

Proposal Pricing

Service Category #1: Executive Search & Recruitment Services

Full Service Executive Recruitment

Fixed Fee:

- Public safety positions and positions that do report to a governing body: \$25,919.00
- Non-public safety positions and positions that do not report to a governing body: \$24,949.00

OR

Percentage Fee: Equivalent to 30% of the first-year salary of the candidate placed by SGR, with a minimum fee of \$24,000.

Optional Add-Ons:*

- Stakeholder Survey: \$1,531.00

Fees for additional requested services over and above the included quantity:*

- Online Interviews: \$256.00 per candidate
- Comprehensive Media Reports: \$766.00 per candidate
- Background Investigation Reports: \$511.00 per candidate
- Reference Checks: \$256.00 per candidate
- DiSC® Assessments: \$179.00 per candidate
- Recruiter travel and onsite time: \$1,021.00 per day

Not Included in Fixed Fee:*

- Production and delivery of briefing materials, as requested: Billed back at actual cost
- Ad placements: Billed back at actual cost
- Recruiter Travel Costs:
 - Meals are billed back at a per diem rate of \$15 for breakfast, \$20 for lunch, and \$30 for dinner.
 - Mileage will be reimbursed at the current IRS rate.
 - All other travel-related expenses are billed back at actual cost with no markup for overhead.

**A Full Service Executive Recruitment must be purchased to qualify for the listed prices.*



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Limited Scope Recruitment

Fixed Fee: \$14,184.00

Limited scope recruitments are offered for non-public safety positions and positions that do not report to a governing body.

Optional Add-Ons:*

- Stakeholder Survey: \$1,531.00
- Online Interviews: \$256.00 per candidate
- Comprehensive Media Reports: \$1,276.00 per candidate
- Background Investigation Reports: \$511.00 per candidate
- Reference Checks: \$256.00 per candidate
- DiSC® Assessments: \$179.00 per candidate
- Recruiter Travel, if travel is deemed necessary:
 - \$256.00 per hour, plus \$1,021.00 per day.
 - Meals are billed back at a per diem rate of \$15 for breakfast, \$20 for lunch, and \$30 for dinner.
 - Mileage will be reimbursed at the current IRS rate.
 - All other travel-related expenses are billed back at actual cost with no markup for overhead.

Not Included in Fixed Fee:*

- Production and delivery of briefing materials, as requested: Billed back at actual cost
- Ad placements: Billed back at actual cost

**A Limited Scope Recruitment must be purchased to qualify for the listed prices.*

Service Category #3: Succession Planning

Next Generation Leadership Program

Program Fee: \$30,613.00 per year



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Service Category #5: Interim Executives

Interim Management Services

Hourly Rate:

The hourly rate is based on the total amount the organization has in the current fiscal year budget for compensation of the position including, but not limited to:

- Base Salary
- FICA
- Worker’s Comp
- Retirement
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Long/Short Term Disability Insurance
- Longevity Pay
- Deferred Compensation
- Technology Allowance (cell phone, computer, etc.)
- Car Allowance
- Professional Membership Dues
- Any Other Provided Benefit

(Example: Salary + All Benefits ÷ 2080 hours = Hourly Rate)

Hourly rates are subject to change based on market demand.

OR

Percentage Fee: Equivalent to 30% of the first-year salary of the candidate placed by SGR.

Travel:

Depending on the location of the permanent residence of the selected interim candidate, the City may need to provide a mileage/travel stipend and/or temporary lodging, such as a hotel direct billed to the City during the term of the assignment.

Optional Add-Ons:*

- Comprehensive Media Reports: \$511.00 per candidate
- Background Investigation Reports: \$409.00 per candidate

Not Included in Other Interim Management Services Fees:

- If City hires the candidate placed as Interim for a permanent position during the term of this agreement or within 12 months after the conclusion of this agreement, City will pay SGR an employment placement fee. This fee is waived if SGR conducts a full-service executive search for this position.

**Interim Management Services must be purchased to qualify for the listed prices.*



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Service Category #6: Other Related Consulting Services

Management Team & Strategic Foresight Workshops

Half-day:	\$3,827.00
Full-day:	\$7,143.00

Facilitator Travel Costs:

- Meals are billed back at a per diem rate of \$15 for breakfast, \$20 for lunch, and \$30 for dinner.
- Mileage will be reimbursed at the current IRS rate.
- All other travel-related expenses are billed back at actual cost with no markup for overhead.

Elected Officials Retreats

Half-day:	\$4,847.00
Full-day:	\$9,694.00

Facilitator Travel Costs:

- Meals are billed back at a per diem rate of \$15 for breakfast, \$20 for lunch, and \$30 for dinner.
- Mileage will be reimbursed at the current IRS rate.
- All other travel-related expenses are billed back at actual cost with no markup for overhead.

Live Training Classes

In-Person, 2 hours:	\$2,449.00
In-Person, 4 hours:	\$3,062.00
Virtual, 90 - 120 minutes:	\$2,041.00



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Assessments

I Opt®

- Workshops
 - Virtual, 2.5 hours: \$2,858.00
 - In-Person, 4 hours: \$4,082.00
- Assessments
 - Individual Reports: \$179.00 per person
 - Team Reports:* \$154.00 per report

**Requires the purchase of individual reports.*

DiSC®

- Workshops
 - Virtual, 2.5 hours: \$2,858.00
 - In-Person, 4 hours: \$4,082.00
- Assessments
 - Individual Reports: \$179.00 per person

Operational Assessments

- Starting at \$11,481



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