

**Feedback from CAST Membership
City Manager Recruitment Process and Consultant Services
Summer 2017**

1. We've worked with Phil at Peckham and McKenney for two Director recruitments (Police Chief and Finance Director) over the last year, and Phil is the consummate professional and we had a great experience. If you are looking for a recruiter, I'd recommend considering them.

2. In response to a request from CAST – I did recruiting for the Mercer Group for 6 years before taking this job in Steamboat Springs. I'd highly recommend using a professional firm to conduct the process – it keeps the process objective, fair, and generally produces a better pool of applicants. Firms I like: Mercer Group; Peckham and McKinney; SGR.

Heard both good and bad about the Waters Group (TX). I would avoid Slavin (GA) and Baezinger (FL) – they tend to cut corners. They have a slick presentation, though.

Be prepared to pay between \$18 – \$20,000 when it's all said and done, but it is good value for the money.

3. Basalt recently contracted with Phil McKenney of Peckham & McKenney in placing Basalt Town Manager Ryan Mahoney. From my involved board member perspective it was a very positive experience. He knows a majority of applicants in the SW region that are applying with excellent insight into the market. After interviewing a few firms and receiving bids, Peckham and McKenney presented a competitive bid. Independently I interviewed previous employee placements placed by Peckham and McKenney and the employees had only positive reflections. I recommend Phil.

4. Our Town Council was pretty much adamant about NOT hiring an outside recruiter. Reasons that factored into that decision are:

1. A negative experience in a prior recruitment for certain Council members.
2. The expense (\$20,000 - \$30,000).
3. The realization that we have a good HR person that could handle the details of the recruitment, including the creation of the recruitment brochure.
4. The knowledge that the most qualified people are more than likely going to be looking at the ICMA and CCCMA websites.
5. In Colorado we have a managers' e-mail listserv where I announced my retirement and the opening of the recruitment. I also was able to say in

the announcement, truthfully, that the Council, staff, and community were great!

6. The timing was also such that I was able to attend the Colorado Municipal League conference shortly after I announced my retirement and "sell" the position.

7. Fortunately Pagosa Springs is in a good place financially and has a good rep within Colorado, so that helped with the interest and we felt we'd get enough qualified apps.

Our recruitment went exactly according to our established timelines and we had enough good applicants to feel good about it. We have offered and received acceptance with a very good candidate that is from the 4 Corners area. We feel she'll be a really good fit. She starts in 2 weeks and we'll have about 2 weeks of overlap.

Since Moab has name cachet nationally and internationally, I wouldn't think you'll need a recruiter to drum up applications. In my opinion, the only reason you'd need a recruiter is if you feel you don't have enough internal bandwidth to "manage" all aspects of the recruitment.

5. I have worked with a number of head hunters in my 45 year career. I can say unequivocally that Strategic Government Resources has an outstanding process and vets potential managers very well. I have no affiliation with SGR other than an admirer of their work.

Their website is www.governmentresource.com. Their CEO, Ron Holifield, (ron@governmentresource.com) has developed a thorough background. It includes things Moab's electeds will appreciate, including video-interviews available to view on their home computers, an extensive media search on the finalist and use of a private investigator to dig deeper.

The City of Gunnison, CO, used them to select its manager in 2016 while I was the City's interim. They use the DISC style system to profile the finalist. They also included DISC profiles on each elected to help with team building during the new manager's transition. They are committed to ICMA's code of ethics.

I highly recommend SGR. Kristin Navarro is their Director of Recruitment, kristinnavarro@governmentresource.com