



COLLIN COUNTY

Human Resources
2300 Bloomdale Road
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McKinney, Texas 75071
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DATE: 7/7/2015
FROM: Cynthia Jacobson, Director of Human Resources
TO: Commissioners Court
RE: Recruiting Services

Human Resources is recommending that Collin County not move forward with utilizing the recruiting firm Ralph Anderson and Associates to recruit for the position of Director of Juvenile Detention. This recommendation is based on the following factors that occurred upon our attempt to finalize the contract with the vendor:

1. Increase in the rate charged from \$17,775 to \$24,995. This increase is despite the fact that we decreased the number of candidates required to be submitted when the search was narrowed to Texas and Oklahoma.
2. Payment requirements of every two weeks even if a candidate has not been identified. Our proposal to pay 1/3 of the contract for every candidate identified was not accepted.
3. No longer providing a placement guarantee that if the individual selected does not stay a year they will provide another placement search for free

Based on these factors I do not believe we can come to an agreeable contract. Unfortunately, there is not another vendor who responded to our requests so this would in effect eliminate external recruiting services.