



EXECUTIVE DECISION DOCUMENT

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| GENERAL MANAGER APPROVAL: <i>Robert M. Pomeroy</i> 17 April 2019 | | GENERAL MANAGER ACTION REQ'D: | | |
| DATE: 4/15/2019 | | BOARD INITIATED ITEM: Yes | | |
| Originator/Prepared by: Gia Ilole Dept: Human Resources Administration Signature/Date: <i>Gia Ilole</i> 4/17/2019 | General Counsel <i>[Signature]</i> 4/17/19 [] | Controller/Treasurer <i>[Signature]</i> 4/17/19 [] | District Secretary [] | BARC <i>[Signature]</i> 4/17/19 [] |

Amendment to Agreement No. 6M4636, Provide Executive Recruitment Services

PURPOSE:

To obtain Board authorization for the General Manager to execute an amendment to agreement No. 6M4636, Provide Executive Recruitment Services, awarded to Krauthamer & Associates, Inc to increase funding by \$125,000 from \$99,000 to \$224,000 and extend the timeframe until June 30, 2020.

DISCUSSION:

The present agreement, No. 6M4636, is for the period of November 19, 2018 through June 30, 2019. On April 11, 2019, Grace Crunican, General Manager announced she would be retiring on July 6, 2019. As this executive leadership role is vital to the District, it is essential that we begin immediate recruitment for this position. Krauthamer & Associates is currently the executive recruitment firm for the Inspector General position and was the executive recruitment firm that hired the current General Manager. Their experience with the District will provide continuity to the Board and their expertise and knowledge in this industry will help search for top talent. The extended time period and additional funds will allow for continued services and time to fulfill the General Manager search in the most expeditious manner.

FISCAL IMPACT:

Costs for search firm fees will be funded by the FY19 and/or FY20 Operating Budget of Human Resources (Talent and HRIS Cost Center 0502420 and Account 681300) and not exceed \$125,000. Funding for services to be rendered in the FY20 is included in the

operating budget of the Human Resources Department for that year, subject to approval. This action is not anticipated to have any fiscal impact on unprogrammed District reserves in the current Fiscal year.

ALTERNATIVE:

To not amend agreement No. 6M4636 to increase funding expenditure and service agreement duration, which would cause a significant delay in starting an executive search for this critical position and which will directly impact the recruitment of other executive roles that will be vacated soon and expected to be subject to a new General Manager's approval.

RECOMMENDATION:

It is recommended that the Board adopt the following motion:

MOTION:

That the Board authorizes the General Manager to execute an amendment to Agreement No. 6M4636, Provide Executive Recruitment Services, awarded to Krauthamer & Associates, Inc to increase funding by \$125,000 from \$99,000 to \$224,000 and extend the timeframe until June 30, 2020.