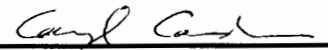


FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL


City Attorney

2014 NOV 20 AM 9:36

RESOLUTION No. 85280 C.M.S.

Introduced by Councilmember _____

A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR OR DESIGNEE TO:

- 1) EXECUTE A ONE (1) YEAR CONTRACT EXTENSION (JANUARY 1, 2015 TO DECEMBER 31, 2015) WITH AVERY ASSOCIATES, INC., FOR EXECUTIVE RECRUITMENT SERVICES AT A COST OF \$90,000 FOR A TOTAL CONTRACT AMOUNT NOT TO EXCEED \$172,900 AND WAIVE THE COMPETITIVE REQUEST FOR PROPOSALS/QUALIFICATIONS PROCESS**
- 2) EXECUTE A ONE (1) YEAR CONTRACT EXTENSION (JANUARY 1, 2015 TO DECEMBER 31, 2015) WITH MANAGEMENT PARTNERS, INC., AT A COST OF \$97,500 FOR A TOTAL CONTRACT AMOUNT NOT TO EXCEED \$150,000 AND WAIVE THE COMPETITIVE REQUEST FOR PROPOSALS/ QUALIFICATIONS PROCESS**

WHEREAS, executive level vacancies need specialized expertise and attention; and

WHEREAS, such specialized services can include confidential outreach to targeted candidates, rigorous reference checks, extensive niche marketing efforts, and compensation negotiation; and

WHEREAS, the City of Oakland does not possess such capabilities in-house; and

WHEREAS, it is in the interest of the City to utilize the services of executive recruitment firms to identify and screen desirable candidates for executive level vacancies; and

WHEREAS, the City had undertaken an extensive Request For Qualifications (RFQ) process in July 2012 which resulted in the selection of four (4) firms in August 2013 including Avery Associates and Management Partners to provide executive recruitment services; and

WHEREAS, it would take several months at a minimum to complete a RFQ process; and

WHEREAS, the City urgently needs to have a highly qualified executive recruitment firm available to conduct recruitments; and

WHEREAS, both of these firms are highly qualified and have proven performance records on facilitating the City's executive searches and identifying qualified candidates for high-level management positions; and

WHEREAS, these two firms have been identified and vetted previously through a formal RFQ process; and

WHEREAS, it would be prudent and efficient for the City to continue to work with Avery Associates and Management Partners on current and upcoming executive recruitments; and

WHEREAS, Oakland Municipal Code section 2.04.051.A requires the City Administrator to

conduct a request for proposals/qualifications (RFP/Q) process for professional services contracts in excess of \$25,000 and Oakland Municipal Code section 2.04.051.B allows Council to waive the RFP/Q requirements upon a finding by the Council that it is in the best interest of the City to do so; and

WHEREAS, City staff recommends waiving the RFP/Q requirements for this contract for the reasons stated above; and

RESOLVED: That the City finds and determines the forgoing recitals to be true and correct and hereby adopts and incorporate them into this Resolution; and be it

FURTHER RESOLVED: That the competitive RFP/Q process is hereby waived in the best interests of the City based on the forgoing findings, and be it

FURTHER RESOLVED: That pursuant to OMC 2.04.051.B and for the reasons stated above and in the Human Resources Management Director's report accompanying this item, the City Council finds that it is in the best interests of the City to waive the RFP/Q requirements for this contract and so waives the requirements; and be it

FURTHER RESOLVED: That based on information provided by the City Administrator, the Council finds that this contract is of a professional and temporary nature and shall not result in the loss of employment or salary by any person having permanent status in the competitive civil service; and be it

FURTHER RESOLVED: That the City Council of the City of Oakland authorizes the City Administrator or designee to extend the existing executive recruitment contracts with Avery Associates and Management Partners for one year to December 31, 2015, in amounts not to exceed \$172,900 and \$150,000 respectively, and be it

FURTHER RESOLVED, that the funding will be available from salary savings in departments seeking executive recruitment services upon the existence of such vacancies; and be it

FURTHER RESOLVED, that the City Attorney will approve the contracts as to form and legality and copies will be on file in the Office of the City Clerk; and be it

FURTHER RESOLVED, that this Resolution shall take effect immediately upon its passage.

IN COUNCIL, OAKLAND, CALIFORNIA, NOV 18 2014

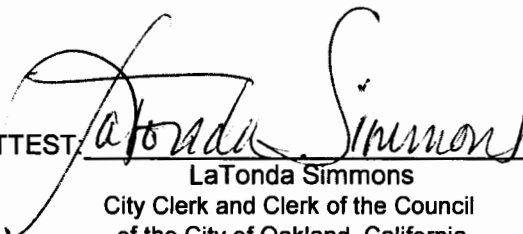
PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, ~~CELLO~~, GIBSON MCELHANEY, KALB, KAPLAN, ~~REID~~, SCHAAF and PRESIDENT KERNIGHAN - 6

NOES - 0

ABSENT - 2 GALLIC & REID

ABSTENTION - 0

ATTEST 
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California