



City of Maricopa

Legislation Details (With Text)

File #: BDGT 14-02 **Version:** 1 **Name:** Recruitment for Chief Information Officer (CIO) - CPS Proposal

Type: Budgetary Transfer **Status:** Passed

File created: 3/18/2014 **In control:** City Council Regular Meeting

On agenda: 4/1/2014 **Final action:** 4/1/2014

Title: The Mayor and City Council shall discuss and possibly take action to approve a transfer of up to \$23,750 from General Fund, Contingency (10010000-99000) to General Fund, Human Resources, Professional and Occupational (10011555-53320) to cover actual expenses related to the recruitment and selection of a Chief Information Officer (CIO). Discussion and Action.

Sponsors: Richard Clore

Indexes: Fiscal Policies and Management

Code sections:

Attachments: 1. CPS - Proposal for Recruitment for CIO

| Date | Ver. | Action By | Action | Result |
|----------|------|------------------------------|----------|--------|
| 4/1/2014 | 1 | City Council Regular Meeting | Approved | Pass |

The Mayor and City Council shall discuss and possibly take action to approve a transfer of up to \$23,750 from General Fund, Contingency (10010000-99000) to General Fund, Human Resources, Professional and Occupational (10011555-53320) to cover actual expenses related to the recruitment and selection of a Chief Information Officer (CIO). Discussion and Action.

In accordance with the LBL Technology Partner's audit recommendations, presented to the City Council on June 15, 2013, staff conducted a nationwide recruitment for an approved CIO position. The recruitment effort failed to identify any candidates with the desired abilities and talents to assume the CIO position.

Staff submits the technical qualifications for a CIO, coupled with the professional outreach required to find an effective CIO, might best be handled by a professional recruitment firm. CPS HR Consulting has conducted several executive recruitments for the City of Maricopa with successful results. CPS HR Consulting is skilled and knowledgeable in recruiting for technical positions such as the CIO and they have submitted a proposal to conduct a CIO recruitment for the City.

CPS HR Consulting has quoted a cost of up to \$23,750 for a CIO recruitment, which provides a two-year guarantee if the selected candidate leaves City employ within that time period. The cost includes a flat professional fee of \$16,500 and between \$6,000 and \$7,250 for actual expenses associated with the recruitment.

This item will be presented by Interim Human Resources Director Richard Clore.

Staff recommends Mayor and Council approve a transfer of up to \$23,750 from General Fund, Contingency (10010000-99000) to General Fund, Human Resources, Professional and Occupational (10011555-53320) to cover actual expenses related to the recruitment and selection of a Chief Information Officer (CIO).