

	GOVHR USA	STRATEGIC GOVERNMENT RESOURCES (SGR)
Website	https://www.govhrusa.com/	https://www.governmentresource.com
Info on Company	<p>Owners Heidi Voorhees and Joellen Earl have extensive experience in local government consulting and in local government administration. This experience along with an understanding of the changing needs of local government led them to form GovHR USA, a comprehensive consulting firm that provides executive recruitment, interim and contract staffing, management and human resources consulting and professional development to clients. They were utilized by the Town of Eagle in Town Manager and Community Development Director recruitments.</p>	<p>SGR provides a comprehensive scope of executive search services tailored specifically to the needs of each client. We devote tremendous energy to understanding your organization's unique culture, environment, and local issues to ensure a great "fit" with regard to values, philosophy, and management style.</p> <p>Our executive recruiting services are unequalled, providing a high degree of personal attention at all stages of the process. Hired Fort Collins Town Manager, IT Manager for Wheat Ridge, Director of Operations Aurora CO, Currently recruiting for Chief Executive Officer for Eagle County Paramedic Services</p>
Headquarters	Illinois	Texas
Service Guarantee	12 months	18 months
How many times have you had to honor Guarantee?	<p>Clients have utilized our Guarantee for 3% of all our recruitments. We have conducted over 950 recruitments and have 30 recruitments that have utilized the guarantee.</p>	<p>Of 225 full service recruitment contracts that were executed and completed from Jan. 2018 to date, we have honored the service guarantee for 7 clients due a candidate parting ways with the organization in less than 18 months, for a success rate of approximately 97%.</p>

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Colorado Areas of Service	Englewood, Fort Collins, Wellington, Eagle, Aspen	Arvada, Aurora, Brighton, Combined Regional Communications Authority (Fremont County), Commerce City, Craig, Durango, Eagle County Paramedic Services, Englewood, Erie, Fort Collins Golden, Greeley, Gunnison, Lamar, Mountain View Fire Protection District, Northglenn, Vail, Wheat Ridge
Previous Town/City/ County Manager Hires	322 since 2013	125 since 2016
Longevity of Placement	Average tenure is 4 years 403 out of 552 are still in position (77%)	123 out of 154 still employed (80%) or stayed for more than 3 years
Separation Information	119 out of 552 have resigned (23%) (since 2013)	6 out of 66 left the position (9%) (from 2018-2021)
Estimated time to fill position	90-120 days (3 - 4 months)	120 days (4 months)
How long recruiting for Town/City/County Managers in Colorado	Since 2017	Since 2016
Minority and Women Placement Statistics	<p>2021 Recruitments: Women: 29% of Finalist Candidates were Women 41% of Hired Candidates were Women Based on 1478 Finalists in 136 Recruitments</p> <p>2021 Recruitments: Minority: 24% of Finalist Candidates were Minority 15% of Hired Candidates were Minority Based on 1366 Finalists in 131 Recruitments</p>	<p>Recruitments: Women: 2017 21.1% 2018 25.7% 2019 19.1% 2020 25.0% YTD 2021 24.2%</p> <p>Recruitments: Minority: 2017 17.5% 2018 11.4% 2019 14.9% 2020 17.9% YTD 2021 21.0%</p>
Invoicing	3 progress-based installments	3 progress-based installments
Will Firm work with Stakeholders on ideal candidates	yes	yes - with key stakeholders
Estimated # of candidates Firm will seek and screen	10-20	12

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Estimated # of candidates for Town Council interviews	3-6 finalists	5 finalists
Will Firm provide guidance on TC interview questions and scheduling	Yes	yes
Recorded one-way video interviews	Yes - \$100 per candidate	Yes
Internet/media Search	Yes, on semi-finalists	Yes, on semi-finalists
Background & Reference Checks	Yes, on finalists	Yes, on finalists
BASE PAY ESTIMATE!! (No travel, no special ads)	\$ 24,000.00	\$ 27,000.00
Advertising	\$2,500 estimated	Billed back at actual coast
	Additional Services	Additional Services
Leadership and Personality Assessments	Yes - \$100 - \$500 per candidate pending assessment selected	\$175 per candidate (DiSC)
Follow-up after hire	360 Evaluation at 6-months into employment - cost additional Our estimate is approximately 2 days of work (16 hours) at \$125/hour. One day for the evaluation and a day to compile and present the report. Approximately \$2,000.	Post hire team building workshop - \$4,000, plus travel expenses and \$150 per person for I-OPT reports
Salary Study	When we review your job description we will compare your qualifications and salary with comparable communities and give you feedback at no extra charge. A formal Salary Study would have to be quoted separately.	Yes - 6 agencies comparable to us \$500
Additional Info	We offer team building. Depending on the extent of the process you would prefer, we would charge \$125/hour per GovHR consultant.	Candidate provides "first Year Game Plan" or other exercise - cost additional