



## Legislation Text

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### Executive Search Firm (NB)

GRU is experiencing difficulty filling some professional and managerial positions as a result of an increasingly tight labor market for jobs such as finance positions. Staff has cast a broad net to advertise the vacant Controller position since July, but has had little response to the advertisements and has had no appropriately qualified candidates apply. It is essential that GRU be able to fill this position in a timely manner. Therefore, GRU desires to contract with an executive search firm to find some qualified applicants.

In 2004, GRU issued a Request for Proposal (RFP) for executive search services to handle the search for the AGM for Energy Supply and the CFO. Mycoff & Associates was selected because of their extensive experience with municipal utilities in filling finance jobs and other positions, their knowledge of the Florida labor market, and their fees as compared to the other firms that submitted proposals. Based on the results of the RFP in 2004 and Mycoff & Associates' experience and knowledge, GRU desires to utilize Mycoff & Associates to fill this vacancy.

The City Commission authorize the General Manager or designee to negotiate and execute a professional services agreement for executive search services with Mycoff & Associates as a specified source, subject to the approval of the City Attorney as to form and legality, in an amount not to exceed \$40,000 plus expenses.

Based upon other recent work by search firms for the City, staff estimates the expenses will be an additional 20%.

Monies for these services are available in the Utility Fiscal Year 2006 budget.

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