



# CITY COUNCIL AGENDA

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## COUNCIL ACTION: Approved on 6/25/2019

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<b>DATE:</b>	6/25/2019	<b>REFERENCE NO.:</b>	**C-29165	<b>LOG NAME:</b>	14EXECUTIVE RECRUITING
<b>CODE:</b>	C	<b>TYPE:</b>	CONSENT	<b>PUBLIC HEARING:</b>	NO
<b>SUBJECT:</b>	Authorize Execution of Master Professional Services Agreements with Careers Work Inc., GovHR USA, LLC and CornerStone Staffing Solutions, Inc. for a Combined Total Amount Not to Exceed \$650,000 Annually for Recruitment Placement Services for City Departments (ALL COUNCIL DISTRICTS)				

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### **RECOMMENDATION:**

It is recommended that the City Council:

Authorize the execution of a Master Professional Services Agreement with Careers Work, Inc. in an amount not to exceed \$250,000.00 annually for executive recruitment services for all City departments; and

Authorize the execution of a Master Professional Services Agreement with GovHR USA, Inc. in an amount not to exceed \$250,000.00 annually for executive recruitment services for all City departments; and

Authorize the execution of a Master Professional Services Agreement with CornerStone Staffing Solutions, Inc. in an amount not to exceed \$150,000.00 annually for non-executive recruitment services for all City departments.

### **DISCUSSION:**

The City of Fort Worth currently uses only one talent acquisition service (Mackenzie Eason and Associates) exclusively for its recruiting efforts. In order to provide more options for departments within the City, an effort is being made by the Human Resources (HR) Department to provide additional professional services that may better reflect the type of talent acquisition services a department is looking for. The HR Department is seeking to enter into agreements with CornerStone Staffing Solutions, Inc. (Cornerstone) for non-executive positions and GovHR USA, Inc. (GovHR) and Careers Work, Inc. (Careers Work) for executive level positions.

Gov HR has municipality experience and has recruited for public-sector entities. They have worked with the Park and Recreation Department within the last year and proven themselves to have a very robust process that will meet the special and often unique needs and circumstances facing local governments and not-for profit clients. Careers Work is a local executive firm and will tailor its recruitment program to meet our needs by utilizing multi-channel sourcing and recruitment strategies. Both firms provide a commitment to diversity in the candidate pool and will assist the city's diversity efforts in ensuring that our internal workforce reflects the diversity of our community. They will both also provide the City with a two year guarantee for our executive recruitments.

Cornerstone will assist with providing adequate pools of qualified private sector candidates for non-executive positions that are difficult to fill each year in various departments. Cornerstone currently provides separate temporary staffing services to the City under a separate agreement and has deployed a custom marketing strategy and executed a targeted and proactive recruitment campaign to engage elite talent.

Authorizing these Master Services Agreements with the above mentioned companies allows every department to utilize these services, along with the current services offered by Mackenzie Eason and

Associates, eliminates the need for departments to enter into individual contract Agreements and provides choices for the departments to use such services on an as needed basis. All recruiting fees would be approved by the appropriate Assistant City Manager and Department Director, and charged to the department for which the search is being performed.

**TERM** - These Agreements shall be effective upon execution and shall remain in effect for one year from the date of execution.

**RENEWALS** - These Agreements may be renewed at the City's option for four consecutive terms of one year each. This action does not require specific City Council approval provided that sufficient funds have been appropriated during the renewal terms. The pricing during any renewal term shall not exceed five percent of the previous years' pricing.

**FISCAL INFORMATION/CERTIFICATION:**

The Director of Finance certifies that funds are available in the current operating budget, as appropriated, of the participating departments and that prior to an expenditure being made, the participating department has the responsibility to validate the availability of funds without exceeding existing appropriations.

**TO**

Fund	Department ID	Account	Project ID	Program	Activity	Budget Year	Reference # (Chartfield 2)	Amount
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**FROM**

Fund	Department ID	Account	Project ID	Program	Activity	Budget Year	Reference # (Chartfield 2)	Amount
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**Submitted for City Manager's Office by:**

Susan Alanis (8180)

**Originating Department Head:**

Brian Dickerson (7783)

**Additional Information Contact:**

Brian Dickerson (7783)

**ATTACHMENTS**