	Slavin		Colin	*Alliance	The	Strategic	S. Renee	
	Management	GovHR	Baenzinger	Resource	Mercer	Government	Narloch &	Springsted -
Cost Categories	Consultants	USA	& Assoc.	Consulting	Group	Resources	Associates	Waters
Needs Assessment and								
Information Gathering	2,550	2,500	3,000	6,625	2,000		6,500	5,000
Recruiting	3,925	18,500	10,000	6,625	2,500	16,500	15,450	19,500
Candidate Screening and Semi-Finalist	2,520		9,000	6,625	8,750	6,500		
Review, Selection, and Interviews	5,920		1,500	6,625	2,000			
Contract Negotiations	300		1,000		500			
SUBTOTAL	15,215	21,000	24,500	26,500	15,750	23,000	21,950	24,500
Consultant Reimbursable								
Expenses (variable)	7,608							
Recruitment brochures (optional)		900						
On-Site Meetings (\$1,500 each over 3)				1,500				
Web-based Survey								1,650
TOTAL NOT-TO-EXCEED	22,823	21,900	24,500	28,000	15,750	23,000	21,950	26,150

^{*}If we hire an identified candidate for a different position within 1 year, we would have to pay an additional \$5,000 fee.