

RESPONSES TO QUESTIONS REGARDING RFP FOR EXECUTIVE SEARCH FIRM

Would a Recruitment Process Outsourcing model, which includes recruiting services with a differing structure, deliverables, and level of client involvement, to that of a conventional executive search arrangement, be considered?

Yes, the RFP states: "Please note that a hybrid approach to the proposed scope that reduces expenditures may be submitted/suggested by the proposing firm." The RFP also states: "The BSRC reserves the right to waive all or some of the requirements for this proposal and consider a hybrid approach."

What recent experience in the last five years do members of the Advisory Group have in similar executive searches (as leaders, governing bodies, or newly hired leaders)?

Various members of the Advisory Group have been involved in departmental or executive search efforts for their own local governments or other regional organizations.

Has the Commission recently completed any compensation benchmarking or market analysis for the Executive Director role and was 2024 salary of the Executive Director \$153,827?

Yes, during contract renewals for the Executive Director, the Commission reviews the compensation level of comparable organizations in Iowa and Illinois. Yes the July 2024 salary of the Executive Director was \$153,827 but has been increased since then due to across the board adjustments for all staff and to merit.

What is the expected salary range or budgeted compensation for the Executive Director position?

The expected salary range is \$135,000 - \$160,000 as discussed by the Executive Committee.

Has a budget been set for the executive search cost itself?

The Executive Committee has given general discretion and direction to the Advisory Group.

Are there any anticipated internal candidates or closely connected individuals expected to apply for consideration?

Yes, there is at least one internal candidate.

As this represents only the fourth Executive Director transition in BSRC's 60-year history, does the Advisory Group anticipate needing support with leadership transition planning, onboarding, stakeholder communication, or knowledge transfer in addition to the recruitment process?

No. A minimum of a three month overlap with the current Executive Director is planned and the current Executive Director has offered to remain up to half time after that as needed to assist with the onboarding process. Current leadership staff will also be available.