

February 25, 2022

Mayor Trantalis and members of the City Commission
City of Fort Lauderdale
100 N. Andrews Avenue
Fort Lauderdale, FL 33301

Re: Proposal to Provide Executive Search Services – City Auditor

Dear Mayor Trantalis and members of the City Commission:

Mosaic Public Partners is pleased to have the opportunity to present our qualifications and approach to your executive search needs for the position of City Auditor. Mosaic Public Partners was founded on the principles of providing higher levels of innovation and client collaboration to complement the tried-and-true principles of executive search.

Members of our project team are seasoned public sector executives who have a true passion for the work of public agencies. We understand the challenges that public agencies face and their unique needs. Our consultants have conducted nearly one hundred-fifty executive searches across the United States, bringing both experience and a national perspective on current trends and issues. If selected, Mr. Greg Nelson and Mr. Bryan Noblett, both principals of the firm, would lead this recruitment.

We are certainly aware of the challenges associated with the recruitment, including ongoing adverse media coverage, and a public statement by the Institute of Internal Auditors. We have significant experience working collaboratively with our clients to overcome branding challenges presented during executive recruitments. For a complete listing of our consultants' experience, please visit: <https://www.mosaicpublic.com/consultant-portfolio>.

After reviewing our proposal, please contact us at (916) 550-4100 if you have questions or need additional information. We look forward to hearing from you and hope to have the opportunity to work with you on this important recruitment.

Best Regards,



Greg Nelson
Founder and Managing Partner
greg@mosaicpublic.com



Bryan Noblett
Founder and Managing Partner
bryan@mosaicpublic.com

About the Firm

Mosaic Public Partners was founded to create a better partner for public agencies needing to fill critical positions. We bring higher levels of innovation and client collaboration to the tried-and-true principles of executive search. Using private sector technologies and search methodologies, squared within the constraints of the public sector, allows us to deliver an improved client experience and better results.

We are seasoned public sector executives who have profound respect for the work of public agencies. We are passionate about placing today's public leaders, which enables public agencies to deliver exemplary leadership to their constituents.

Work Plan and Timeline

At the beginning of each search engagement, Mosaic Public Partners meets with clients to collaboratively craft a work plan and timeline that best aligns with our client's needs. Our consultants will suggest best practices and share examples from prior engagements to tailor a process that is thoughtful and well communicated. The following represents the key milestones of an executive search, including tasks and timelines.

The typical duration of a search projects is 12-17 weeks. Additionally, the selected candidate will customarily need to provide 30-days for notice and transition, if selected from outside of the organization.

More specific timelines will be crafted in collaboration with the City during the first step of the search engagements.

		Task	Timeline
Kickoff	1	Project Management Pre-kickoff meeting: project schedule, stakeholder analysis, communication methods, collection of background material	1-2 weeks
	2	Candidate Profile Development Client input meetings, stakeholder input meetings Drafting and layout of candidate profile	
Outreach	3	Outreach and Recruiting Advertising strategy and campaign Candidate research and identification Seek nominations Recruit candidates	4-6 weeks
	4	Candidate Screening and Evaluation Paper screening Screening interviews News and internet research	2 weeks
Selection	5	Presentation of Candidates Client meeting to review candidates and select those to advance Candidate updates	1 week
	6	Selection Process Consult and design interview process Facilitation of on-site interview process, typically 4-7 candidates	2-3 weeks
	7	Background and Final Qualification Background investigation and thorough reference checks for finalist candidate	1-2 weeks
	8	Negotiation	1 week
	9	Closeout Communications	Concurrent

Project Team

If awarded the search, a Founder and Managing Partner of the firm and a Senior Consultant would serve on the project team, supported by the firm's Business Support Manager and a Research Associate.

Greg Nelson, Founder and Managing Partner



For the better part of a decade, Mr. Nelson has led a successful executive search practice for a national search firm. In his role, Mr. Nelson has successfully recruited public sector executives on a national scale for a diverse array of field and positions. His work has included positions with intense community interest, high levels of stakeholder involvement, and those with political sensitivities.

In the first twenty years of his career, Mr. Nelson served leadership roles in municipal government where he was known for his progressive and principled leadership. Under his tenure, the City increased employee engagement, citizen satisfaction (amongst the highest in a national survey), and made drastic improvements in the labor-management climate. He created public-private partnerships that allowed for superior levels of service during budget shortfalls, while enhancing relationships with stakeholders in the community. Additionally, he has provided expert testimony for state and local legislative bodies. Mr. Nelson was a co-founder of a municipal Human Rights Committee, engaging businesses and citizens in workshops and community dialogue on diversity and social equity issues, in and out of the workplace.

Mr. Nelson holds a Master's degree in Public Administration from the University of Illinois-Springfield with a graduate certificate in Public Sector Labor Relations.

Bryan Noblett, Founder and Managing Partner



Bryan Noblett spent over 34 years working as a public safety leader in the Greater Sacramento Region. The majority of his career was spent working in leadership and executive level roles. Bryan placed a strong focus on staff development and on ensuring his organization was responsive to community needs throughout his career. He possesses a strong commitment to customer service and worked diligently as a municipal government executive to ensure his organization was focused on partnering with the community it served. In addition,

Bryan is well-versed in labor negotiations and working collaboratively with labor groups to achieve successful outcomes. Bryan's passion for leadership development, talent assessment and public service led him to accept a position with a nationally recognized

public sector search firm shortly after his retirement. Bryan holds a Bachelor's degree in Criminal Justice, a Master's degree in Organizational Leadership and has attended a number of prestigious professional development courses.

As a long time contributor to city executive teams, Bryan possesses a thorough understanding of all areas of public sector leadership. He spent the last 2 years partnering with municipal clients and communities across the country by assisting them in recruiting talented leaders to serve as Police Chiefs, City Managers, Chief Financial Officers and other executive-level leadership positions. Bryan deeply values his connections with people, which has led to several outstanding placements and ongoing relationships with clients and candidates alike.

Sheri Noblett, Business Support Manager



Sheri Noblett spent over 30 years working in the public sector in the Greater Sacramento Region. Over the course of her career, she had direct involvement in the design and implementation of numerous infrastructure and leisure service projects that improved the lives of many in the region. Sheri is a highly skilled project manager and utilized her keen organizational skills to deliver stellar projects on time and on budget.

Her extensive experience in the public sector and working in collaboration with multiple project stakeholders makes Sheri a valued partner with respect to integrating the input from others to deliver the best possible project outcomes. She possesses a strong customer service orientation and has a wealth of understanding of municipal service. Sheri holds a Bachelor's degree in Landscape Architecture and possesses many certifications that bolstered her public service career.

Cost of Services

Mosaic Public Partners uses a flat fee approach which includes both professional services and includes the expenses of advertising, consultant travel, administrative support, printing, postage, technology, educational verifications on top candidates and background checks on the selected candidate. Our flat fee to provide executive search services as outlined in this proposal for the position of City Auditor is \$50,000.

Invoicing for each search will be in four installments:

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| 1. Upon execution of the Professional Services Agreement: | \$15,000 per search |
| 2. After Presentation of Candidates: | \$15,000 per search |
| 3. After Initial Interviews: | \$15,000 per search |
| 4. After accepted offer of employment: | \$5,000 per search |

The flat fee is based upon one consultant trip for the lead consultants, Mr. Nelson and Mr. Noblett, to facilitate candidate interviews. All other client meetings will be conducted via videoconference or teleconference. If additional consultant trips are requested, they will be invoiced at \$1,500 per day, per consultant, plus actual travel expenses. Any additional expenses will be invoiced at the end of the project and are supplemental to the flat fee. Candidate travel expenses shall be the responsibility of the City.

Guarantee

Mosaic Public Partners offers the industry-standard one-year guarantee on our full search process. If, within a one-year period after appointment, the selected candidate voluntarily resigns or is dismissed for cause, Mosaic Public Partners will conduct another search effort without additional fees for professional services. The City would be expected to reimburse the firm for all incurred expenses which are approximately 30% of the flat fee.

If a placement is not made in the first search attempt, Mosaic Public Partners will conduct a second search effort with no charge for professional services. The City would be expected to pay for all incurred expenses.

Mosaic Public Partners will never actively recruit our placement while they are employed with the City.