

Executive Search Firm RFP Matrix

2/12/14

| Name of Firm | Public Sector Experience/ Qualifications/ | Scope of Work and Methodologies | Quality of Proposal | Economics and Value | Timeline |
|---|--|---|--|---|-------------|
| Alliance Resource Consulting | 10 years Palo Alto | Meet w/Board develop strategy, use custom computer-based mgmt. system, uses supplemental questionnaires, 1-yr guarantee with no additional fee only direct costs. | Did not provide samples of tools for candidate assessment | \$27,500 (includes direct costs) | 17 weeks |
| Avery & Associates | 32 years Los Gatos | Meet w/Board, uses behavioral interviewing method, provides weekly updates, 1-yr guarantee with no additional fee only direct costs, follows up in 6 months w/candidate | Meets all criteria | \$18,400 fee \$6,000 direct costs Total = \$24,400 | 16 weeks |
| BHI Management Consulting | 21+ years Tracy | Meet w/Board and develop GM profile, Board to participate in online leadership assessment which each final candidate will complete to establish benchmarks, provide Board with training in behavioral interviewing, 1-yr guarantee with fee at 40%. | Did not provide samples of work or tools for candidate assessment | \$19,500 (includes direct costs) | 20-21 weeks |
| Bob Murray & Associates | 25+ years Roseville | Meet w/Board, establish candidate profile, assist w/negotiations, 1-yr guarantee with no additional fee only direct costs. | Candidate assessment tools are proprietary but will provide if a contract is signed. Reference numbers not accurate. | \$17,500 fee \$6,900 direct costs Total = \$24,400 | 16 weeks |
| CPS HR Consulting Public Sector Firm | 29 years Sacramento | Meet w/Board and develop profile and strategy, advertise on their website and in print, uses 360 evaluation process, assist in negotiations, 2-yr guarantee | Meets all criteria | \$17,000 fee \$5,000-\$7,000 direct costs | 16 weeks |
| Koff & Associates | 30+ years Emeryville | Meet w/Board and develop profile and strategy, uses supplemental questionnaires, K&A conducted salary survey for District in 2012, 1-yr guarantee with no fee only direct costs. | Meets all criteria | \$18,000 fee \$7,000 direct costs Will conduct salary survey of comparator agencies for add'l \$864 | 16 weeks |
| Neher & Associates | 20+ years West Sacramento | Meet w/Board develop profile and strategy, use video and phone interviewing, 1-yr guarantee with no add'l fee only direct costs, very aggressive timeline. | Meets all criteria | \$11,500 fee \$4,500 direct costs | 90-120 days |