

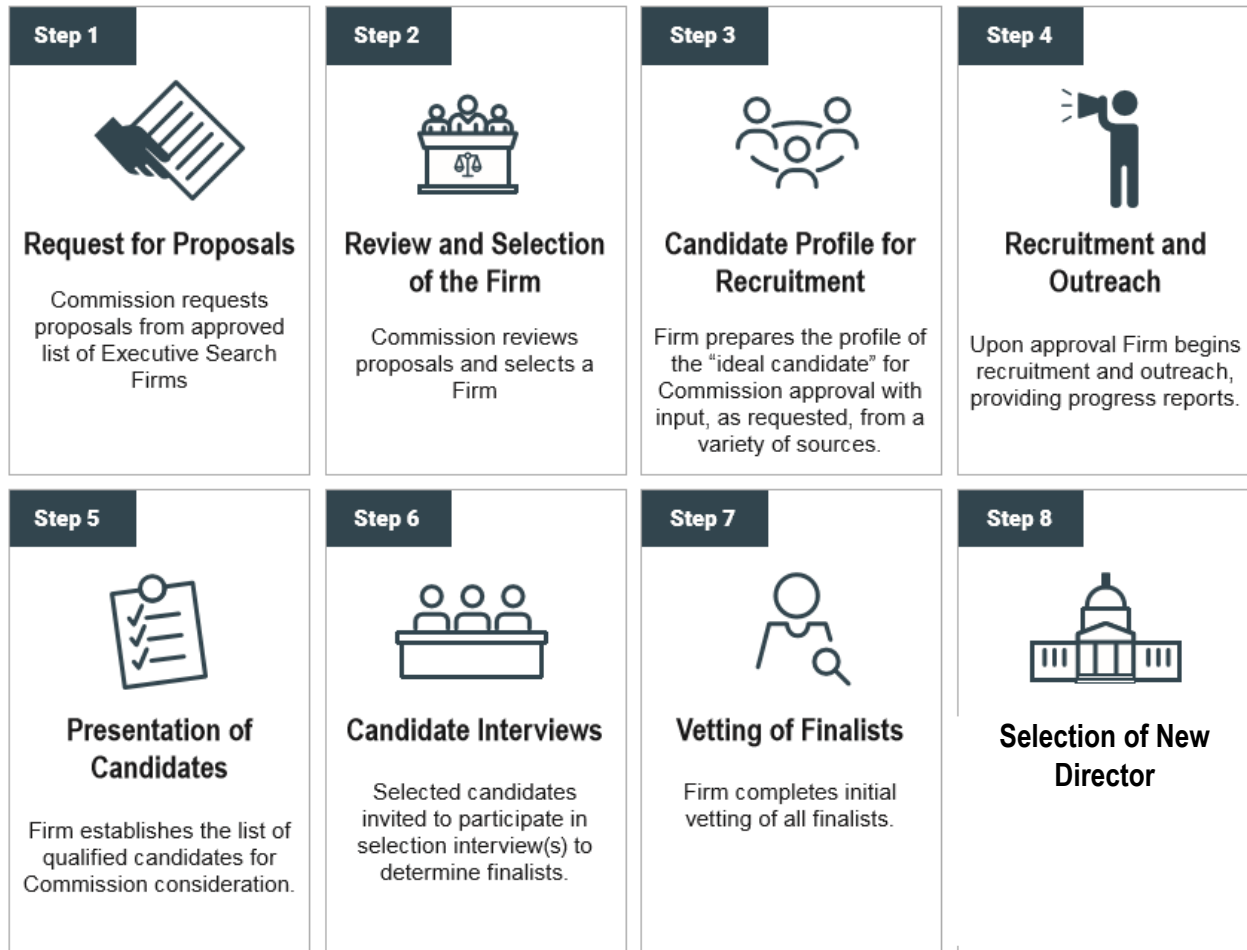
# Executive Recruitment Process Update

Presentation to Sheriff's Department  
Oversight Board  
November 4, 2022





# STEPS TO EXECUTIVE RECRUITMENT





# Option 1: Executive Recruitment Firm

- DHR received one proposal to conduct the executive search for the Inspector General
- **Bob Murray & Associates'** recruiters are specialists in finding a positive placement, providing security and fairness to candidates and clients while ensuring the integrity of the search process. 30+ Years of Experience
- STEP 1: Develop the Candidate Profile
- STEP 2 Design and Distribute the Brochure and Advertisements
- STEP 3 Recruit Candidates
- STEP 4 Screen Candidates
- STEP 5 Conduct Preliminary Interviews (typically 10 – 15)
- STEP 6 Search Public Records
- STEP 7 Make Recommendations (typically 6-8)
- STEP 8 Facilitate Final Interviews with Commission
- STEP 9 Conduct Background and Reference Checks (Up to 3)
- STEP 10 Assist in Negotiations (in partnership with DHR)



# Option 1: Bob Murray and Associates

- Similar recruitments:
  - Orange County, CA
    - Executive Director, Office of Independent Review
  - County of Sacramento, CA
    - Inspector General
  - County of Sonoma, CA
    - Director, Independent Office of Law Enforcement Review
  - City of Fresno
    - Independent Reviewer
  - Bay Area Rapid Transit
    - Independent Police Auditor
- Proposed cost = \$60,000 + up to \$15,000 for reimbursable items
- Proposed timeline = 13-16 weeks to from date of first meeting with Board

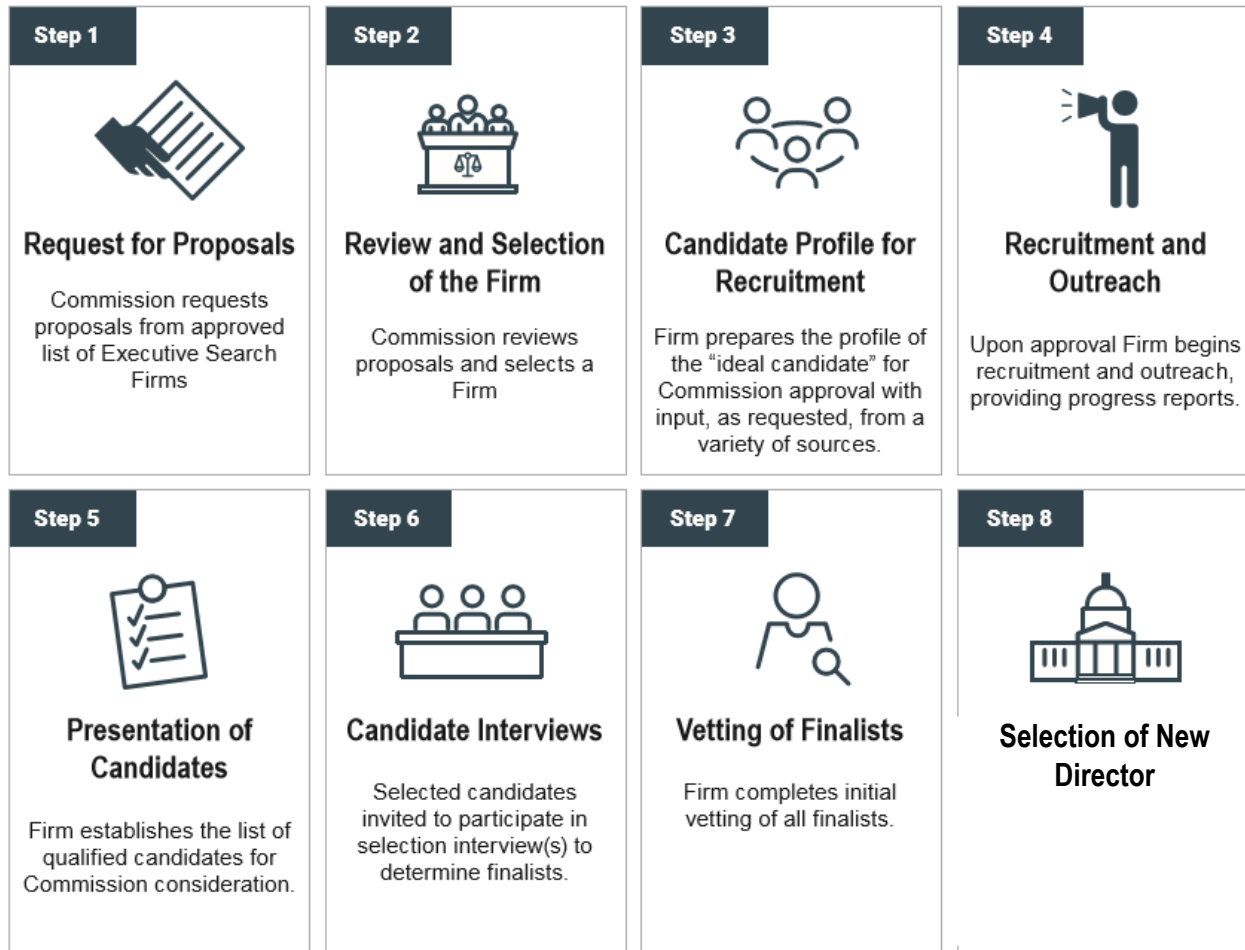


## Option 2: Work with DHR to Conduct Recruitment

- Working with DHR's internal team
- Recent executive recruitments includes Planning Director and Mayor's Office of Housing and Community Development Executive Director
- Timeline has been 5 – 6 months from kick-off
- Estimated cost will be based on actuals, likely \$40,000 - \$50,000



# STEPS TO EXECUTIVE RECRUITMENT



# Questions