

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