

RESOLUTION NO. 2025-147

A RESOLUTION OF THE LODI CITY COUNCIL AUTHORIZING THE CITY MANAGER TO ESTABLISH AN ELIGIBILITY LIST FOR PROFESSIONAL RECRUITMENT SERVICES AND EXECUTE THE PROFESSIONAL SERVICE AGREEMENTS WITH CPS HR CONSULTING, MOSAIC PUBLIC PARTNERS, AND TRIPEPI SMITH TALENT SOLUTIONS IN A FORM APPROVED BY THE CITY ATTORNEY FOR THE RECRUITMENT OF FUTURE EXECUTIVE LEVEL, DEPARTMENT HEAD, AND DIFFICULT-TO-FILL MID-MANAGEMENT VACANCIES

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WHEREAS, executive level recruitments, department head, and difficult-to-fill mid-management recruitments are labor-intensive due to a limited qualified labor pool; and

WHEREAS, the long lead time typically required for executive, department head, and hard-to-fill mid-management level recruitments necessitates the City to move as quickly as possible each time a vacancy occurs to minimize the impact of a vacancy on public service delivery and City operations; and

WHEREAS, the City released a Request for Proposals on July 17, 2025, for professional recruitment services and received nineteen proposals by the deadline; and

WHEREAS, an ad-hoc Interview Committee reviewed all proposals and interviewed five top ranking firms; and

WHEREAS, the Interview Committee recommended on-call agreements with CPS HR Consulting, Mosaic Public Partners, and Tripepi Smith Talent Solutions due to their extensive record of successfully recruiting for and placing talent in public agencies in California, including building a network of talent that they can directly tap into for future vacancies in Lodi.

NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby authorize the City Manager to:

1. Execute the Professional Service Agreements with CPS HR Consulting, Mosaic Public Partners, and Tripepi Smith Talent Solutions for on-call recruitment services in a form approved by the City Attorney for a total not to exceed amount for the three agreements of \$120,000; and
2. Authorize the three firms to conduct as many executive-level, department head, and hard-to-fill mid-management vacancies that may occur over fiscal year 2025-2026.

BE IT FURTHER RESOLVED that the Lodi City Council does hereby appropriate funds from the department with the vacancy; and

BE IT FURTHER RESOLVED, pursuant to Section 6.3q of the City Council Protocol Manual (adopted 11/6/19, Resolution No. 2019-223), the City Attorney is hereby authorized to make minor revisions to the above-referenced document(s) that do not alter the compensation or term, and to make clerical corrections as necessary.

Dated: September 3, 2025

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I hereby certify that Resolution No. 2025-147 was passed and adopted by the City Council of the City of Lodi in a regular meeting held September 3, 2025, by the following votes:

AYES: COUNCIL MEMBERS – Craig-Hensley, Hothi, Nakanishi, Yepez and
Mayor Bregman
NOES: COUNCIL MEMBERS – None
ABSENT: COUNCIL MEMBERS – None
ABSTAIN: COUNCIL MEMBERS – None



OLIVIA NASHED
City Clerk

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