



Legislation Details (With Text)

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File created: 12/15/2021 **In control:** Board of Supervisors

On agenda: 4/19/2022 **Final action:** 4/19/2022

Title: Human Resources Department recommending the Board:
 1) Approve continuation of the current perpetual Agreement 886 with GovernmentJobs.com, Inc., doing business as Neogov, for the ongoing maintenance of the countywide applicant tracking license, subscription to GovernmentJobs.com website, background check integration, and performance evaluation tracking module; and
 2) Authorize the Purchasing Agent to execute Amendment V to continue the agreement for the period of July 1, 2022 through June 30, 2023. Estimated costs for the year \$72,293.49.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Agreement 886, 2. B - 886 AMD I FE, 3. C - 886 AMD II FE, 4. D - 886 AMD III FE, 5. E - 886 Amd IV FE, 6. F - Neogov Invoice 25136, 7. G - 886 Amd V Final Agreement vendor signed, 8. H - 886 Amd V Blue Route

Date	Ver.	Action By	Action	Result
4/19/2022	1	Board of Supervisors	Approved	Pass

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DISCUSSION / BACKGROUND

In January 2012, the Human Resources Department converted to NeoGov for job applicant tracking and a subscription to Governmentjobs.com. The previous system (Sigma) had been purchased by Governmentjobs.com and was no longer being supported. In February 2018, the Board approved Amendment I to the contract to include the purchase of the background check integration module. The County currently utilizes NeoGov for countywide applicant tracking, subscription to GovernmentJobs.com website, background check integration and the performance evaluation tracking module.

This is a perpetual agreement and Board approval is required annually per Board policy C-17, Section 4.5. A summary of estimated costs for Fiscal Year 22-23 are as follows:

Background Check Partner Integration: \$1,803.06

Governmentjobs.com Subscription:	\$4,116.75
Insight Enterprise Software License (Recruitment Module):	\$25,213.64
Performance Evaluation Module:	\$37,821.04
<u>Custom Employee Integration:</u>	<u>\$3,339.00</u>
Total FY 21-22 Cost:	\$72,293.49

ALTERNATIVES

The Board could choose not to authorize the continuation of the perpetual agreement and this would have an impact on the ability to recruit and screen applicants as well as tracking performance evaluations.

PRIOR BOARD ACTION

- 06/26/2018 - Legistar Item 18-0955 - Approval of perpetual agreement for FY 2018-19
- 08/13/2019 - Legistar Item 19-1134 - Approval of perpetual agreement for FY 2019-20 and purchase of performance evaluation tracking module
- 06/23/2020 - Legistar Item 20-0680 - Approval of perpetual agreement FY 2020-21
- 06/08/2021 - Legistar Item 21-0857 - Approval of perpetual agreement FY 2021-2022

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Procurement and Contracts; County Counsel; Risk Management

CAO RECOMMENDATION / COMMENTS

Approve as recommended.

FINANCIAL IMPACT:

Sufficient appropriations for the agreement were included in the Fiscal Year 2022-23 Budget request for Human Resources.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance.

CONTACT

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