



CITY OF ORLAND STAFF REPORT

MEETING DATE: July 21, 2026

TO: Honorable Mayor and City Council

FROM: Interim City Manager Justin Chaney

SUBJECT: Review of Executive Recruitment Firm Proposals for City Manager Recruitment

BACKGROUND

The City Council has identified hiring a permanent City Manager as one of its highest priorities. To assist with this recruitment, staff solicited proposals from executive recruitment firms that specialize in recruiting local government executives.

Three firms submitted proposals for consideration. Each firm has extensive experience recruiting City Managers and other executive-level positions for California public agencies. The proposals include recruitment strategies, candidate outreach, screening processes, interview facilitation, reference and background checks, and assistance with contract negotiations.

DISCUSSION

Staff is presenting the following three recruitment firms for City Council review and discussion:

1. Bob Murray & Associates

- Specializes exclusively in executive recruitment for public agencies.
- Has completed more than 2,100 executive recruitments throughout California.
- Provides a comprehensive recruitment process including stakeholder outreach, candidate sourcing, interviews, background investigations, and contract negotiations.
- Includes a one-year replacement guarantee if the selected candidate leaves within the first 12 months.
- Proposed cost: \$29,900 for a complete City Manager recruitment with optional service cost which would be in addition to proposed cost.

2. Peckham & McKenney

- California-based executive recruitment firm with extensive experience recruiting City Managers and other executive positions.
- Provides personalized recruitment services with a dedicated recruiter throughout the process.
- Focuses on extensive outreach, candidate communication, interview facilitation, and executive placement.
- Has numerous municipal references throughout California.
- Fixed Cost: \$30,000

3. Regional Government Services (RGS)

- A California Joint Powers Authority that provides executive recruitment and human resources services exclusively to public agencies.
- Conducts more than 150 executive recruitments annually and currently serves over 130 public agencies.
- Provides a structured four-phase recruitment process including stakeholder engagement, recruitment marketing, candidate evaluation, and hiring support.
- Estimated recruitment cost: \$25,000, with additional direct advertising and travel expenses billed separately if necessary.

Each proposal has been provided to the City Council for review. Staff is requesting Council direction on which firm best meets the City's needs to conduct the recruitment for the next City Manager.

RECOMMENDATION

Review the proposals from Bob Murray & Associates, Peckham & McKenney, and Regional Government Services (RGS), discuss the merits of each firm, and provide staff direction on which executive recruitment firm to contract with for the City Manager recruitment process.

FISCAL IMPACT OF RECOMMENDATION

The selected proposal will be funded from the General Fund Reserve as a one-time expense for the City Manager recruitment. Costs will vary depending on the firm selected, with proposals ranging from approximately \$25,000 to \$30,000, plus any applicable reimbursable expenses outlined in each proposal for two of the three firms. Staff recommends taking the funds from the general fund reserve.