EXECUTIVE SEARCH FIRMS
CONTACT NAMES AND PHONE NUMBERS FOR INTERVIEWS

Charles Blockett, Jr. and Associates, Inc.
3537 Waverly Hills Road
Lansing, Michigan 48917
Contact: Charles Blockett
Phone: 517-484-3362

CPS Human Resource Services
Public Sector HR Consulting
444 North Capitol Street, Suite 544
Washington, DC 20001
Contact: Marjorie Young
Phone: 404-349-0036

Deacon Group
47710 Van Dyke
Shelby Twp, MI 48317
Contact: Bob Drohan
Phone: 586-992-9700

Michigan Municipal League
1675 Green Road
Ann Arbor, MI 48106
Contact: Bill Baldridge
Phone: 231-740-8396

Smith Recruiting
5600 West Maple Rd., Ste B210
West Bloomfield, MI 48322
Contact: Michael Smith
Phone: 248-835-4070

Waters Consulting
5050 Quorum Dr., Suite 625
Dallas, TX 75254
Contact: Andrea Sims
Phone: 216-695-4776 (Cell)
216-397-2971 (Work)

EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # REB

VENDOR	A	B	C
NAME:	MICHIGAN MUNICIPAL LEAGUE	CHARLES BLOCKETT, JR. & ASSOC.	SMITH RECRUITING
ADDRESS:	1675 Green Rd	3537 Waverly Hills Rd	5600 West Maple Rd., Ste B210
CITY/STATE/ZIP:	Ann Arbor, MI 48106	Lansing, MI 48917	West Bloomfield, MI 48322
PHONE/FAX:	Ph: 734-669-6371	Ph: 517-484-3362 fax: 517-484-3730	Ph: 800-728-0168

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: Position Analysis Recruitment Process Resume Review Candidate Screening Background Investigation Interview Process Negotiation & Follow-up	24	good profile info/proc. good screening multiple interview venues N+F-u y/unk sub-contractor	20	good timeline much pub input multiple interview layers process ✓ known P.I N+F-up ✓	20	pre-ad analysis + consensus good screening + bkgdv good confidentiality process narrowing of candidates + interview N+F-up y/assistance lacking	16
EXPERIENCE/QUALIFICATIONS: Conducting Private as well as Public Sector Executive Searches Recent Searches in Michigan (within last 4 years) Knowledge of municipal government laws, administration, finance)	24	no private recent MI great knowledge	20	MI, but no CM exp all public or non-profit 2 co. admins. - no sm. load	14	Questionable timeline Lots of Internet No reference searches Muni exp unknown	4
INTERVIEW	4		2.92		2.36		2.36
PERSON ASSIGNED: Experience Accessibility	24	? who accessibility probably close	16	probably CP, tr accessibility?	16	accessibility exp?	12
COST TO COMPLETE PROJECT	24	pro-ration option.	24	1st add-ons + P.I. is expensive	20	just too much	Ø

MAXIMUM SCORE: 100

58.92 52.36 34.36

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # REB

VENDOR	D	E	F
NAME:	CPS HUMAN RESOURCES SERVICES	DEACON GROUP	The Waters Consulting Group, Inc.
ADDRESS:	444 North Capitol St, Ste 544	47710 Van Dyke	5050 Quorum Dr., Ste 625
CITY/STATE/ZIP:	Washington, DC 20001	Shelby Twp, MI 48317	Dallas, TX 75254
PHONE/FAX:	Ph: 202-355-7308 Fax: 202-220-1394	Ph: 586-992-9700 Fax: 586-992-9723	Ph: 214-466-2441 Fax: 972-481-1951

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24	good analysis process bkgd ✓ on finalists good solicitation/review screening N+f-u	20	Position analysis - a bit weak No backgd inv. outlined cc interview involvement unk. Unk contacts / Internal N-F-up	8	Position analysis seems to come only from cc ID objectives incomplete in proposal bkgd vs good screening N-F-up	20
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24	all public sector + n-p MI only transit/fire W.Coast - primarily muni know - gen'l	16	unrealistic timeline all private or contracted no ref searches muni - know unk.	4	good timeline references - mixed no successful MI searches primarily sort w muni know - gen'l	16
INTERVIEW	4		2.68		3.16		2.56
PERSON ASSIGNED: -Experience -Accessibility	24	GLJ for contracts unk exp + access - DC office big team (one MBA)	20	known investigator basically local	12	unk personnel RES has SC services ongoing	16
COST TO COMPLETE PROJECT	24	just too much	Ø	contingency + add-ons	16	possibility of negotiation guarantee	20

MAXIMUM SCORE: 100

58.68 27.16 54.56

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # #2

VENDOR	A	B	C
NAME:	MICHIGAN MUNICIPAL LEAGUE	CHARLES BLOCKETT, JR. & ASSOC.	SMITH RECRUITING
ADDRESS:	1675 Green Rd	3537 Waverly Hills Rd	5600 West Maple Rd., Ste B210
CITY/STATE/ZIP:	Ann Arbor, MI 48106	Lansing, MI 48917	West Bloomfield, MI 48322
PHONE/FAX:	Ph: 734-669-6371	Ph: 517-484-3362 fax: 517-484-3730	Ph: 800-728-0168

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24		24		24		24
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24		16		24		16
INTERVIEW	4		3.32		3.4		3.76
PERSON ASSIGNED: -Experience -Accessibility	24		20		20		24
COST TO COMPLETE PROJECT	24						
			63.32		71.40		67.76

MAXIMUM SCORE: 100

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # _____

VENDOR	D	E	F
NAME:	CPS HUMAN RESOURCES SERVICES	DEACON GROUP	The Waters Consulting Group, Inc.
ADDRESS:	444 North Capitol St, Ste 544	47710 Van Dyke	5050 Quorum Dr., Ste 625
CITY/STATE/ZIP:	Washington, DC 20001	Shelby Twp, MI 48317	Dallas, TX 75254
PHONE/FAX:	Ph: 202-365-7308 Fax: 202-220-1394	Ph: 586-992-9700 Fax: 586-992-9723	Ph: 214-466-2441 Fax: 972-481-1951

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24		24		24		24
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24		8		16		8
INTERVIEW	4		3.36		3.84		3.16
PERSON ASSIGNED: -Experience -Accessibility	24		12		24		12
COST TO COMPLETE PROJECT	24						
			47.36		67.84		47.16

MAXIMUM SCORE: 100

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # 3

VENDOR	A	B	C
NAME:	(4) MICHIGAN MUNICIPAL LEAGUE	(1) CHARLES BLOCKETT, JR. & ASSOC.	(5) SMITH RECRUITING
ADDRESS:	1675 Green Rd	3537 Waverly Hills Rd	5600 West Maple Rd., Ste B210
CITY/STATE/ZIP:	Ann Arbor, MI 48106	Lansing, MI 48917	West Bloomfield, MI 48322
PHONE/FAX:	Ph: 734-669-6371	Ph: 517-484-3362 fax: 517-484-3730 CEL 517-881-3300	Ph: 800-728-0168

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24	HAS THE NUTS + BOLTS FOR EXEC SEARCH	18	HAS THE NUTS + BOLTS FOR EXEC SEARCH	20	INCLUDED FULL TIMELINE TO START	24
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24	NO PRIVATE SECTOR CONTACTS / EXPERIENCE, ROLL	0	8 ~~PRIVATE~~	12		20
INTERVIEW	4		2.40		2.20		3.56
PERSON ASSIGNED: -Experience -Accessibility - CUSTOMER FOCUS?	24	? NOT SET	4	12 ~~NOT MICHIGAN~~	12		23
COST TO COMPLETE PROJECT	24	$17,000 + COSTS,		$21,000 + COSTS + BACKGROUND		30% + BACKGROUND +	
			24.40		46.20		70.56

MAXIMUM SCORE: 100

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # 3

VENDOR	(2) D	(3) E	(6) F
NAME:	CPS HUMAN RESOURCES SERVICES	DEACON GROUP	The Waters Consulting Group, Inc.
ADDRESS:	444 North Capitol St, Ste 544	47710 Van Dyke	5050 Quorum Dr., Ste 625
CITY/STATE/ZIP:	Washington, DC 20001	Shelby Twp, MI 48317	Dallas, TX 75254
PHONE/FAX:	Ph: 202-355-7308 Fax: 202-220-1394	Ph: 586-992-9700 Fax: 586-992-9723	Ph: 214-466-2441 Fax: 972-481-1951

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24		12	24	24	10	20
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24	3 NOT MICHIGAN	3	? NOT INCLUDED	10	0 NO PRIVATE SECTOR	0
INTERVIEW	4		1.68		2.96		2.04
PERSON ASSIGNED: -Experience -Accessibility	24	NOT MICHIGAN	0		20	0 GROUP OF PEOPLE	10
COST TO COMPLETE PROJECT	24	$41,960 + $14,266.35 = $56226.35		$19,000 + TRAVEL + ADMIN		18,500 + 7500 + 150/DAY EXTRAS	

MAXIMUM SCORE: 100

16.68 56.96 32.04

#4

EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # W. FLEMING

VENDOR	A	B	C
NAME:	MICHIGAN MUNICIPAL LEAGUE	CHARLES BLOCKETT, JR. & ASSOC.	SMITH RECRUITING
ADDRESS:	1675 Green Rd	3537 Waverly Hills Rd	5600 West Maple Rd., Ste B210
CITY/STATE/ZIP:	Ann Arbor, MI 48106	Lansing, MI 48917	West Bloomfield, MI 48322
PHONE/FAX:	Ph: 734-669-6371	Ph: 517-484-3362 fax: 517-484-3730	Ph: 800-728-0168

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24		23		23		23
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24		19		20		23
INTERVIEW	4		3.56		3.60		3.60
PERSON ASSIGNED: -Experience -Accessibility	24		23		23		23
COST TO COMPLETE PROJECT	24						
			68.56		69.60		72.60

MAXIMUM SCORE: 100

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # W. FLEMING

VENDOR	D	E	F
NAME:	CPS HUMAN RESOURCES SERVICES	DEACON GROUP	The Waters Consulting Group, Inc.
ADDRESS:	444 North Capitol St, Ste 544	47710 Van Dyke	5050 Quorum Dr., Ste 625
CITY/STATE/ZIP:	Washington, DC 20001	Shelby Twp, MI 48317	Dallas, TX 75254
PHONE/FAX:	Ph: 202-355-7308 Fax: 202-220-1394	Ph: 586-992-9700 Fax: 586-992-9723	Ph: 214-466-2441 Fax: 972-481-1951

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24		23		23		23
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24		20		21		20
INTERVIEW	4		3.56		3.68		3.68
PERSON ASSIGNED: -Experience -Accessibility	24		20		23		20
COST TO COMPLETE PROJECT	24						

MAXIMUM SCORE: 100

66.56 70.68 66.68

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # 5

VENDOR	A	B	C
NAME:	MICHIGAN MUNICIPAL LEAGUE	CHARLES BLOCKETT, JR. & ASSOC.	SMITH RECRUITING
ADDRESS:	1675 Green Rd	3537 Waverly Hills Rd	5600 West Maple Rd., Ste B210
CITY/STATE/ZIP:	Ann Arbor, MI 48106	Lansing, MI 48917	West Bloomfield, MI 48322
PHONE/FAX:	Ph: 734-669-6371	Ph: 517-484-3362 fax: 517-484-3730	Ph: 800-728-0168

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24		17		21		23
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24		14		20		23
INTERVIEW	4		3.04		2.76		3.36
PERSON ASSIGNED: -Experience -Accessibility	24		18		21		23
COST TO COMPLETE PROJECT	24						

MAXIMUM SCORE: 100

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52.04 64.76 72.36

EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # 5

VENDOR	D	E	F
NAME:	CPS HUMAN RESOURCES SERVICES	DEACON GROUP	The Waters Consulting Group, Inc.
ADDRESS:	444 North Capitol St, Ste 544	47710 Van Dyke	5050 Quorum Dr., Ste 625
CITY/STATE/ZIP:	Washington, DC 20001	Shelby Twp, MI 48317	Dallas, TX 75254
PHONE/FAX:	Ph: 202-355-7308 Fax: 202-220-1394	Ph: 586-992-9700 Fax: 586-992-9723	Ph: 214-466-2441 Fax: 972-481-1951

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24		20		19		19
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24		18		18	No private sector relevance	21
INTERVIEW	4		3.34		3.12		3.20
PERSON ASSIGNED: -Experience -Accessibility	24		19		20		20
COST TO COMPLETE PROJECT	24						

MAXIMUM SCORE: 100

60.36 60.12 63.20

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # ML (6)

VENDOR	A	B	C
NAME:	MICHIGAN MUNICIPAL LEAGUE	CHARLES BLOCKETT, JR. & ASSOC.	SMITH RECRUITING
ADDRESS:	1675 Green Rd	3537 Waverly Hills Rd	5600 West Maple Rd., Ste B210
CITY/STATE/ZIP:	Ann Arbor, MI 48106	Lansing, MI 48917	West Bloomfield, MI 48322
PHONE/FAX:	Ph: 734-669-6371	Ph: 517-484-3362 fax: 517-484-3730	Ph: 800-728-0168

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24	Comprehensive info	24	Some info included but not much	12	Incomplete info	0
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24	24 Clear advantage	24	Conducted exec searches but not much	12	Missing info – not MI.	0
INTERVIEW	4		3.84		2.56		.96
PERSON ASSIGNED: -Experience -Accessibility	24	Bill B or our choice	24	Not much experience in city mgmt 12	12	Not much in city mgmt	12
COST TO COMPLETE PROJECT	24						

MAXIMUM SCORE: 100

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75.84 38.56 12.96

EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # #6

VENDOR	D	E	F
NAME:	CPS HUMAN RESOURCES SERVICES	DEACON GROUP	The Waters Consulting Group, Inc.
ADDRESS:	444 North Capitol St, Ste 544	47710 Van Dyke	5050 Quorum Dr., Ste 625
CITY/STATE/ZIP:	Washington, DC 20001	Shelby Twp, MI 48317	Dallas, TX 75254
PHONE/FAX:	Ph: 202-355-7308 Fax: 202-220-1394	Ph: 586-992-9700 Fax: 586-992-9723	Ph: 214-466-2441 Fax: 972-481-1951

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24	OUT OF STATE - BUT CLOSE	12	INCOMPLETE INFO	0	FULL INFO	24
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24	NOT MI	2	TOO LITTLE INFO	0	FULL INFO	24
INTERVIEW	4		2.16		1.04		2.44
PERSON ASSIGNED: -Experience -Accessibility	24	Marjorie Young ATLANTA	5	Bob Prohan NEEDS MORE INFO ON CITY	0	Andrew - NOT MI	4
COST TO COMPLETE PROJECT	24						

MAXIMUM SCORE: 100

21.16 1.04 54.44

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # LEd

VENDOR	A	B	C
NAME:	MICHIGAN MUNICIPAL LEAGUE	CHARLES BLOCKETT, JR. & ASSOC.	SMITH RECRUITING
ADDRESS:	1675 Green Rd	3537 Waverly Hills Rd	5600 West Maple Rd., Ste B210
CITY/STATE/ZIP:	Ann Arbor, MI 48106	Lansing, MI 48917	West Bloomfield, MI 48322
PHONE/FAX:	Ph: 734-669-6371	Ph: 517-484-3362 fax: 517-484-3730	Ph: 800-728-0168

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	24	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	20	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	20
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24	2 ✓ ✓+	24	✓ ✓ ✓	20	✓ ✓ 2 0	10
INTERVIEW	4		1.60		.80		.20
PERSON ASSIGNED: -Experience -Accessibility	24	✓ ✓	24	✓ ✓	20	✓ ✓	15
COST TO COMPLETE PROJECT	24	$20,000	24	$29,000	15	$52,000	10
			73.60		60.80		45.20

MAXIMUM SCORE: 100

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EVALUATION FORM
EXECUTIVE SEARCH
POSITION OF CITY MANAGER

RATER # LEL

VENDOR	D	E	F
NAME:	CPS HUMAN RESOURCES SERVICES	DEACON GROUP	The Waters Consulting Group, Inc.
ADDRESS:	444 North Capitol St, Ste 544	47710 Van Dyke	5050 Quorum Dr., Ste 625
CITY/STATE/ZIP:	Washington, DC 20001	Shelby Twp, MI 48317	Dallas, TX 75254
PHONE/FAX:	Ph: 202-355-7308 Fax: 202-220-1394	Ph: 586-992-9700 Fax: 586-992-9723	Ph: 214-466-2441 Fax: 972-481-1951

EVALUATION CRITERIA	Point Value	INFORMATION	SCORE	INFORMATION	SCORE	INFORMATION	SCORE
ABILITY TO MEET OBJECTIVES: -Position Analysis -Recruitment Process -Resume Review -Candidate Screening -Background Investigation -Interview Process -Negotiation & Follow-up	24	✓ ✓ ✓ ✓ ✓ ✓ ✓	24	? Information incomplete	0	✓ ✓ ✓ ✓ ✓ ✓ ✓	24
EXPERIENCE/QUALIFICATIONS: -Conducting Private as well as Public Sector Executive Searches -Recent Searches in Michigan (within last 4 years) -Knowledge of municipal government (laws, administration, finance)	24	? ? ✓	10	How many employees? ✓ ? ?	0	✓ ? ✓	20
INTERVIEW	4		.80		.80		.80
PERSON ASSIGNED: -Experience -Accessibility	24	✓ ✓	24	? ?	0	✓ ✓	24
COST TO COMPLETE PROJECT	24	$56,000	10	$25,000	0	$35,000	15
			58.80		.80		68.80

MAXIMUM SCORE: 100

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