



Special Joint Meetings of the Board of Directors and
Organization, Personnel, and Effectiveness Committee

Report on Firm Selected for the General Manager Recruitment

Item 5-1

June 13, 2025

Approved
Motion:
May 13, 2025

Authorize (1) the Ad Hoc Committee to begin vetting recruiting firms, and (2) authorize OP&E to hire the selected firm to participate in a meeting with the Board in June regarding the recruitment of the General Manager.

Update
Provided May
27, 2025

- 11 Proposals Received & Evaluated by Ad Hoc
- 3 Finalist Identified
 - Interviews: May 27, 2025
- Recommendation to OP&E June 3, 2025

Current Updates

- May 27, 2025: 3 Finalists Interviewed
- June 3, 2025: Bob Murray & Associates was Unanimously Selected by OPE
- Cost: \$44,000
 - Limited additional expenses may be incurred for more than three on-site meetings or election of optional services.
- Placement Guarantee: If candidate resigns or is terminated within the first 12 months of employment a replacement will be secured at no cost, aside from reimbursable expenses.

Next Steps

- Approve General Manager Job Description, General Manager Priorities, and General Manager Qualities
- Discuss Next Steps in the Recruitment Process

Overview of General Manager Selection Process

Timeline

Key Steps

June	OPE/Board selects Executive Recruiter (Completed)
June	Board approves job description and key selection criteria
June/July	Recruiter conducts executive search conversations with candidates
July	Recruiter meets with Board to select candidates for interview
August	Candidates interviewed by OPE/Board
August/September	Board selects and appoints General Manager

Equal Opportunity Employer

Metropolitan is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including gender identity/expression, sexual orientation, and pregnancy), national origin, ancestry, age (40 and over), marital status, medical condition genetic information, disability, veteran/military status, or any other protected characteristic(s). Applicants and employees are protected under federal and state law from discrimination on the basis of protected characteristics. All qualified applicants will receive consideration for employment without regard to any protected characteristics. Metropolitan provides reasonable accommodations for qualified individuals with disabilities in the job application and selection process or to enable otherwise qualified individuals with disabilities to perform the essential functions of a job. Employment decisions are based on a person's knowledge, skills, abilities, job performance and any other parameters considered legitimate and non-discriminatory.

Confidential Process

Do not discuss the following outside of closed sessions.

Any element of the evaluation process including:

- Test and interview questions
- Names of candidates
- Names of panel members
- Candidate scores or general perceptions of how a candidate performed

