



Date: April 9, 2026
To: PERA Board of Trustees
From: Thomas Stanley, PERA Board of Trustees President
Subject: Executive Director Search Firm Contract Approval

At the December 11, 2025, Board meeting, Director Anderson informed the Board of his intention to retire. In response, the Board established a subcommittee to oversee the process of recruiting a new Executive Director. The subcommittee is composed of Trustees Flaherty, Konigsburg, Minke, and Stanley.

The subcommittee met in January to discuss next steps and agreed to recommend that the Board engage an executive search firm to assist with the recruitment process. Consistent with standard State contracting procedures, staff issued a Request for Proposal (RFP) to solicit qualified firms.

Three firms submitted proposals in response to the RFP: CBIZ, Korn Ferry, and Segal. The Selection Committee reviewed and evaluated each proposal in accordance with established criteria. Following the evaluation process, CBIZ emerged as the highest-scoring vendor. CBIZ is a well-established and highly respected executive search firm with extensive experience conducting executive-level searches, including public sector organizations. Their proposal demonstrated a strong capacity to identify, recruit, and attract highly qualified leadership candidates.

The total cost of the service is \$66,000, to be allocated across two fiscal years, FY 2026 and FY 2027.

Subcommittee Recommendation

The subcommittee recommends that the PERA Board of Trustees select CBIZ to conduct the search for PERA's next Executive Director, at a cost of \$66,000, to be allocated across two fiscal years, FY 2026 and FY 2027, and that PERA be authorized to execute a contract with CBIZ to provide the necessary services.