ATTACHMENT F PANEL MEMBER SCORE SHEETS

Vendor Proposal Evaluation Criteria

	Proposal Evaluation Criteria and Weighting	Weight
1.	Demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry	20
2.	Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3.	Approach for the recruitment and selection of candidates	15
4.	Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position	10
5.	Experience and expertise of the firm's team that will be involved in the recruitment process	20
6.	Proposed schedule and costs	20
	Total	100%

Name of Proposer: Alliance Resource Consulting

	Proposal	Scoring Matrix					
1.	Demonstrated experience in recruitment of similar position	ns including recent	successful	recruitmen	its in the in	dustry	
		No Response	1	2	3	4	5
	Does the firm have demonstrated experience in recruiting similar positions?						5
	Is the recruitment of similar position(s) recent?						
2.	Approach to involve the Commission and relevant commun for recruitment	nity and stakeholde	er groups in	the develo	opment of t	the candida	ite profile
		No Response					
		0	1	2	3	4	5
	Does the contractor's proposal effectively involve the				1		
	commission in the development of the candidate profile?						
	Does the contractor's proposal effectively involve relevant					-	
	community groups in the development of the candidate profile?		To the state of th				
	Does the contractor's proposal effectively involve						
	stakeholder groups in the development of the candidate profile?						
3.	Approach for the recruitment and selection of candidates					1	<u> </u>
		No Response					
•		0	1	2	3	4	5
	Does the firm's approach for the recruitment and		-				
	selection of candidates follow industry best practices and will result in a diverse pool of candidates?						
			1	1 .	I	I	l .

	,	No Response					
		0	1	2	3	4	5
	Does the firm have an understanding and awareness of the challenge in recruiting highly qualified candidates to San Francisco (a high cost city)? Does the firm understand the importance of the roles of community stakeholders? Does the firm understand the political climate in San Francisco?		,				
5.	Experience and expertise of the firm's team that will be inv	olved in the recruit	ment prod	ess	L,_,,	L	I
						I	
		No Response					
		0	1	2	3	4	5
	Is the firm assigning this recruitment process to an						1
					1	l .	. /
	appropriately qualified and experienced consultant?						1
6.	appropriately qualified and experienced consultant? Proposed schedule and costs						V
6.							
5.		No Response					
5.		No Response	1	2	3	4 .	5
6.		No Response 0	1	2	3	4	5
6.	Proposed schedule and costs	No Response 0	1	2	3	4	5
5.	Proposed schedule and costs Is the timeline for the recruitment and selection of qualified candidates reasonable?	No Response 0	1	2	3	4	5
5.	Proposed schedule and costs Is the timeline for the recruitment and selection of	No Response 0	1	2	3	4	5

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

	Proposal Evaluation Criteria and Weighting	Weight
1.	Demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry	20
2.	Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3.	Approach for the recruitment and selection of candidates	15
4.	Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position	10
5.	Experience and expertise of the firm's team that will be involved in the recruitment process	20
6.	Proposed schedule and costs	20
	Total	100%

Name of Proposer: Alliance Resource Consulting

	Proposal	Scoring Matrix		-			
1.	Demonstrated experience in recruitment of similar position	ns including recent	successful	recruitme	nts in the in	dustry	
-		No Response	1	2	3	4	5
	Does the firm have demonstrated experience in recruiting similar positions?					X	
	Is the recruitment of similar position(s) recent?	s.com				X	
2.	Approach to involve the Commission and relevant commun for recruitment	nity and stakeholde	r groups ir	the devel	opment of	the candida	te profile
		No Response					
		O	1	2	3	4	5
	Does the contractor's proposal effectively involve the commission in the development of the candidate profile?					X	
	Does the contractor's proposal effectively involve relevant				1		
	community groups in the development of the candidate profile?				X		
	Does the contractor's proposal effectively involve stakeholder groups in the development of the candidate profile?				X		
3.	Approach for the recruitment and selection of candidates	**************************************		1			
		No Response					
		0	1	2	3	4	5
,	Does the firm's approach for the recruitment and selection of candidates follow industry best practices and will result in a diverse pool of candidates?					*	

		No Response 0	1	2	3	4	5
the Sar the Do	es the firm have an understanding and awareness of e challenge in recruiting highly qualified candidates to a Francisco (a high cost city)? Does the firm understand importance of the roles of community stakeholders? es the firm understand the political climate in San ancisco?	*					-
5. Exp	perience and expertise of the firm's team that will be inv	olved in the I	roc	ess			
		No Response					
		ito itesponse				1	
		0	1	2	3	4	5
	the firm assigning this recruitment process to an propriately qualified and experienced consultant?	_	1	2	3	4	5
app	the firm assigning this recruitment process to an propriately qualified and experienced consultant?	_	1	2	3	4	5
app	propriately qualified and experienced consultant?	_	1	2	3	4	5
app	propriately qualified and experienced consultant?	0	1	2	3	4	5
app 6. Pro	propriately qualified and experienced consultant?	0 No Response					5

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

	Proposal Evaluation Criteria and Weighting	Weight
1.	Demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry	20
2.	Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3.	Approach for the recruitment and selection of candidates	15
4.	Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position	10
5.	Experience and expertise of the firm's team that will be involved in the recruitment process	20
6.	Proposed schedule and costs	20
-	Total	100%

Name of Proposer: Alliance Resource Consulting

Proposal	Scoring Matrix					
1. Demonstrated experience in recruitment of similar position	ns including recent	successful	recruitmen	its in the in	dustry	
	No Response 0	1	2	3	4	5
Does the firm have demonstrated experience in recruiting similar positions?					X	
Is the recruitment of similar position(s) recent?					×	
2. Approach to involve the Commission and relevant commun for recruitment	nity and stakeholde	er groups ir	the develo	opment of	the candida	ite profil
•	No Response	1	2	3	4	5
Does the contractor's proposal effectively involve the commission in the development of the candidate profile?			×			
Does the contractor's proposal effectively involve relevant community groups in the development of the candidate profile?				×		
Does the contractor's proposal effectively involve stakeholder groups in the development of the candidate profile?			×			
3. Approach for the recruitment and selection of candidates						-
	No Response 0	1	2	3	4	5
Does the firm's approach for the recruitment and selection of candidates follow industry best practices and will result in a diverse pool of candidates?			×			

4.	Understanding and awareness of challenges associated wit	h the selection of h	ighly qualif	ied candid	dates for th	nis position	
		No Response 0	1	2	3	4	5
	Does the firm have an understanding and awareness of the challenge in recruiting highly qualified candidates to San Francisco (a high cost city)? Does the firm understand the importance of the roles of community stakeholders? Does the firm understand the political climate in San Francisco?		*				
5.	Experience and expertise of the firm's team that will be inv	olved in the recruit	ment proce	!SS			
		No Response					
		0	1	2	3	4	5
	Is the firm assigning this recruitment process to an				1		.1
	· · · · · · · · · · · · · · · · · · ·					×	
6.	appropriately qualified and experienced consultant? Proposed schedule and costs			-		×	
6.	appropriately qualified and experienced consultant?	No Response		-		×	
6.	appropriately qualified and experienced consultant?	No Response	1	2	3	4	5
6.	appropriately qualified and experienced consultant?	No Response 0	1	2	3	<u> </u>	5

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

	Proposal Evaluation Criteria and Weighting	Weight
1.	Demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry	20
2.	Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3.	Approach for the recruitment and selection of candidates	15
4.	Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position	10
5.	Experience and expertise of the firm's team that will be involved in the recruitment process	20
6.	Proposed schedule and costs	20
	Total	100%

Name of Proposer: The Hawkins Company

	Proposal S	Scoring Matrix				-	
1.	Demonstrated experience in recruitment of similar position	s including recent	successful	recruitme	nts in the in	dustry	
		No Response					
	Does the firm have demonstrated experience in recruiting similar positions?	0	1	2	3	4	5
	Is the recruitment of similar position(s) recent?						5
2.	Approach to involve the Commission and relevant commun for recruitment	ity and stakeholde	r groups in	the deve	lopment of t	the candid	ate profile
		No Response 0	1	2	3	4	5
	Does the contractor's proposal effectively involve the commission in the development of the candidate profile?						-
	Does the contractor's proposal effectively involve relevant community groups in the development of the candidate profile?						_
	Does the contractor's proposal effectively involve stakeholder groups in the development of the candidate profile?						
3.	Approach for the recruitment and selection of candidates						
		No Response 0	1	2	3	4	5
	Does the firm's approach for the recruitment and selection of candidates follow industry best practices and will result in a diverse pool of candidates?						L

		No Response					
		0	1	2	3	4	5
	Does the firm have an understanding and awareness of the challenge in recruiting highly qualified candidates to San Francisco (a high cost city)? Does the firm understand the importance of the roles of community stakeholders? Does the firm understand the political climate in San Francisco?						_
5.	Experience and expertise of the firm's team that will be inv	olved in the recruit	ment pro	cess			
	•						
				1			
		No Response					
		No Response 0	1	2	3	4	5
	Is the firm assigning this recruitment process to an	No Response 0	1	2	3	4	
	Is the firm assigning this recruitment process to an appropriately qualified and experienced consultant?	No Response 0	1	2	3	4	5
6.		No Response 0	1	2	3	4	
6.	appropriately qualified and experienced consultant?	0	1	2	3	4	
6.	appropriately qualified and experienced consultant?	No Response 0 No Response 0	1	2	3	4	
6.	appropriately qualified and experienced consultant?	0 No Response				,	5

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

,	Proposal Evaluation Criteria and Weighting	Weight
1.	Demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry	20
2.	Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3.	Approach for the recruitment and selection of candidates	15
4.	Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position	10
5.	Experience and expertise of the firm's team that will be involved in the recruitment process	20
6.	Proposed schedule and costs	20
	Total	100%

Name of Proposer: The Hawkins Company

Proposal	Scoring Matrix					
1. Demonstrated experience in recruitment of similar position	ns including recent	successful	recruitme	nts in the in	dustry	
	No Response 0	1	2	3	4	5
Does the firm have demonstrated experience in recruiting similar positions?			•		×	
Is the recruitment of similar position(s) recent?				X		
2. Approach to involve the Commission and relevant commun for recruitment	nity and stakeholde	r groups in	the devel	opment or	ne candid	late profile
	No Response					
	0	1	2	3	4	5
Does the contractor's proposal effectively involve the commission in the development of the candidate profile?	•					×
Does the contractor's proposal effectively involve relevant					. (
community groups in the development of the candidate profile?					X	
Does the contractor's proposal effectively involve						
stakeholder groups in the development of the candidate profile?						×
3. Approach for the recruitment and selection of candidates						
	No Response					
	0	1	2	3	4	5
Does the firm's approach for the recruitment and						
selection of candidates follow industry best practices and				X		
will result in a diverse pool of candidates?				/)		

	No Response					
	0	1	2	3	4	5
Does the firm have an understanding and awareness of						
the challenge in recruiting highly qualified candidates to						
San Francisco (a high cost city)? Does the firm understand				1.6		
the importance of the roles of community stakeholders?				※		
Does the firm understand the political climate in San				•		
Francisco?						
	0	1	2	3	4	
						1 5
Is the firm assigning this recruitment process to an				<u> </u>	-	5
Is the firm assigning this recruitment process to an appropriately qualified and experienced consultant?					- -	×
appropriately qualified and experienced consultant?						×
appropriately qualified and experienced consultant?						*
appropriately qualified and experienced consultant?	No Response					× ×
appropriately qualified and experienced consultant?		1	2	3	4	×
appropriately qualified and experienced consultant?	No Response					×
appropriately qualified and experienced consultant? Proposed schedule and costs	No Response					*
appropriately qualified and experienced consultant? Proposed schedule and costs Is the timeline for the recruitment and selection of qualified candidates reasonable?	No Response					5
appropriately qualified and experienced consultant? Description: Is the timeline for the recruitment and selection of	No Response					*

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

Proposal Evaluation Criteria and Weighting	Weight
 Demonstrated experience in recruitment of similar positions including recent successful recruitments in th industry 	e 20
2. Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3. Approach for the recruitment and selection of candidates	15
4. Understanding and awareness of challenges associated with the selection of highly qualified candidates fo this position	r 10
5. Experience and expertise of the firm's team that will be involved in the recruitment process	20
6. Proposed schedule and costs	20
Tot	al 100%

Name of Proposer: The Hawkins Company

Proposal	Scoring Matrix					
1. Demonstrated experience in recruitment of similar position	ns including recent	successful	recruitmer	nts in the in	dustry	
	No Response			_	_	_
	0	1	2	3	4	5
Does the firm have demonstrated experience in recruiting similar positions?					18	\times
Is the recruitment of similar position(s) recent?					X	
2. Approach to involve the Commission and relevant commun for recruitment	nity and stakeholde	er groups ir	the develo	opment of	the candida	ate profile
	No Response					
	o o	1	2	3	4	5
Does the contractor's proposal effectively involve the	,					
commission in the development of the candidate profile?					<i>></i>	
Does the contractor's proposal effectively involve relevant						٠.
community groups in the development of the candidate profile?					×	
Does the contractor's proposal effectively involve						
stakeholder groups in the development of the candidate profile?					X	
3. Approach for the recruitment and selection of candidates			ali		,	,
	No Response					
	0	1	2	3	4	5
Does the firm's approach for the recruitment and						
selection of candidates follow industry best practices and					X :	
will result in a diverse pool of candidates?						

		No Response		_		_	
		0	1	2	3	4	5
	Does the firm have an understanding and awareness of						
	the challenge in recruiting highly qualified candidates to						-
	San Francisco (a high cost city)? Does the firm understand					\times	
	the importance of the roles of community stakeholders?						
	Does the firm understand the political climate in San						
	Francisco?						
		No Response 0	1	2	3	4	5
	Is the firm assigning this recruitment process to an		<u> </u>				
	appropriately qualified and experienced consultant?					×	
	appropriately qualified and experienced consultant:			L			
	Duamanad askadula and sasta						
6.	Proposed schedule and costs						
5.	Proposed schedule and costs	No Response					
5.	Proposed schedule and costs	No Response 0	1	2	3	4	5
5.	Is the timeline for the recruitment and selection of	No Response 0	1	2		4	5
5.		No Response 0	1	2	3	4	5
5.	Is the timeline for the recruitment and selection of	No Response 0	1	2		4	5

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

	Proposal Evaluation Criteria and Weighting	Weight
1. Dem	onstrated experience in recruitment of similar positions including recent successful recruitments in the stry	20
	roach to involve the Commission and relevant community and stakeholder groups in the development se candidate profile for recruitment	15
3. App	roach for the recruitment and selection of candidates	15
	erstanding and awareness of challenges associated with the selection of highly qualified candidates for position	10
5. Expe	erience and expertise of the firm's team that will be involved in the recruitment process	20
6. Prop	osed schedule and costs	20
	Total	100%

Name of Proposer: Ralph Andersen & Associates

	Proposal S	Scoring Matrix					
1. Demonstrated experience in recruit	tment of similar position	ns including recent	successful	recruitmen	ts in the ir	ndustry	
		No Response	1	2	. 3	4	5
Does the firm have demonstrated exsimilar positions?	xperience in recruiting		-	_			
Is the recruitment of similar position	n(s) recent?					4	
2. Approach to involve the Commission for recruitment	on and relevant commun	ity and stakeholde	er groups in	the develo	pment of	the candida	ate profil
		No Response					
	,	0	1	2	3	4	5
Does the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective commission in the development of the contractor's proposal effective contractor in the development of the contractor in the contractor i							
Does the contractor's proposal effective community groups in the development profile?	•						-
Does the contractor's proposal effect stakeholder groups in the developm profile?	'						
3. Approach for the recruitment and s	election of candidates		<u> </u>	<u> </u>			
		No Response	1	2	3	4	_ 5
Does the firm's approach for the rec selection of candidates follow indus will result in a diverse pool of candid	try best practices and		-	_			

	No Response					
	0	1	2	3	4	!
Does the firm have an understanding and awareness of the challenge in recruiting highly qualified candidates to San Francisco (a high cost city)? Does the firm understand the importance of the roles of community stakeholders? Does the firm understand the political climate in San Francisco?						
5. Experience and expertise of the firm's team that will be in	volved in the recruit	ment pro	cess			1
					T	1
	No Response					1
	No Response					
•	0	1	2	3	4	
Is the firm assigning this recruitment process to an	0	1	2	3	4	
· · · · · · · · · · · · · · · · · · ·	0	1	2	3	4	
appropriately qualified and experienced consultant?	0	1	2	3	4	
appropriately qualified and experienced consultant?	0	1	2	3	4	
appropriately qualified and experienced consultant?	0 No Response	1	2	3	4	
appropriately qualified and experienced consultant?	0	1	2	3	4	
appropriately qualified and experienced consultant?	0					
appropriately qualified and experienced consultant? 5. Proposed schedule and costs Is the timeline for the recruitment and selection of	0					
appropriately qualified and experienced consultant? 5. Proposed schedule and costs	0					
appropriately qualified and experienced consultant? 5. Proposed schedule and costs Is the timeline for the recruitment and selection of	0					

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

	Proposal Evaluation Criteria and Weighting	Weight
1.	Demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry	20
2.	Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3.	Approach for the recruitment and selection of candidates	15
4.	Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position	10
5.	Experience and expertise of the firm's team that will be involved in the recruitment process	20
6.	Proposed schedule and costs	20
	Total	100%

Name of Proposer: Ralph Andersen & Associates

	Proposal	Scoring Matrix					
Demonstrated experience in r	ecruitment of similar position	ns including recent	successful	recruitmer	nts in the in	dustry	
	, , , , , , , , , , , , , , , , , , , ,	No Response					
		0	1	2	3	4	5
Does the firm have demonstra similar positions?	ted experience in recruiting					X	
Is the recruitment of similar po	osition(s) recent?					$ $ $\dot{\lambda}$	
2. Approach to involve the Comr for recruitment	nission and relevant commur	nity and stakeholde	er groups in	the develo	opment of	the car	profile
		No Response					
		o .	1	2	3	4	5
Does the contractor's proposa	effectively involve the				×		
commission in the developmer	nt of the candidate profile?				-1		
Does the contractor's proposa	effectively involve relevant						
community groups in the deve profile?	lopment of the candidate						
Does the contractor's proposa	effectively involve	.5					
stakeholder groups in the deve profile?	lopment of the candidate	X					
3. Approach for the recruitment	and selection of candidates						
		No Response				-	
		0	1	2	3	4	5
Does the firm's approach for the	ne recruitment and						
selection of candidates follow	ndustry best practices and					X	
will result in a diverse pool of o	andidates?					/\	

		No Response					
		0	1	2	3	4	
	Does the firm have an understanding and awareness of the challenge in recruiting highly qualified candidates to San Francisco (a high cost city)? Does the firm understand the importance of the roles of community stakeholders? Does the firm understand the political climate in San Francisco?		X				
5.	Experience and expertise of the firm's team that will be inv	olved in the recruit	tment p				
		No Response					
		No Response 0	1	2	3	4	5
	Is the firm assigning this recruitment process to an	No Response 0	1	2	3	4	5
	Is the firm assigning this recruitment process to an appropriately qualified and experienced consultant?	No Response 0	1	2	3	4	5
6.		No Response 0	1	2	3	4	
6.	appropriately qualified and experienced consultant?	0	1	2	3	4	5
6.	appropriately qualified and experienced consultant?	No Response 0 No Response 0	1	2	3	4	
6.	appropriately qualified and experienced consultant?	0 No Response				-	5

5=Outstanding

4=Good

3=Average

2=Poor

Vendor Proposal Evaluation Criteria

	Proposal Evaluation Criteria and Weighting	Weight
1.	Demonstrated experience in recruitment of similar positions including recent successful recruitments in the industry	20
2.	Approach to involve the Commission and relevant community and stakeholder groups in the development of the candidate profile for recruitment	15
3.	Approach for the recruitment and selection of candidates	15
4.	Understanding and awareness of challenges associated with the selection of highly qualified candidates for this position	10
5.	Experience and expertise of the firm's team that will be involved in the recruitment process	20
6.	Proposed schedule and costs	20
	Total	100%

Name of Proposer: Ralph Andersen & Associates

	Proposal	Scoring Matrix					
1.	Demonstrated experience in recruitment of similar position	ns including recent	successful	recruitme	nts in the ir	ndustry	
		No Response					
		0	1	2	3	4	5
	Does the firm have demonstrated experience in recruiting similar positions?					X	
	Is the recruitment of similar position(s) recent?					\ X	
2.	Approach to involve the Commission and relevant commun for recruitment	nity and stakehold	er groups in	the devel	opment of	the candida	te profile
		No Response					
		0	1	2	3	4	5
	Does the contractor's proposal effectively involve the						
	commission in the development of the candidate profile?	-					\succ
	Does the contractor's proposal effectively involve relevant						
	community groups in the development of the candidate profile?				X		
	Does the contractor's proposal effectively involve						
	stakeholder groups in the development of the candidate profile?				×		
3.	Approach for the recruitment and selection of candidates						
		No Response					
		0	1	2	3	4	5
	Does the firm's approach for the recruitment and						
	selection of candidates follow industry best practices and will result in a diverse pool of candidates?					×	

	Understanding and awareness of challenges associated wit			, , , , , , , , , , , , , , , , , , ,		ns position	,		
		No Response 0	1	2	3	4	5		
	Does the firm have an understanding and awareness of the challenge in recruiting highly qualified candidates to San Francisco (a high cost city)? Does the firm understand the importance of the roles of community stakeholders? Does the firm understand the political climate in San Francisco?	.0	•		×				
5.	Experience and expertise of the firm's team that will be involved in the recruitment process								
		No Response							
	I				· ·	1	1		
-		0	1	2	3	4	5		
-	Is the firm assigning this recruitment process to an	0	1	2	3		5		
6.	Is the firm assigning this recruitment process to an appropriately qualified and experienced consultant? Proposed schedule and costs	0	1	2	3	4	5		
6.	appropriately qualified and experienced consultant?		1	2	3		5		
6.	appropriately qualified and experienced consultant?	0 No Response 0	1	2	3		5		
6.	appropriately qualified and experienced consultant?	No Response				X			

5=Outstanding

4=Good

3=Average

2=Poor