

BHI MANAGEMENT CONSULTING

"Organizational Efficiency for Public Agencies"

To: Board of Directors - Kensington Fire Protection District

From: Brent Ives, BHI Management Consulting

Subject: May 2023 Report on GM Recruiting Efforts

Date: June 2, 2023

In January of 2023, a proposal was approved with BHI Management Consulting to begin recruiting a permanent District General Manager for the District. This report advises the Board of Directors on the status and next steps status of the recruitment effort for the permanent GM position as of the date above. Having cancelling interviews of two candidates in May, we have launched a full campaign for the position within the market.

- Coordinated Board interviewing process for two candidates. Began preparing the Board for interviews with example questions and process. One of those two dropped from consideration, process was cancelled.
- Conducted meetings with the special committee on path-forward with process. It was decided to move forward with full marketing program, seek to keep the remaining candidate. Once being informed of the situation, and further discussions with me, he has decided to remain in the candidate pool. He continues to be the most qualified among those who have applied.
- Began the full marketing program with the job announcement being placed in several job seeking sites (CSDA, CareersinGovernment, Western Cities, LinkedIn, Indeed.com) along with the District website and Nextdoor Kensington.
- To date we have had 16 responses to the campaign which will last through the middle of July. While all of those who apply get contacted back by my firm, I have personally called three of them back who seem to be best qualified to discuss the position specifics. I have had very constructive discussions with those three. I am hoping to get weekly results from this campaign and build on the number of those who highly qualify.
- I continue to make several calls and emails to circulate the position within my professional network and targeted individuals who I believe should consider the position.

In the meantime, should you have questions please feel free to contact me or let me know of any individuals whom I should contact about the position, please advise.

Thank you,

Brent H Ives June 2, 2023

Brent Ives, Principal
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