

W. 7.a.

## Estimated Costs using an Executive Hiring Consultant

### Consultant

RFP Advertising	\$	2,500.00
Installment Payment	\$	5,200.00
Installment Payment	\$	4,600.00
Retainer	\$	9,800.00
Recruiter's Visit	\$	3,682.37
<b>Consultant Total</b>	<b>\$</b>	<b>25,782.37</b>

### HR Advertising

Oregonian	\$	990.00
RG	\$	490.00
Others	\$	750.00
<b>Advertising Total</b>	<b>\$</b>	<b>2,230.00</b>

### Candidate Expenses

Travel	\$	3,000.00
Lodging & Meals	\$	2,500.00
<b>Candidate Total</b>	<b>\$</b>	<b>5,500.00</b>

**Interview Expenses** \$ 500.00

**Relocating Expenses** \$ 7,000.00

**LC Staff & Resources** \$ 25,000.00

**Grand Total** \$ **66,012.37**

## Estimated Costs using Human Resources

### HR Advertising

Oregonian	\$	990.00
RG	\$	490.00
Others	\$	750.00
Advertising Total	\$	2,230.00

### Candidate Expenses

Travel	\$	3,000.00
Lodging & Meals	\$	2,500.00
Candidate Total	\$	5,500.00

**Interview Expenses** \$ 500.00

**Relocating Expenses** \$ 7,000.00

**LC Staff & Resources** \$ 35,000.00

**Grand Total** \$ **50,230.00**

## **Recruitment Timeline Estimates Lane County Administrator**

<b>Activity</b>	<b>Weeks to Completion</b>
Prepare the job announcement	3 weeks
Open the recruitment	6 weeks
Application screening	2 weeks
Set interviews	3 weeks
Background checks	1 week
Contract negotiation	1 week
Candidate notice to current employer	2 weeks
Relocation process	4-6 weeks
Total estimated time frame	22-24 weeks