



MARIPOSA COUNTY

Human Resources/Risk Management • (209) 966-3222



RESOLUTION - ACTION REQUESTED 2014-473

MEETING: September 9, 2014

TO: The Board of Supervisors

FROM: Steve Dahlem, County Counsel/Interim HR Director-Risk Manager

RE: Approve a Contract for Executive Search Services

RECOMMENDATION AND JUSTIFICATION:

Approve a Contract for Services with Peckham & McKenney, Inc. to conduct an executive search for the positions of County Administrative Officer, Director of Public Works, County Health Officer and Human Resources Director/Risk Manager in an amount not to exceed \$88,000 and authorize the Board of Supervisors Chair to sign the Contract; approve Budget Action reducing General Contingency in order to fund the Contract (\$88,000).

Pursuant to Board direction formal proposals were solicited from Avery & Associates and Peckham & McKenney. Although there are several similarities between the two proposals and Avery & Associates proposal was for a lesser dollar amount (\$76,000), Peckham & McKenney provided a more detailed proposal tailored to the needs of Mariposa County and they were found to be by far the best-suited firm to conduct the executive searches. Peckham & McKenney is familiar with recruiting for rural communities impacted by tourism. They are committed to becoming familiar with the organization and community of Mariposa County in order to understand the issues and challenges that face the County. Their goal is to successfully place candidates in each of these positions who want to live and work here. The principals of Peckham & McKenney will be personally engaged in every step of the process. It is their philosophy that they will devote the time needed to "get it right," i.e., to ensure that candidates who are the right fit will become finalists in the recruitment process.

Attached is a chart showing the comparison between the two executive search firms.

Proposals for both Avery & Associates and Peckham & McKenney are attached. The sample recruitment brochures that both firms have referenced in their proposals are available at the Clerk of the Board's office for review.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board recently agreed to use an executive search firm to recruit for the positions of County Administrative Officer, Director of Public Works, County Health Officer, and Human Resources Director/Risk Manager.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this action and instead, approve a contract with Avery & Associates for

a total cost of \$76,000.

ATTACHMENTS:

- Executive Search Firm Comparison (PDF)**
- Peckham & McKenney Proposal (PDF)**
- Avery & Associates Proposal (PDF)**
- Budget Action-Executive Search (PDF)**
- Contract for Services with Peckham & McKenney (PDF)**

CAO RECOMMENDATION

Requested Action Recommended


Rick Benson, County Administrative Officer

RESULT: ADOPTED [UNANIMOUS]
MOVER: Merlin Jones, District II Supervisor
SECONDER: Lee Stetson, District I Supervisor
AYES: Stetson, Jones, Bibby, Cann, Carrier