



# Agenda

September 17, 2021

## Valley Metro Ad-Hoc Recruitment Committee (AHRC)

Tuesday, September 21, 2021

Boardroom/Webex  
101 N. 1<sup>st</sup> Avenue, 10<sup>th</sup> Floor  
12:00 p.m.

### Action Recommended

1. Chief Executive Officer - Selection of Executive Search Firm

1. For information

Jan Plank, Human Resources Director, Maricopa County, will provide an overview of the procurement process and recommendation for the selection of an Executive Search Firm for the position of the Chief Executive Officer.

**This is an information item only. Formal action will be taken at the September 30, 2021 Board meeting.**

2. Next Meeting

2. For information

The next meeting of the AHRC is to be determined.

Qualified sign language interpreters are available with 72 hours notice. Materials in alternative formats (large print or flash drive) are available upon request. For further information, please call Valley Metro at 602-262-7433 or TTY at 602-251-2039. To attend this meeting via teleconference, contact the receptionist at 602-262-7433 for the dial-in-information. The supporting information for this agenda can be found on our web site at [www.valleymetro.org](http://www.valleymetro.org).

*In compliance with the Federal Transportation Security Administration's mask mandate, Valley Metro continues to require the use of face coverings in its facilities. Employees and guests must wear masks, regardless of vaccine status, in hallways, common areas, and any time social distancing cannot be maintained. If you are in a conference room where 6' distance cannot be maintained, masks are to be worn. We appreciate your cooperation in complying with this federal law.*



# Information Summary

**DATE**

September 17, 2021

**AGENDA ITEM 1****SUBJECT**

Chief Executive Officer – Executive Search Firm Procurement

**PURPOSE**

To provide an update on the process to procure a qualified and experienced Executive Search Firm for the position of the Chief Executive Officer (CEO) and request approval to issue a Purchase Order via a contract with Maricopa County to the selected firm for an amount not to exceed \$100,000.

**RECOMMENDATION**

Maricopa County staff will present this item for information to the Ad-Hoc Recruitment Committee. Final action will be taken at the September Boards of Directors meeting.

Staff recommends that the Boards of Directors authorize the CEO to issue a purchase order via a contract with Maricopa County to the selected Executive Search Firm for the position of Chief Executive Officer in an amount not to exceed \$100,000.

**BACKGROUND | DISCUSSION | CONSIDERATION**

On July 22, 2021, the Boards of Directors and Valley Metro staff participated in a Study Session and Special Board Meeting concerning recruitment of Valley Metro's CEO. The Boards of Directors directed and authorized Valley Metro staff to enter into an Intergovernmental Agreement (IGA) with Maricopa County to solely direct and lead a public procurement and solicitation process to retain the services of a qualified executive search firm with transit experience to develop and conduct a national recruitment for the position of CEO.

The Boards of Directors established an Ad-Hoc Recruitment Committee (AHRC) that includes representation from the cities of Chandler, Glendale, Goodyear, Mesa, Peoria, Phoenix and Tempe. The AHRC will provide guidance and direction throughout the CEO recruitment and report recommendations to the Boards of Directors for approval on the position of CEO.

Maricopa County conducted a public solicitation process inviting proposals from qualified executive search firms. Maricopa County received five proposals. Maricopa County staff reviewed and evaluated the proposals and selected a firm that is most qualified to deliver the executive recruitment services the Boards of Directors require. Maricopa County Human Resources staff will present their evaluation and selection process, supporting information and rationale behind their recommendation for award to



the most qualified executive search firm. Once the Boards of Directors approve and authorize the selection, Maricopa County will announce the award to the executive search firm, enter into a contract directly with the firm and commence the recruitment.

Upon selection, Valley Metro staff will request authority from the Boards of Directors to issue a purchase order via a contract with Maricopa County for an amount not to exceed \$100,000.

Maricopa County Human Resources Department will continue to lead the recruitment process and will work closely with the executive search firm, Valley Metro staff and the AHRC throughout the entire recruitment process.

### **COST AND BUDGET**

The estimated cost for the Executive Search Firm is not to exceed \$100,000.

### **COMMITTEE PROCESS**

Ad-Hoc Recruitment Committee: September 21, 2021 for information

Boards of Directors: September 30, 2021 for action

### **CONTACT**

Michael J. Minnaugh

General Counsel

602-744-5599

[mminnaugh@valleymetro.org](mailto:mminnaugh@valleymetro.org)

### **ATTACHMENT**

None



# Maricopa County

## Human Resources Department

301 West Jefferson Street  
8<sup>th</sup> Floor  
Phoenix, AZ 85003-2143  
Phone: 602-506-3755  
[www.maricopa.gov](http://www.maricopa.gov)

### **DATE**

September 21, 2021

### **SUBJECT**

Valley Metro CEO Retained Executive Search Firm Solicitation

### **BACKGROUND**

On September 1, 2021 Maricopa County, as a third-party, objective jurisdiction, issued a solicitation through their Procurement Department to contract with a retained executive search firm. The firm will provide executive recruitment services, with a focus on referring highly qualified candidates with prior transit authority leadership experience and to serve as Valley Metro's next CEO. The start date for the successful CEO candidate is targeted to begin on or around March 1, 2022.

### **BIDDERS**

Five firms submitted timely bids. They are, in no particular order:

1. TransPro Consulting
2. Teri Black & Co.
3. Krauthamer & Associates
4. KL2 Connects LLC
5. Strategy Two LLC

None of the bidders were local to the Phoenix market.

### **RECOMMENDATION**

#### **Evaluation Committee**

The Maricopa County evaluation committee charged with reviewing, evaluating and scoring bid proposals consisted of the Human Resources Director, Recruitment Manager and a County Group Human Resources Manager with prior transit leadership experience. The evaluation committee conducted a comprehensive review and analysis of all bid proposals and scored proposals based on its evaluation of technical qualifications and experience required of an executive search firm that will provide high-level recruitment services to assist the Valley Metro Board of Directors in the selection of their next CEO.

### **Ranking of Proposals:**

The evaluation committee unanimously concluded that Krauthamer and Associates, headquartered in Bethesda, Maryland, was the most responsive and responsible firm in all material respects to the requirements and criteria for the position with the technical expertise and experience qualified to provide Valley Metro Board of Directors with the best value CEO executive recruitment services. The other firms did not sufficiently match the technical qualifications and experience criteria to satisfy the specific services required of the Valley Metro Board of Directors. One notable experience with respect to Krauthamer and Associates was the substantial volume of chief executive positions the firm has successfully placed in the transit industry (please see the enclosed attachment for more detail). The evaluation committee therefore unanimously recommends Krauthamer and Associates to be awarded the bid. This recommendation is based on the following:

- Bidder has been in business providing executive recruitment services since 1971
- Bidder has conducted approximately 1,000 executive searches within the transit industry during that time
- Bidder's client list includes a multitude of large and complex agencies (see attached client list), many who represent repeat business for the firm
- \*Bidder has placed the last three CEOs, including the sitting CEO, for the American Public Transportation Association
- Between 65-75% of the bidder's final placements have been candidates from diverse backgrounds, including women

The evaluation committee determined that the depth and breadth of qualifications and experience of Krauthamer and Associates were superior to the other firms, and most closely matched the expressed desires of the Valley Metro Board of Directors for this CEO recruitment project.

### **COST AND BUDGET**

The proposed fee structure from Krauthamer & Associates is **30% of the first-year base salary of the successful candidate**, which is consistent with industry standard for retained executive search firms; travel expenses for consultants and candidates shall not be included in this figure and will be billed separately. Expenses shall be pre-approved by the Maricopa County Human Resources Director or her designee in collaboration with Valley Metro and will not exceed \$100,000.

### **CONTACT INFORMATION**

Jan Plank  
Human Resources Director

Valley Metro Ad Hoc Recruitment Committee  
September 21, 2021  
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Maricopa County  
602-372-0266  
[Jan.plank@maricopa.gov](mailto:Jan.plank@maricopa.gov)

Gina Monger  
Group HR Manager  
Maricopa County  
602-540-5151  
[Gina.monger@maricopa.gov](mailto:Gina.monger@maricopa.gov)

Mr. Moser is K&A's transportation practice leader and has successfully conducted hundreds of searches with both transit and non-transit agencies. He has extensive experience working with public and private boards, elected officials, community leaders, general managers, CEOs, presidents, executive directors, CFOs and other executives. Beyond transit, Mr. Moser also has experience recruiting for Fortune 100 firms and public and private organizations, airports, non-profits and in the following industries:

- Aerospace
- Federal, State & Local Governments
- Utilities
- Financial Services
- Technology
- Banking
- Defense
- Healthcare
- Education
- Real Estate

Mr. Moser is recognized as a leader and expert in the transportation industry and has assisted his clients in some of the most challenging recruitments for their organizations as well as some of the most critical needs in the industry. As mentioned above, below are some of the most recent searches he has conducted:

**Client:**

**APTA (DC)**

**Denver RTD**

**DART**

**Utah Transit Authority**

**Santa Clara VTA**

**MARTA (Atlanta)**

**Utah Transit**

**TriMet**

**CATS (Charlotte, NC)**

**The Rapid (Grand Rapids)**

**North County Transit District**

**AC Transit**

**BART**

**BJCTA (Birmingham, AL)**

**Omnitrans (CA)**

**LA MTA**

**Caltrain**

**Position:**

Past and Current Presidents/CEO / CFO

Past Three GM/CEO's including current / CFO / CAO

President/CEO

Executive Director

CEO / General Manager / General Counsel / COO / CFO / CAO / Chief of Staff / Director, Business Services

CEO

CFO

AGM, Safety & QA

AGM, Infrastructure

Chief of Capital Programs

Executive Director

CEO / Executive Director Transportation / Director, Bus/Rail Operations

CEO

CEO

Chief Rail Engineer

General Manager

Executive Director-Marketing & External Affairs

Executive Director, Engineering & Planning

Executive Director, Human Resources

Executive Director, Safety

CFO / CIO / CAO

General Manager

Inspector General

AGM Planning, Develop., Construction

Chief Procurement

AGM Performance Budget / Chief Audit

AGM, HR

Executive Mgr., Transit Systems Develop.

CEO

CEO

CIO

CFO

**Sacramento RTD**  
**San Francisco CTA**  
**SunLine Transit**  
**Sound Transit**  
**Transit Authority of River City**  
**King County Transit**  
**City of Omaha Transit Authority**  
**HART (Honolulu)**

**Capital Metro (Austin)**

**Houston Metro**

**San Antonio Airport**  
**Texas High Speed Rail**  
**Nashville DTO**  
**Greater Cleveland RTA**  
**SORTA (Ohio)**  
**LYNX (FL)**

**Jacksonville Transp. Authority**

**TBARTA (FL)**  
**FL East Coast Commuter Rail**  
**Jacksonville Chamber Commerce**  
**HART (Hillsborough, FL)**

**Pinellas Suncoast Transit (FL)**  
**GoTriangle (NC)**  
**RTC (Las Vegas, NV)**  
**The Wings Club (NY)**  
**Flight Safety Foundation (DC)**  
**Montgomery County Liquor**

Director, Safety & Security  
 Deputy Chief Planning  
 Deputy Director Rail Systems Engineering  
 Director, Engineering & Maintenance  
 General Counsel  
 Rail Program Manager  
 CFO  
 Deputy CEO  
 Executive Director  
 Director, Rail Operations  
 CEO  
 CEO / Deputy CEO  
 Deputy Chief, Planning & Environment  
 Grants Manager  
 CEO / COO / EVP/CFO  
 VP Rail Operations  
 VP Safety Risk  
 Controller  
 EVP, Planning and Development  
 Director, Project Connect  
 Chief Customer/COO  
 CEO/President  
 VP Engineering & Construction  
 Executive Director  
 General Manager / Chief Mechanical Officer  
 CAO  
 CEO  
 CEO / COO / CFO  
 Executive Director  
 COO  
 Chief, Planning & Development  
 Director, Planning & Development  
 Director, Transp. Maintenance  
 Executive Director/CEO  
 CFO  
 SVP Operations  
 AVP Safety  
 Director, Procurement  
 Director, U2C  
 Program Admin./VP Automation  
 AVP Transit Operations  
 Executive Director  
 SVP  
 President/CEO  
 CEO / COO / CAO  
 Director, Human Resources  
 Chief Planning and Development Officer  
 Executive Director and Director, PM  
 Engineer/Project Director  
 VP Innovation  
 President/CEO  
 Past and Current CEOs / VP, Development  
 Director



**Control Board (MD)**  
**Montgomery County, MD**

Police Chief  
 CFO  
 Director, Housing and Community Affairs  
 Chief, HR Officer  
 Chief, Permitting Officer  
 Director, Public Libraries  
 Director, Health and Human Services  
 Director, Technology Services  
 CEO / General Counsel / Inspector General

**Washington Suburban Sanitation  
 Commission**  
**DC WATER**

COO  
 CFO  
 General Counsel  
 Director, Customer Service  
 Super., Construction  
 Head Enterprise Asset Management  
 Manager, Design and Manager, Labor  
 CIO  
 Director Engineering & Tech Services  
 Program Manager, PCS

**DC Government**

**WMATA (DC)**

CFO  
 Inspector General  
 Deputy CEO  
 Director, OCC  
 Chief Engineer, Vehicles  
 Chief Safety Officer  
 Director, Supply Chain Analytics  
 VP, Supply Chain  
 Inspector General  
 Treasurer / Comptroller  
 AGM, TIES  
 Chief Procurement Officer  
 Deputy Chief, HR  
 AGM, Rail  
 Director, Station Access  
 Director, Labor Relations  
 Director / HRIS  
 CIO / CFO

**DASH (Alexandria, VA)**  
**Keolis**

CEO  
 Chief Engineer, MBTA  
 CMO / Chief Engineer

**Virginia Railway Express**  
**Veolia Transportation**  
**NYC MTA**

CEO  
 VP, Rail Development  
 Chairman / CEO / COO / President  
 Chief, Procurement  
 Chief Safety Officer  
 Chief, Applications Development  
 Sr. Director, Business Service Center  
 President  
 Assistant CMO  
 VP, System Safety  
 Director, Regulatory Oversight

**MTA Metro North Railroad**

<b>MTA Bridges &amp; Tunnels</b>	CIO
<b>MTA Long Island Rail Road</b>	President / Chief Health & Safety
<b>MTA NYCT</b>	President / COO / CFO / CIO / CMO
	President / EVP / CMO
	VP Chief Customer Service Officer
	EVP Chief Architect
<b>Port Authority NY/NJ</b>	Director, Rail Transit/GM PATH
	Deputy GM – PATH
	Deputy Director Rail
	Chief, Commercial Officer
	GM JFK / GM LGA / GM EWR
	Chief Development, Aviation
	CMO
	Treasurer
	CFO
<b>NYC Thruway</b>	COO
<b>NYS DOT</b>	Commissioner
<b>NYC Water</b>	Deputy Commissioner, Design/Construction
<b>TransDev</b>	General Manager
<b>TransCom</b>	Executive Director
<b>Massport</b>	Director, Aviation Operations
<b>MBTA (Boston)</b>	Executive Director, Commuter Rail
	Chief Safety Officer
	Chief Engineer
	Program Manager, AFC
	Deputy AGM, Transit Capital Programs
<b>NJ Transit</b>	Executive Director
	Deputy Executive Director
	GM Bus and GM Rail
	Chief, System Safety
<b>City of Charlotte, NC</b>	Director, DOT
<b>SEPTA (PA)</b>	Chief Engineer, Rail and Bus
	Manager, Track Engineering
	Director, Eng., Traction Power
	Manager, Engineer Civil Coordination
<b>Port Authority Allegheny County</b>	CEO / CIO
	Chief Development
	CFO/GM
	AGM Planning & Service Development
<b>Allegheny Cty. Health Dept.</b>	Director
<b>Riverlife (Pittsburgh)</b>	President/CEO
<b>Southwest PA Corp (Pittsburgh)</b>	President
<b>Metra Rail (Chicago)</b>	COO
	Chief Engineer
	Chief Safety Officer
	Chief Internal Audit
	Director, Transportation Maintenance

Specifically in transportation, Mr. Moser's experience recruiting across all verticals of an organization and across all levels of senior management includes recruiting CEOs, general managers, executive directors, presidents, CFOs, contracts and procurement officers, information technology officers, safety and security officers, chief human resources officers, heads of rail and bus operations, planning, real estate, engineering and maintenance, administration