

# Seminole County, Florida



# County Manager Recruitment



# Slavin Management Consultants (SMC)

- **National Practice**

**Executive Search**

**Pay and Classification**

**Performance Appraisal Systems**

**Organizational Studies**

- **Specialists in Local Government Chief Executive Searches**

- **Headquartered in Norcross , GA with a national practice covering forty-five states.**

- **Project team includes nationally respected consultants: Barbara Lipscomb, a former Florida City Manager and Dave Krings, Hamilton County, OH Administrator and a former ICMA President.**



# Exceptional Thirty Year Track Record



- **SMC's has a national practice with extensive contacts through which it has placed more than 850 governmental government and non-profit executives.**
- **More than 95% of SMC's placements have stayed in their positions for more than five years.**
- **Approximately 25% of our placements are minorities and/or women.**



# Expertise Tailored to Assist Seminole County



- **Mr. Slavin will manage this project. He has more than 35 years experience in placing city and county managers and department heads.**
- **Our Project team includes Mr. David Krings, former ICMA President and SMC's Midwest Regional Manager and Ms. Barbara Lipscomb. Mr. Krings is an expert in County Government who has served as Assistant County Executive for Ramsey County, MN and County Administrator for Peoria County, IL and Hamilton County, OH. Ms. Lipscomb is a former Casselberry, FL and Greenville, NC City Manager. Both have been ICMA Credentialed Managers.**
- **SMC has in based near Atlanta and has affiliates in Arizona, California, Kentucky, Ohio and Texas.**

# SMC Past and Present County Clients Include:



- Adams County, CO
- Alameda County, California
- Albemarle County, Virginia
- Arapahoe County, Colorado
- Beaufort County, South Carolina
- Broward County, Florida
- Brown County, Wisconsin
- Buffalo County, Nebraska
- Buncombe County, NC
- Chaffee County, Colorado
- Charleston County, SC
- Chesterfield County, Virginia
- Clark County, Nevada
- Cobb County, Georgia
- Dade County, Florida
- Dane County, Wisconsin
- Eagle County, Colorado
- Escambia County, Florida
- Fairfax County, Virginia
- Forsyth County, Georgia
- Fremont County, Colorado
- Fresno County, California
- Georgetown County, SC
- Glynn County, Georgia
- Gunnison County, Colorado
- Gwinnett County, Georgia
- Hall County, Georgia
- Hamilton County, Ohio
- Johnson County, Kansas
- Fulton County, Georgia
- Ketchikan-Gateway Borough, Alaska
- Lake County, Florida
- Lake County, Illinois
- La Plata County, Colorado
- Leon County, Florida
- Lincoln County, North Carolina
- Livingston County, Illinois
- Los Angeles County, California
- Martin County, Florida
- McHenry County, Illinois
- Mecklenburg County, North Carolina
- Mendocino County, California
- Mesa County, Colorado
- Moffat County, Colorado
- Monterey County, California
- Muscatine County, Iowa
- New Kent County, Virginia
- Orange County, New York
- Orange County, North Carolina
- Oklahoma
- Palm Beach County, Florida
- Peoria County, Illinois
- Pinellas County, Florida
- Polk County, Florida
- Prince William County, Virginia
- Ramsey County, Minnesota
- St. Louis County, Minnesota
- Saline County, Kansas
- San Diego County, California
- San Luis Obispo County, California
- San Mateo County, California
- Sarasota County, Florida
- Sedgwick County, Kansas
- Seminole County, Florida
- Sonoma County, California
- Spotsylvania County, Virginia
- Tazewell County, Illinois
- Volusia County, Florida
- Wake County, North Carolina
- Washtenaw County, Michigan
- Whiteside County, Illinois
- Whitfield County, Georgia
- Yolo County, California

# SMC Florida Clients



- Altamonte Springs
- Broward County
- Boca Raton
- Boynton Beach
- Charlotte County
- Clearwater
- Clermont
- Coral Springs
- Davie
- Deerfield Beach
- Delray Beach
- Destin
- Dunedin
- Escambia County
- Fort Lauderdale
- Fort Myers
- Fort Pierce
- Gainesville
- Atlantic Beach
- Hollywood
- Homestead
- Jacksonville Beach
- Jupiter
- Lake County
- Lake Worth
- Lee County
- Miami
- Miami-Dade County
- Manatee County
- Martin County
- MetroPlan Orlando
- Miramar
- Mount Dora
- Neptune Beach
- North Miami Beach
- Okeechobee County
- North Port
- Orange County
- Ormond Beach
- Panama City
- Palm Beach County
- Palm Beach Gardens
- Pinellas County
- Pensacola
- Plantation
- Pompano Beach
- Polk County
- Santa Rosa County
- Sarasota
- Seminole County
- Sunrise
- Titusville
- Volusia County
- West Palm Beach
- Winter Park

# Results Oriented Process

- **On-site development of the recruitment profile**
- **Actively seek out and recruit qualified candidates**
  - ◆ **Advertise on key websites and in key publications, send targeted e-mails to sources and prospects & make direct contact with people who fit the County's requirements.**
  - ◆ **Extensive direct sourcing for candidates who meet the County's requirements.**
- **On-site meetings with County Council Members and with finalist candidates to assure "fit".**
- **Thorough background investigation of all finalist candidates.**



**We aggressively pursue good candidates**

# Results Oriented Process (Continued)

- **Assist the County Board to design tailored interview and selection processes, make logistical arrangements, provide interview questions, rating sheets, ranking forms, etc.**
- **Facilitate an employment agreement.**
- **Facilitate the establishment of 1<sup>st</sup> year performance goals.**
- **Follow-up with both the County Board and the new County Manager at six months and 1 year.**

**We conduct on-site interviews with finalist candidates – to get data key to ensuring proper fit**

# SMC Commitment to your Success



- **We will keep working for the County until a placement is made.**
- **We will redo the search for no additional professional fee if the new County Manager leaves within two years.**
- **We will never recruit your new County Manager from the County.**
- **We will not actively recruit any of your employees for at least two years.**



# Recruitment Timetable



- Typically 90 days from time profile is approved and the candidate is hired
- SMC is prepared to begin the project within 15 days of entering into a contract with the County.



# Why Slavin Management Consultants



- **Outcome-oriented process which has produced highly successful city and County manager placements in all regions of the United States**
- **Interactive style customized to meet individual client needs**
- **Ninety-five percent of SMC placements remain in their positions for more than five years**
- **On-site visits of all finalist candidates (COVID-19 permitting)**
- **Strongest guarantees in the field**
- **Costs are capped and well within industry standards**

# Project Cost



- Professional Fees: \$15,475.00
- Not-to-Exceed Expenses: \$8,511.25  
(SMC's actual out-of-pocket costs capped)
- Total \$23,986.25



# Questions

