



**II. FISCAL IMPACT ANALYSIS**

**A. Five Year Summary of Fiscal Impact:**

Fiscal Years	2014	2015	2016	2017	2018
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	_____	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
<b>NET FISCAL IMPACT</b>	<b>- 0 -</b>	_____	_____	_____	_____
No. ADDITIONAL FTE POSITIONS (Cumulative)	_____	_____	_____	_____	_____

Is Item Included In Current Budget? Yes \_\_\_\_\_ No \_\_\_\_\_  
 Budget Account No.: Fund \_\_\_\_\_ Department \_\_\_\_\_ Unit \_\_\_\_\_  
 Object \_\_\_\_\_ Reporting Category \_\_\_\_\_

**B. Recommended Sources of Funds/Summary of Fiscal Impact:**  
 \*\* Fiscal impact is indeterminable at this time. Funding will be established by the Board.

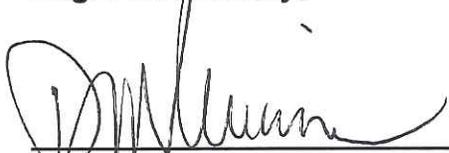
**C. Departmental Fiscal Review:**

**III. REVIEW COMMENTS**

**A. OFMB Fiscal and/or Contract Dev. and Control Comments:**

\_\_\_\_\_ OFMB \_\_\_\_\_ Contract Dev. and Control

**B. Legal Sufficiency:**

  
 \_\_\_\_\_  
 Assistant County Attorney

**C. Other Department Review:**

\_\_\_\_\_ Department Director

(Background and Justification continued from Page 1)

3. Outside search conducted by HR - County HR department conducts a search based on criteria established by BCC. This would require significant time to implement, estimating 4-6 months for: State and/or national advertisement, finalization of applications into qualified and not-qualified groups, Commissioners' individual review of applications, design, development, scheduling and administration of a public interview process, and time for appointee to give notice to current employer if needed.
  
4. Search conducted by outside recruiting firm - The BCC contracts with a private recruiting firm to source applicants and recommend finalists for BCC consideration. The Contractor would manage the subsequent interview process, and County HR would process the selected candidate for Payroll per the BCC contractual terms agreed to by the selectee. This option is estimated at 3-8 months to implement. Costs to engage an outside recruiting firm are anticipated to be approximately \$50,000.

Engaging an outside recruiting firm also provides a level of objectivity toward the evaluation and recommendation of qualified candidates for BCC consideration, rather than County staff being perceived as having an ability to influence the hiring process of the future Administrator. Recently in Florida, Pinellas and Sarasota Counties, as well as the City of Sunrise, have hired executive search firms to conduct the selection process.

In either outside recruitment process, internal applicants would be eligible to apply.