



**Honorable Mayor and Members of the Hermosa Beach City Council**

**CONSIDERATION OF EXECUTIVE RECRUITMENT FIRM FOR THE CITY MANAGER RECRUITMENT.**

(Human Resources Manager Tiffany Nguyen)

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**Recommended Action:**

Staff recommends City Council:

1. Discuss and select an executive recruitment firm for the City Manager recruitment from the following proposing firms listed in alphabetical order; and
  - a) Bob Murray & Associates (**Attachment 1**)
  - b) Peckham & McKenney (**Attachment 2**)
2. Authorize the Mayor to execute and the City Clerk to attest to a professional services agreement with the selected firm subject to approval by the City Attorney.

**Executive Summary:**

Staff previously solicited bids from executive recruitment firms to conduct the recruitment for the City's next City Manager. Four bids were received and presented to the Ad Hoc Committee of Mayor Saemann and Mayor Pro Tem Detoy. The Ad Hoc Committee narrowed the bids to the aforementioned two firms, which are now presented to City Council for consideration.

Individual members of the City Council have met with the two potential executive recruitment firms. At this time, staff recommends City Council discuss members' findings from these meetings and vote to select a firm for the City Manager recruitment.

**General Plan Consistency:**

This report and associated recommendation have been evaluated for their consistency with the City's General Plan. Relevant Policies are listed below:

*Governance Element*

**Goal 1. A high degree of transparency and integrity in the decision-making process.**

Policies:

- **Open meetings.** Maintain the community's trust by holding meetings in which decisions are being made, that are open and available for all community members to attend, participate, or view remotely.
- **1.6 Long-term considerations.** Prioritize decisions that provide long-term community benefit and discourage decisions that provide short-term community benefit but reduce long-term opportunities.

**Goal 8. A performance-based management and benchmarking program.**

Policy:

- **8.1 Community indicators.** Utilize performance metrics, standards, and data collection procedures to evaluate progress towards goals.

**Fiscal Impact:**

The cost of the City Manager executive recruitment is expected to not exceed \$37,000. The proposing executive recruitment firm service costs are provided below.

Proposing Executive Recruitment Firm	Proposed Cost
Bob Murray & Associates	\$37,000
Peckham & McKenney	\$30,000

Funding for the selected executive recruitment firm would come from budgeted Prospective Expenditures in the current Fiscal Year 2025-26 budget.

**Attachments:**

1. Bob Murray & Associates Proposal
2. Peckman & McKenney Proposal

**Respectfully Submitted by:** Tiffany Nguyen, Human Resources Manager

**Noted for Fiscal Impact:** Henry Chao, Finance Manager

**Legal Review:** Todd Leishman, BBK

**Approved:** Steve Napolitano, Interim City Manager