

FILED
OFFICE OF THE CITY CLERK
OAKLAND
2016 FEB 10 PM 12:42

OAKLAND CITY COUNCIL


City Attorney

RESOLUTION No. 86022 C.M.S.

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO ESTABLISH ON-CALL CONTRACTS WITH THE HAWKINS COMPANY, MANAGEMENT PARTNERS, RALPH ANDERSEN & ASSOCIATES AND AVERY ASSOICIATES, INC. TO PROVIDE EXECUTIVE RECRUITMENT SERVICES AT A COST OF \$150,000 PER CONTRACT FOR A TOTAL CONTRACTING COST NOT TO EXCEED \$600,000 OVER A THREE YEAR PERIOD BEGINNING MARCH 1, 2016 THROUGH MARCH 1, 2019.

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

WHEREAS, such specialized services can include confidential outreach to the 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 professional services of executive recruitment firms to identify and screen desirable candidates for executive and senior level vacancies; and

WHEREAS, in preparation of the existing contract expiring, the City has put forth and received responses to a Request for Proposals to provide executive recruitment services for the City; and

WHEREAS, a total of nine (9) firms submitted proposals; and

WHEREAS, all four (4) of the firms selected have been vetted previously through a formal RFP process and have demonstrated a recruitment methodology and capability to assist the City in recruiting high caliber candidates; and

WHEREAS, the most suitable and qualified firms have been selected to provide executive recruitment services to the City on an as needed basis; now therefore be it,

RESOLVED, that the City Council hereby authorizes the City Administrator to establish on-call contracts with The Hawkins Company, Management Partners, Ralph Andersen & Associates and Avery Associates, Inc. to provide executive recruitment services at a cost of \$150,000 per contract for total contracting cost not to exceed \$600,000 over a three year period beginning March 1, 2016 through March 1, 2019; 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 funding will be available from salary saving 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.

IN COUNCIL, OAKLAND, CALIFORNIA, MAR 01 2016

PASSED BY THE FOLLOWING VOTE:

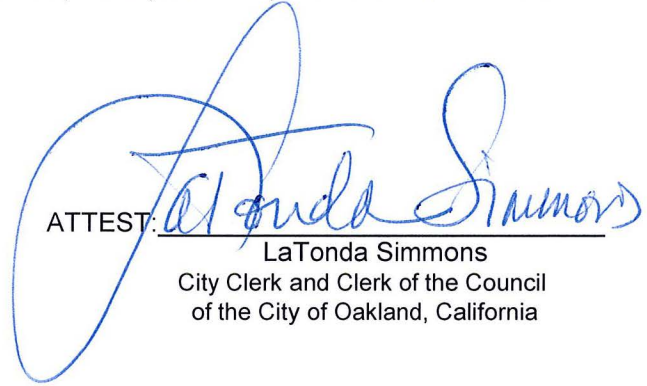
AYES - BROOKS, CAMPBELL-WASHINGTON, ~~GALLO~~, GUIILEN, KALB, KAPLAN, REID and PRESIDENT GIBSON MCELHANEY - 7

NOES - Gallo - 1

ABSENT - 0

ABSTENTION - 0

ATTEST:



LaTonda Simmons

City Clerk and Clerk of the Council
of the City of Oakland, California