FOLLOW UP QUESTIONS
EXECUTIVE SEARCH FIRMS
CITY MANAGER

QUESTION	BOB MURRAY & ASSOCIATES	CPS HR
Cost of final proposal	$17,500 prof. fees plus $9,000 expenses (capped). **$26,500**	$17,000 prof. fees plus expenses (6-7K) not to exceed: **$24,000**
Will the final contract include a "not to exceed" on total expenses?	We would be delighted to provide a cap on costs. The costs in the proposal as relates to professional fees will not exceed $17,500 unless the scope of work is changed. We will cap expenses at $9,000.	Yes, $24,000 including expenses
Will the final contract include a guarantee for 24 months to include only expenses if incumbent resigns or is released during that time period?	We are also happy to extend our guarantee to 24 months.	Yes.
What is your experience regarding the percent of City Managers that leave within 24 months after an appointment?	Bob Murray & Associates was founded in 2000. Since then we have placed over 100 City Managers. None of the candidates we have recommended have been removed from their position within two years.	CPS has not conducted a City Manager search where the appointed CM has left within 24 months, with the exception of the appointment of Randy Oliver in Surprise (AZ). Mr. Oliver started in June 2008, and was terminated by a 4-3 Council vote in 2010 (just shy of 24 months). CPS did not conduct a re-recruitment as the guarantee at the time was for one-year. Other CEO-level recruitments conducted in Arizona have included City Managers for Chandler (Rich Dlugas), Gilbert (Patrick Banger), Maricopa (Gregory Rose), Paradise Valley (Jim Bacon and just-appointed Kevin Burke), and County Managers for Coconino County (Cynthia Seelhammer) and Pinal County (Fritz Behring – now City Manager of Scottsdale).

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How will you ensure that Chandler receive "fresh" candidates for consideration and not just recycled candidates from other recruitments?	With each search we work with the City Council and others to develop a profile of the ideal candidate. Once that is accomplished our search is tailored to seek out candidates who meet the profile and expectations of the City Council. Recruiting calls are the key to a successful search. We will recruit candidates who may not be looking for a position. We do not use a stable of candidates.	Each community has a different need based on size, community make-up, financial stability, organizational makeup/culture etc. For each recruitment, CPS develops a list of possible candidates and referral sources dependent on what that specific community seeks. For instance, for a City the size and complexity of Chandler, the target audience may very well be City Managers/top-level Assistant Managers in cities 75,000+. It may be that Chandler seeks professionals who have had experience in a growth community (as Chandler is still growing), or the emphasis may be on a professional who has had more experience in infill development/redevelopment (since more of the growth in Chandler's future will be infill vs. residential development). That is not to say CPS won't look at prior recruitments and identify highly qualified, strong candidates who may be a good fit for Chandler. There are certainly a few candidates from the recent Paradise Valley recruitment we would reach out to for the Chandler opportunity. We will also contact other respected management professionals to assess potential personal interest, or referrals of quality candidates for this particular career opportunity.
Would you be open to requiring the candidates to provide a brief 3 minute video describing themselves and why they are interested in Chandler?	We are open to providing video clips of the candidates that are recommended for consideration. The addition of this service may result in an increase in the professional fee.	CPS is open to asking the top candidates to tape a brief introduction of themselves as an additional source of information for Council to review prior to making a decision on a select group of candidates to invite to the formal interview process in Chandler.

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Would there be an extra cost if Chandler wanted to conduct a facilitated Q&A with the finalists as part of the final selection process?	We would be happy to facilitate a Q & A session. This can be accomplished within the proposed budget provided it is done in conjunction with final interviews as outlined in the proposal. We facilitated a public forum question and answer session in Tucson last night that can be viewed on their web site.	Should the City desire a public forum including a Question/Answer period, CPS would include the facilitation of such a public process as part of the professional fees for consulting services.
How many days does proposal include for on-site consultant visits?	Up to **three** to include stakeholder interviews and to assist in recruitment process.	Up to **three** to include stakeholder interviews and to assist in recruitment process.