



**2022 REQUEST FOR PROPOSALS FOR EXECUTIVE SEARCH FIRM SERVICES FOR CHIEF OF POLICE RFP #2022-07**

The City of Grain Valley is seeking interest of firms to conduct professional services to complete an executive search for the recruitment of a Chief of Police; sealed proposals will be accepted from qualified parties interested in providing the following:

**FIVE (5) SIGNED COPIES  
MUST BE RECEIVED BY:  
3:00 P.M. July 12, 2022  
LATE BIDS WILL NOT BE CONSIDERED**

**PLEASE MARK YOUR SUBMITTAL "SEALED PROPOSAL- EXECUTIVE SEARCH FIRM SERVICES FOR CHIEF OF POLICE" AND SEND IT TO:**

**City of Grain Valley  
Attention: Ken Murphy, City Administrator  
711 Main St.  
Grain Valley, Missouri 64029  
816-847-6291**

The City reserves the right to reject any and all proposals, to waive technical defects, and to select the proposal(s) deemed most advantageous to the City. The undersigned certifies that he/she has the authority to bind this company in an agreement to supply the service or commodity in accordance with all terms and conditions specified herein. Please type or print the information below.

**Respondent is REQUIRED to complete, sign and return this form with their submittal.**

Company Name		Authorized Person (Print)	
_____		_____	
Address		Signature	
_____		_____	
City/State/Zip		Title	
_____		_____	
Telephone #	Fax #	Date	Tax ID #
_____	_____	_____	_____
E-mail		Entity Type	
_____		_____	



### **General Information and Conditions**

1. The City of Grain Valley is accepting proposals from interested parties with expertise in executive search services.
2. The executive search will result in finding a qualified individual to serve as Chief of Police through a national search which provides professional assistance to the City in regards to recruitment logistics.
3. The executive search should bring forth a wide and diverse selection of qualified candidates to ensure the greatest opportunity for success.
4. The selected firm will be objective and rational in their process to conduct the recruitment.
5. The selected firm will provide meaningful opportunity for Police Department Employees as well as the public to provide input on the final candidates.
6. The City reserves the right to accept or reject any and all proposals that are in the best interest of the City.

#### **About Grain Valley:**

Away from the hustle and bustle of city life — just east of Kansas City — lies the growing, vibrant town of Grain Valley, Missouri. Situated just 30 minutes from downtown, intersected by Interstate 70, Grain Valley is the gateway to the KC metro, serving as both its welcome and farewell point. A place where many proudly come home, bid adieu to the big city and are greeted by a quiet, quaint way of life, enveloped by open spaces and smiling faces. More than just a passing fancy, this hidden gem might surprise you.

A community of cul-de-sacs with neighborhoods woven together by walking trails. Where children still play outside and walk to high-performing schools. Neighbors cruise around on golf carts and host block parties. Driveway get togethers are common and backyard fire pits often light the night. A safe space where many residents know one another — and still wave hello while strolling the streets. A place where people look out for each other, and city events are a festive reason to come together. This town is still somewhat small, and that's just fine.

In fact, Grain Valley embraces the small town ideology, because those in the know realize it is a community on the rise with an abundance of opportunity, friendly people and great vibes. Often overlooked from those outside of the community, Grain Valley is growing. In a class of its own,



Grain Valley is pushing the limits of a small town. It is an **exurb**. Making its transition from rural to suburban, located on the fringe of a large metropolitan area. This **exurb** is a district outside of Kansas City, a prosperous area beyond the suburbs. That's Grain Valley. What used to be considered a rural town, today is home to larger, more mainstream suburban development with additional growth on the brink of happening. While suburbs lie just outside of the city, an **exurb** is farther out, beyond the suburbs, with an economic and commuting connection to the metro area.

With everything you need, and most of what you want close by, there's just something about Grain Valley. Multi-generational and multicultural, welcoming and caring, energetic and laid back, humble and hard working. Whether you are here to raise a family or retire peacefully, Grain Valley has a lot to offer. But we're not done yet. We are still building and still booming. With forward thinking leadership, the city is at a tipping point. Pushing boundaries and edging out your expectations. Allow us to introduce you to Grain Valley.

### **Scope of Service:**

The purpose of this Request for Proposals (RFP) is to receive competitive proposals from qualified executive recruiting/consulting firms who are interested in assisting the City in the recruitment of a new Chief of Police. The City has a full-time Police Department, providing law enforcement services 24/7. The Chief of Police is one of five Department Head team members and reports directly to the City Administrator. In total, the Police Department has 25 sworn positions including administration, patrol, school resource officers and detectives as well as six civilian positions.

The City's intent is for the selected firm to manage the following:

1. Act as the primary contact to the City Administrator or designee to guide and advise through the recruitment and selection process.
2. Engage internal and external stakeholders to gain feedback for desired characteristics and qualifications for a Chief of Police. The consulting firm shall run all engagement meetings.
3. Review and provide recommendations regarding the job description for the position as appropriate to attract and retain a Chief of Police.
4. Develop recruitment materials.
5. Conduct a comprehensive outreach campaign, with aggressive marketing and recruitment aimed at producing the highest quality candidate pool.
6. Review and screen candidates with the goal of understanding candidates' professional experience, leadership and management style, and motivation for pursuing the opportunity. Recommend candidates for further interviews.
7. Assist the City Administrator with all components of interviews, including the final round of interviews which may include an administrative assessment, psychological test, public involvement, community tour and other mechanisms as determined by the consultant and City Administrator.



- 8. Conduct background checks on final candidate(s) and coordinate a comprehensive background investigation of finalist(s) by a licensed private investigator able to meet requirements for the State or by a law enforcement background investigator approved by the City.
- 9. Assist with the negotiation of the compensation package once a final candidate is identified.

**Tentative Selection Timeline:**

Date	Event
June 22, 2022	Issue RFP
July 12, 2022	Proposals due on or before 3:00 P.M.
July 20-22, 2022	Review of RFPs
July 25-29, 2022	Interviews (if determined necessary)
August 22, 2022	Board of Aldermen approval

Questions regarding this Request for Proposal should be directed via email to:

Ken Murphy  
 City Administrator  
[kmurphy@cityofgrainvalley.org](mailto:kmurphy@cityofgrainvalley.org)

**Agreement:**

After the Board of Aldermen’s approval, the successful consultant will be required to sign an agreement with the City of Grain Valley that will incorporate this RFP and the final negotiated response proposal. The successful candidate will be required to maintain an Occupational License with the City for the duration of work.

**Submission of Proposals:**

Proposals must be submitted by 3PM CST on July 12, 2022 in the form of five (5) sealed copies and one electronic copy on a USB Flash Drive. Late submissions will not be accepted. Mark and deliver to:

**City of Grain Valley**  
**Attention: Ken Murphy, City Administrator**  
**711 Main St.**  
**Grain Valley, Missouri 64029**



### **Sealed Proposal –2022 Executive Search Firm Services for Chief of Police**

The information to be submitted shall be organized as listed below and on 8 1/2” by 11” pages with minimum 11-point font size, double sided, exclusive of front and back covers and tabs. Submissions may be spiral bound. All information should pertain to one of the categories listed and have relevance to this project. A complete copy of the submission should be submitted on a USB Flash Drive in addition to the printed copies.

#### **RFP Response Topics:**

- Cover letter, RFP signature page: Include here any cover letter and the RFP signature page. Submittals in response to this RFP must be signed by the person in the consultant’s organization who is responsible for the submittal.
- Qualifications of the submitting consultant and any sub-consultants who are team members: The specific qualifications of the consultant(s) to accomplish the work outlined in the scope of services should be included. Identify projects relevant to this assignment with dates, clients, and specific references that could comment on the quality of the work.
- Qualifications of the individuals who will work on the project: The qualifications must identify the project manager and explain how this point of contact will lead the consultant’s efforts. If interviews are required for selection, it will be necessary for the proposed project manager to conduct most of the presentation and be able to answer most questions asked during the interview process. All other relevant personnel who will work on the project should be identified in this section with relevant specific experience identified. Include specific work assignments of the proposed personnel. Resumes describing the educational and work experiences of the key people proposed for this assignment should be included. List any ongoing commitments on other projects and availability of staff assigned to project.
- Project approach: The proposed approach must include the specific tasks anticipated for the project, including how each task would be implemented and the team members who would be responsible for each task.
- Cost proposal: The submittal shall include the “project fee” containing the estimated hours by task and a not-to-exceed lump sum fee. If additional or alternative efforts are recommended, these should be broken out separately from the primary tasks.
- References: Provide a minimum of three references for work similar in nature, performed in the last three years for the benefit of municipal organizations.



**Specific Areas to Address:**

- How will your firm determine what background, education, experience and personal qualities are best suited to meet the needs of the Grain Valley Police Department?
- How will your firm identify suitable candidates and conduct the recruitment process?
- How will your firm engage the internal members of the Grain Valley Police Department in the search process?
- How will your firm engage the community to ensure input is received in the selection process?
- How will interviews be structured?
- Describe the scope of involvement and the support to be provided to the City Administrator and selection team during the recruitment and hiring process?

**Selection Process:**

The City’s evaluation committee may include the City Administrator, Deputy City Administrator, Human Resource Administrator, Police Department Representative, and other staff members or elected officials.

The evaluation committee will review the proposals and references and request interviews/presentations from selected candidates. The resulting information will be used to rate the submittals. The evaluation committee reserves the right to select based on submittals without scheduling interviews. The evaluation committee’s scoring will be tabulated and submittals ranked based on the numerical scores received.

**Evaluation Criteria:**

Description	Points
<i>Technical Approach.</i> Responsiveness to RFP; comprehension of scope; technical approach; and identification of deliverables; potential problems; and schedule.	30
<i>Experience/Expertise of Key Personnel and/or Consultant.</i> Similar experience, education, and performance on prior projects, including client satisfaction.	30
<i>Management Approach.</i> Presentation of organization, responsibilities, management approach, and budget and schedule adherence.	15
<i>Dedication of Resources.</i> Staffing capabilities; present workload; local presence, accessibility of project team and resources.	15
<i>Budget:</i> Cost proposal providing the best value in comparison with other, similar proposals.	10
<b>Total</b>	<b>100</b>

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**Interviews:**

Top-scoring consultants, based on the evaluation of the written proposals, may be requested to have interviews/presentations to support and clarify their proposals. Failure of a consultant to complete a scheduled interview/presentation to the evaluation committee will result in rejection of the proposal.

The City of Grain Valley reserves the right to reject any and or all proposals for any, or no reason, and furthermore reserves the right to accept any proposal deemed to be in the best interest of the City.



**EXHIBIT "A" NON-COLLUSION CERTIFICATION**

**STATE OF MISSOURI  
CITY/COUNTY OF:**

\_\_\_\_\_ being first duly sworn, deposes and  
says that he is

\_\_\_\_\_ Title of Person Signing

of \_\_\_\_\_

\_\_\_\_\_ Name of Bidder

that all statements made and facts set out in the proposal for the above project are true and correct; and the bidder, the person, firm, association, or corporation making said bid) has not, either directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive bidding in connection with said bid or any contract which may result from its acceptance.

Affiant further certifies that bidder is not financially interested in, or financially affiliated with, any other bidder for the above project.

BY \_\_\_\_\_

BY \_\_\_\_\_

BY \_\_\_\_\_

SWORN to before me this \_\_\_\_\_ day of \_\_\_\_\_ 20 \_\_\_\_.

\_\_\_\_\_ Notary Public

My Commission Expires \_\_\_\_\_





**GENERAL CONDITIONS  
GOVERNING RESPONSES AND SUBSEQUENT CONTRACTS  
City of Grain Valley, MO**

1. **SCOPE:** The following terms and conditions, unless otherwise modified by the City of Grain Valley within this document, shall govern the submission of proposals and subsequent contracts. The City of Grain Valley reserves the right to reject any proposal that takes exception to these conditions.
2. **DEFINITIONS AS USED HEREIN:**
  - a. The term "request for proposal" means a solicitation of a formal, sealed proposal.
  - b. The term "respondent" means the person, firm, bidder or corporation who submits a formal sealed proposal.
  - c. The term "City" means City of Grain Valley, MO.
  - d. The term "Board of Aldermen" means the governing body of the City of Grain Valley, MO.
  - e. The term "consultant" means the respondent awarded a contract under this proposal.
3. **COMPLETING PROPOSAL:** All information must be legible. Any and all corrections and/or erasures must be initialed. Each proposal must be signed in ink by an authorized representative of the respondent and required information must be provided. The contents of the proposal submitted by the successful respondent of this RFP will become a part of any contract award as a result of this solicitation.
4. **REQUEST FOR INFORMATION:** Any requests for clarification of additional information deemed necessary by any respondent to present a proper proposal shall be submitted in writing to the City of Grain Valley, 711 Main Street Grain Valley, MO 64029, referencing this RFP number, a minimum of five (5) calendar days prior to the proposal submission date. Any request received after the above stated deadline will not be considered. All requests received prior to the above stated deadline will be responded to in writing by the City in the form of an addendum addressed to all prospective respondents.
5. **CONFIDENTIALITY OF PROPOSAL INFORMATION:** Each proposal must be submitted in or under cover of a sealed envelope to provide confidentiality of the information enclosed. The envelope should be sealed and clearly marked with RFP number and the name of the project.



All proposals and supporting documents will remain confidential until a final contract has been executed. Information that discloses proprietary or financial information submitted in response to qualification statements will not become public information. This is in accordance with the Missouri Sunshine Law.

6. SUBMISSION OF PROPOSAL: Proposals are to be sealed and submitted to the City of Grain Valley, 711 Main Street Grain Valley, MO 64029, prior to the date and time indicated on the cover sheet. At such time, all proposals received will be formally opened. The opening will consist of only the name and address recording of respondents.
7. ADDENDA: All changes, additions and/or clarifications in connection with this proposal will be issued by the Purchasing office in the form of a WRITTEN ADDENDUM. SUBMIT EQUAL NUMBER OF SIGNED ADDENDUM WITH THE NUMBER OF PROPOSALS REQUIRED. Verbal responses and/or representations shall not be binding on the City.
8. LATE PROPOSALS AND MODIFICATION OR WITHDRAWALS: Proposals received after the date and time indicated on the cover sheet shall not be considered.

Proposals may be withdrawn or modified in writing prior to the proposal submission deadline. Proposals that are resubmitted or modified must be sealed and submitted to the Purchasing Office prior to the proposal submission deadline. Each respondent may submit only one (1) response to this proposal.

9. BONDS:  
When a Bond is required it shall be executed with the proper sureties, through a company licensed to operate in the State of Missouri, and hold a current Certificate of Authority as an acceptable surety under 31 CFR Part 223 (and be listed on the current U.S. Department of the Treasury Circular 570 and have at least A Best's rating and a FPR9 or better financial performance rating per the current A.M. Best Company ratings.)
10. NEGOTIATION: The City reserves the right to negotiate any and all elements of this proposal.
11. TERMINATION: Subject to the provisions below, any contract derived from this Request For Proposal may be terminated by either party upon thirty (30) days advance written notice to the other party; but if any work or service hereunder is in progress, but not completed as of the date of termination, then said contract may be extended upon written approval of the City until said work or services are completed and accepted.

(a) TERMINATION FOR CONVENIENCE

In the event that the contract is terminated or cancelled upon request and for the convenience of the City, without the required thirty (30) days advance written notice, then the City shall negotiate reasonable termination costs, if applicable.

(b) TERMINATION FOR CAUSE

Termination by the City for cause, default or negligence on the part of the consultant shall be excluded from the foregoing provision; termination costs, if any, shall not apply. The thirty (30) days advance notice requirement is waived in the event of Termination for Cause.

(c) TERMINATION DUE TO UNAVAILABILITY OF FUNDS IN SUCCEEDING FISCAL YEARS.

When funds are not appropriated or otherwise made available to support continuation of performance in a subsequent fiscal year, the contract shall be cancelled and the consultant shall be reimbursed for the reasonable value of any nonrecurring costs incurred but not amortized in the price of the supplies or services delivered under the contract.

12. TAX EXEMPT: The City and its Agencies are exempt from State and local sales taxes. Sites of all transactions derived from this proposal shall be deemed to have been accomplished within the State of Missouri.
13. SAFETY: All practices, materials, supplies, and equipment shall comply with the Federal Occupational Safety and Health Act, as well as any pertinent Federal, State and/or local safety or environmental codes.
14. RIGHTS RESERVED: The City reserves the right to reject any or all proposals, to waive any minor informality or irregularity in any proposal, and to make award to the response deemed to be most advantageous to the City.
15. RESPONDENT PROHIBITED: Respondents are prohibited from assigning, transferring, conveying, subletting, or otherwise disposing of this proposal or any resultant agreement or its rights, title, or interest therein or its power to execute such agreement to any other person, company or corporation without the previous written approval of the City.
16. DISCLAIMER OF LIABILITY: The City, or any of its agencies, will not hold harmless or indemnify any respondent for any liability whatsoever.



17. HOLD HARMLESS: The consultant shall agree to protect defend, indemnify, and hold the Board of Aldermen, City of Grain Valley, MO, its officers, commissions, employees and agents free and harmless from and against any and all losses, penalties, damages, settlements, costs, charges, professional fees or other expenses or liabilities of every kind and character resulting from the error, omission or negligent act of the consultant, its agents, employees or representatives, in the performance of the consultant's duties under any agreement resulting from award of this proposal.
18. LAW GOVERNING: All contractual agreements shall be subject to, governed by, and construed according to the laws of the State of Missouri.
19. ANTI-DISCRIMINATION CLAUSE: No respondent on this request shall in any way, directly or indirectly discriminate against any person because of age, race, color, handicap, sex, national origin, or religious creed.
20. DOMESTIC PRODUCTS  
The City of Grain Valley has adopted a formal written policy to encourage the purchase of products manufactured or produced in the United States. (City of Grain Valley Resolution No. 87-18, MO. State Statute No. 34.353, Section 3, (5).
21. CONFLICTS: No salaried officer or employee of the City, and no member of the Board of Aldermen shall have a financial interest, direct or indirect, in this contract. A violation of this provision renders the contract void. Federal conflict of interest regulations and applicable provisions of Sections 105.450 – 105.496 shall not be violated. Consultant covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of services to be performed under this contract. The Consultant further covenants that in the performance of this contract no person having such interest shall be employed.
22. DEBARMENT: By submission of its response, the Consultant certifies that neither it nor its principals is presently debarred or suspended by any Federal Department or agency, including listing in the U.S. General Services Administrations List of Parties Excluded from Federal Procurement or Non-Procurement programs; or if the amount of this response is equal to in excess of \$100,000, that neither it nor its principals nor its subconsultants receiving sub-awards equal to or in excess of \$100,000 is presently disbarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by an Federal Department , agency or prevision of law. If the Consultant is unable to certify any of the statements in this certification, the responder must attach an explanation to its response.

**Para 17 Revised by Legal 1-4-96**  
**Para 21 Revised by Legal 10-31-03**  
**Para 20 Added by Legal 8/02**

711 Main Street  
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**FORM NO. 1: FIRM PROFILE**

- 1. Company Name and Address:
  - 1a. Firm / Provider is:  National  Regional  Local
  - 1b. Year Firm / Provider Established:
  - 1c. Years of Experience providing services:
  - 1d. Licensed to do business in the State of Missouri:  Yes  No
  - 1e. Name, title, telephone number and email address of Principal to contact:
  - 1f. Address of office to perform work, if different from Item No. 1:
- 2. Please list the number of persons by discipline that your Firm/Joint Venture will commit to the City's project:
- 3. If submittal is by Joint Venture or utilizes subcontractors, list participating firms / providers and outline specific areas of responsibility (including administrative, technical, and financial) for each firm:
  - 3a. Has this Joint Venture previously worked together?  Yes  No



**FORM NO. 2: EXPERIENCE / REFERENCES**

Work by Firm/ Provider (including any subcontractors or Joint-Venture companies) that best illustrate current qualifications relevant to the City's project that has been/is being accomplished by personnel that shall be assigned to the City's project. List no more than ten (10) total projects:

Project Name & Location:

Completion Date (Actual or Estimated):

Project Owner's Name & Address:

Project Owner's Contact Person, Title & Telephone Number:

Estimated Cost (in Thousands) for Entire Project: \$

Scope of Entire Project: (Please give quantitative indications wherever possible).

Nature of Firm's / Provider's responsibility in project: (Please give quantitative indications wherever possible).

Firms / Providers Personnel (Name/Project Assignment) who worked on the stated project that shall be assigned to the City's project and applicable certifications that personnel hold:



**FORM NO. 3: QUALIFICATION CHECKLIST**

- Signed Qualification
- Evidence of required licenses and certificates
- Evidence of Insurance
- Form No. 1
- Form No. 2
- Form No. 3
- Signed Non-Collusion Certification
- Addendum (if applicable)