

## **FOR CONSIDERATION**

February 15, 2023

**TO:** The Board of Trustees

**FROM:** Thomas Falcone

**SUBJECT:** Consideration of Approval of the Selection of Firms to Provide Recruitment Services for Executive, Managerial, and Professional Staff

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### **Requested Action**

The Board of Trustees (the “Board”) of the Long Island Power Authority (“LIPA”) is requested to approve a resolution, attached hereto as **Exhibit “A”**, authorizing the Chief Executive Officer, or his designee, to engage six (6) firms to provide recruitment services in the areas described below, on an as-needed basis for LIPA for a term not to exceed five years.

### **Background**

To supplement its in-house resources and to provide specialized recruiting services as necessary, LIPA has previously engaged executive, managerial, and professional search firms on an as-needed basis. LIPA’s current recruiting services contracts are expiring and as LIPA’s needs in this area continue, it is necessary for LIPA to retain qualified and experienced professional search firms to assist with the recruitment of executive, managerial, and professional staff. Executive search firms provide LIPA access to an expansive and ever-growing pipeline of potential candidates, while allowing LIPA to draw on their expertise to help define and position roles in a way that will attract and secure the best candidates.

The employment market is tight and finding quality executive, managerial, and professional talent can be challenging. Effective recruiting is labor-intensive, complex and requires a rare combination of skills and business expertise. While LIPA has highly competent staff with experience in this area, LIPA seeks to augment existing capabilities, and draw upon the resources of outside recruiting firms on an as-needed basis. By engaging these firms, LIPA can supplement its in-house experts, reduce turnover, increase diversity in the hiring process, improve the quality of candidates, and fill positions as quickly and effectively as possible.

On July 27, 2022, LIPA issued a Request for Proposals (“RFP”) seeking experienced recruiting firms to provide recruiting services for executive, managerial, and professional staff to LIPA for a period of up to five years in the following scope areas:

1. Executive Recruiting
2. General Management & Professional Staff Recruiting

The RFP was distributed to 48 firms. The RFP was also posted on LIPA’s website and in the New York State Contract Reporter. Eighteen firms responded to the RFP. The eighteen proposals were evaluated by the technical team, composed of HR staff, and by the Procurement team who evaluated the MWBE, SDVOB and cost aspects of the proposals. The technical team also

conducted interviews with the top-qualifying firms in General Management & Professional Staff Recruiting scope to better assess the strengths and weaknesses of each firm with respect to LIPA's needs.

**Discussion**

The responsive proposals were evaluated according to the guidelines set forth in the RFP, which included assessments of the firms' experience and qualifications, their hourly rates, proposed changes to LIPA's standard consulting contract, and their proposals to comply with state requirements for participation by minority and women-owned business enterprises. Based on the evaluation, LIPA Staff recommends that the following firms be awarded contracts in the scopes indicated:

Scopes	Firms
1- Executive Recruiting	<ol style="list-style-type: none"><li>1. Stewart Energy Resources</li><li>2. Mycoff Fry Partners LLC</li><li>3. Heidrick &amp; Struggles</li><li>4. The Search Partnership</li></ol>
2- General Management & Professional Staff Recruiting	<ol style="list-style-type: none"><li>1. Stewart Energy Resources</li><li>2. Heidrick &amp; Struggles</li><li>3. Raj Technologies, Inc.</li><li>4. CrossFire Group</li></ol>

The rates proposed by the firms have been determined to be reasonable for the services to be provided.

**Recommendation**

Based upon the foregoing, I recommend approval of the above-requested action by adoption of a resolution in the form of the attached resolution.

Attachment

**Exhibit "A"** Resolution

**RESOLUTION AUTHORIZING THE ENGAGEMENT OF FIRMS TO RECRUITING SERVICES**

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**NOW, THEREFORE, BE IT RESOLVED**, that consistent with the attached Memorandum, the Chief Executive Officer or his designee be, and hereby is, authorized to engage the firms so designated in the accompanying memorandum to provide recruiting services, in the areas described, on an as-needed basis for the Long Island Power Authority and its subsidiary, the Long Island Lighting Company d/b/a LIPA (collectively, "LIPA") for a term not to exceed five years.

Dated: February 15, 2023