



REPORT TO APC

ITEM NAME:	Hiring of Recruitment Firm for Director of Public Works
MEETING DATE:	June 20, 2023
PRESENTING COMMITTEE:	APC
COMMITTEE CONTACT:	
STAFF CONTACT:	
PREPARED BY:	Bobbi Birk-LaBarge

ISSUE: Deciding if VOK should reach out and hire a recruitment firm to recruit and hire a new qualified public works director skilled and qualified in start-up and follow through of a multi-million-dollar project for VOK's new water and treatment facility.

OBJECTIVES: Re-evaluate the Director of Public Works job description and salary range and decide if the village should hire a recruiting firm for employment purposes or utilize current employment marketing sources.

ISSUE BACKGROUND/PREVIOUS ACTIONS: VOK urgently needs a skilled and qualified Public Works Director to lead and see through our multi-million-dollar water and treatment facility project that is about to begin.

PROPOSAL: Research and discuss employment firms' verses utilizing current employment marketing sources.

ADVANTAGES: Both options should lead to a qualified candidate

DISADVANTAGES: Not finding a replacement soon could delay the water treatment facility project even further

ITEMIZE ALL ANTICIPATED COSTS (Direct or Indirect, Start-Up/One-Time, Capital, Ongoing & Annual, Debt Service, etc.) This cost varies on the option chosen

RECOMMENDED ACTION: Make a motion to hire a recruitment firm or make a motion to utilize current marketing sources

OTHER OPTIONS CONSIDERED: None

TIMING REQUIREMENTS/CONSTRAINTS: ASAP -without delay

FUNDING SOURCE(s) – Must include Account Number/Description/Budgeted Amt CFY/% Used CFY/\$

Remaining CFY

Account Number:

Description:

Budgeted Amount:

Spent to Date:

Percentage Used:

Remaining:

ATTACHMENTS (describe briefly): Recruiting Firms List