comparisons:

S. Renee Narloch & Associates	GovHRUSA
Fee: \$24,500	Fee: \$20,500
9 City Attorney/County searches conducted in the past few years; listed in proposal, may not be all inclusive	2 City Attorney searches conducted in the past few years; listed in the proposal, may not be all inclusive.
Expenses: \$5,450 max; in addition, for ads, bkgnd, etc.	Expenses: additional meeting rate \$150 per hour; \$2,500 community survey; \$1,500 max for due diligence efforts; advertising \$2,500; leadership assessments \$100 to \$500 per candidate; video interviews \$100 per candidate
Candidate travel city to reimburse	Candidate and consultant travel not included reimbursed by the city
Terms: 30%, 30%, 30%, 10%	Terms: 40%, 40%, 20%
Guarantee: replace no cost up to one year; expenses additional	Guarantee: replace one time at no cost up to one year; expenses additional
Timeline: up to 16 weeks	Time: up to 4 months
Estimated Base Total: \$29,950	Estimated Base Total: \$24,500