

**REQUEST FOR PROPOSAL - Executive Search Services**  
**RFP NUMBER: RI.04300089**

10-21-04  
#28

Evaluation Factors	The Par Group Lake Bluff, IL	CPS Executive Search Sacramento CA	MGMT of America Austin, TX	Alliance Resource Consulting Long Beach, CA	Abel Fuller & Zedler Houston, TX	*Bennett Yarger Associates Scituate, MA
<b>Demonstrated Applicable Experience</b> - 1.) Firm experience in operating a business similar to the services required in the solicitation, 2.) Key personnel qualifications and applicable experience in the municipal government management and/or utility recruiting industry, 3.) Resumes, and 4.) Favorable professional references for similar projects. 25 POINTS	25	22	18	12	5	
<b>Proposed Plan/Approach for Finding and Evaluating Candidates</b> - 1.) Proposals should demonstrate a clear understanding of the City's general government environment and/or the City's Municipal Utility environment as it relates to the recruitment for the positions(s) for which the firm has been selected, 2.) A clear and concise action plan for finding, recruiting, and selecting qualified persons for these positions, and 3.) The number of executive level positions proposed for recruitment. 25 POINTS	23	18	13	15	9	
<b>Recruitment Timeline</b> - 1.) Extent to which recruitment timeline appears reasonable and efficient, and 2.) An expedited and feasible timeline for the Budget Officer position. 25 POINTS	25	20	10	15	13	
<b>Total Evaluated Cost</b> - Lowest cost proposal receives maximum points; percentage ratio formula for remaining proposals. 25 POINTS	18	11	25	17	20	
<b>TOTAL POINTS</b>	91	71	66	59	47	

\*Non responsive - did not submit required solicitation documents with the proposal.