



# Recruitment Firm Comparison

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# Recruitment Process (90-120 days)

- Firm performs assessment and creates position profile; Exec Committee approves
- Firm advertises position and recruits candidates
- Firm evaluates and screens candidates
- Executive Committee reviews recommended candidates
- Executive Committee interviews candidates, Firm performs background screens
- Executive Committee selects preferred candidate, negotiates contract
- TPA Board executes employment contract

# Comparison of Recruitment Firms

<b>Element</b>	<b>GovHR</b>	<b>Mercer Group</b>	<b>SGR</b>	<b>Slavin Management</b>
<i>Project Manager</i>	Jim Dinneen	Dona Higginbotham	Doug Thomas	Bob Slavin
<i>Firm Experience</i>	900 recruitments ARC Exec. Director HART CEO	Numerous FL cities, counties, and transit agencies, incl. Ft. Myers and Palmetto Bay	700 recruitments Jupiter and Boynton Beach managers, River to Sea TPO Director	800 recruitments MetroPlan Orlando Director, Seminole and Volusia County Managers
<i>Observations</i>	Emphasizes social media Provides interview questions Guarantees appointment and retention for 1 year	No candidate fees Will not recruit placed candidate in future Guarantees appointment and retention for 1 year	Emphasizes SGR newsletter, website, & job board Guarantees appointment and retention for 1.5 yrs	Detailed proposal Will not recruit placed candidate in future Guarantees appointment and retention for 2 yrs
<i>Price</i>	\$22,500 + travel costs	\$21,000 + travel costs	\$24,900 + travel costs	\$24,100 + travel costs

An abstract graphic on the left side of the slide, consisting of several white, overlapping geometric shapes that resemble stylized arrows or chevrons pointing to the right. The shapes are layered, with some appearing in front of others, creating a sense of depth and movement. The background is a solid, vibrant blue.

Questions?