

# Summary of Proposed Award On-Call Recruiting Services

Presented to: Committee of the  
Whole

April 7, 2015

Greater Cleveland Regional Transit Authority



# On-Call Recruiting Services

- Project Overview and Justification:
  - One or more contracts for three-year term
  - Augment current recruitment efforts
    - Focus: Hard-to-fill positions
  - Goals
    - Increase pool of qualified applicants
    - Decrease time-to-fill

# On-Call Recruiting Services

- Scope of Services:
  - Source and identify of candidates
  - Liaison between RTA and candidate
  - Assist with integration/on-boarding
  - Firm(s) compensated only if their candidate is permanently placed at RTA

# On-Call Recruiting Services

## Procurement Overview:

- RFP issued November 12, 2014
- RFP downloaded by 23 interested parties
- Four proposals were received on December 12, 2014
- Two firms were shortlisted
- DBE goal set at 20%

# On-Call Recruiting Services

- Evaluation Panel Members:
  - Human Resources
  - Operations
  - Engineering
  - Legal
  - Office of Business Development
  - Procurement

# On-Call Recruiting Services

- Evaluation Criteria:
  - Proven Experience/Success Rate
  - Cost Effectiveness of Proposal
  - Demonstrated Understanding of Industry
  - Sourcing Strategies
  - Financial Stability

# On-Call Recruiting Services

- Recommended Vendors:
  - Diversity Search Group, LLC (DSG), Columbus, OH
  - Experience: Annually place over 1,000 employees on local, regional and national levels in fields including engineering and finance.
  - Recent clients are Ohio Bureau of Worker's Compensation, Ohio Dept. of Mental Health and the Ohio Housing Finance Agency.



# On-Call Recruiting Services

- Recommended Vendors:
  - Modis, Inc., Independence, OH
    - Experience: Specialize in placement of IT Professionals, with over 60 branches in the U.S. to draw resources from.
    - Recent clients are City of Cleveland Central Collection Agency, Santa Clara Valley Transit, FedEx and the Florida Dept. of Transportation.



# On-Call Recruiting Services

- Recommended Vendors:
  - Vendor compensation will be % of first year annual salary of the permanently placed candidate.
  - Industry standard is 25%. Negotiated rates are 20% for Diversity Search Group, LLC and 22 % for Modis, Inc.

# On-Call Recruiting Services

- Recommendation:
- Staff requests that the Committee of the Whole recommend to the Board of Trustees contracts to Diversity Search Group, LLC in an amount not to exceed \$181,000 and to Modis, Inc. in an amount not to exceed \$110,000.