



Special Organization, Personnel, and Effectiveness  
Committee

# Selection of Search Firm: General Manager

Item 2-1  
Board Meeting  
June 3, 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
- Commitment to Provide Recommendation to OP&E week of June 2, 2025, for Final Selection

## Proposals Received & Finalists

- Baker Tilley
- Bob Murray & Associates (finalist)
- CPS HR Consulting
- J. Powers Recruiting Inc.
- Koff & Associates
- Korn Ferry (finalist)
- Morgan Samuels Company (finalist)
- Mosaic Public Partners
- Peckham & McKenny
- Ralph Andersen & Associates
- Wendi Brown Creative Partners

## Current Updates

- 3 Finalists Interviewed
- Bob Murray & Associates is Recommended
- 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.

## Additional Updates / Discussion

- Ad Hoc Comments
- Committee Discussion
- Consideration of Options

# Options for Consideration

## Option #1

Approve the execution of an agreement with Bob Murray & Associates to conduct the recruitment for the General Manager.

## Option #2

Do not approve



