



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: June 21, 2021

Re: The purpose of this memo is to see approval from the City Council to authorize entering into an agreement with CPS HR Consulting an Executive Search Firm to conduct an executive search for the next City Manager of Columbia, MO.

## Executive Summary

Approval of this resolution by the City Council will allow CPS HR Consulting to do a national search without having to go through the bid process, which would delay the search for the City Manager position.

## Discussion

The current City Manager will retire January 14, 2022. To fill the leadership void, a search must be conducted to identify the next City Manager to continue the good work currently underway. The City Council previously interviewed and selected CPS-HR in 2017 following an extensive selection process for an executive search consultant. The personnel at CPS-HR have not changed significantly since the 2017 process, nor has the composition of the City Council. CPS-HR brings a unique local knowledge and experience to this process which will ensure they can begin getting to work immediately.

## Fiscal Impact

Short-Term Impact: The cost to engage the services of CPS HR Consulting is \$20,000.00

Long-Term Impact: Unknown

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Infrastructure, Tertiary Impact: Social Equity

### Comprehensive Plan Impacts:

Primary Impact: Inter-Governmental Cooperation, Secondary Impact: Environmental Management, Tertiary Impact: Infrastructure

## Legislative History

Date	Action
Timeline for the search is July 15, 2021 to August 21, 2021.	CPS HR Consulting services were engaged in 2014 to recruit for the city manager position.



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Suggested Council Action

If Council approves this resolution, the city can begin the search process for its next City Manager. If the Council does not approve this resolution, a delay may cause the city to miss out on quality candidates.