



Legislation Details (With Text)

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File created: 3/3/2023 **In control:** Board of Supervisors

On agenda: 4/18/2023 **Final action:** 4/18/2023

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 ongoing maintenance of the countywide applicant tracking license, subscription to GovernmentJobs.com website, background integration, and performance evaluation tracking module;
 2) Approve and authorize the Purchasing Agent to execute Amendment VI to continue the Agreement for the period of July 1, 2023, through June 30, 2024, in the amount of \$78,258.46; and
 3) Approve and authorize the Purchasing Agent sign the NeoGov Order Form for the annual renewal in the amount of \$78,258.46 for the period of July 1, 2023, through June 30, 2024.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - 886 Amd VI PE, 2. B - 886 Amd VI Blue Route Approved, 3. C - 886 FE AMD V, 4. D - 886 FE AMD IV, 5. E - 886 FE AMD III, 6. F - 886 FE AMD II, 7. G - 886 FE AMD I, 8. H - 886 FE AGMT

Date	Ver.	Action By	Action	Result
4/18/2023	2	Board of Supervisors	Approved	Pass

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DISCUSSION / BACKGROUND

In 2012, El Dorado County contracted with Neogov for job applicant tracking. Later, in 2018, the contract was amended to include the background check module. The County 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 Procurement Policy C-17, Section 2.4. A summary of estimated costs for Fiscal Year 2023-24 are as follows:

Background Check Partner Integration:	\$1,893.21
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Governmentjobs.com Subscription:	\$4,466.67
Insight Enterprise Software License (Recruitment Module):	\$27,356.80
Performance Evaluation Module:	\$41,035.83
<u>Custom Employee Integration:</u>	<u>\$3,505.95</u>
Total FY 2023-24 Cost:	\$78,258.46

ALTERNATIVES

The Board could choose not to authorize the continuation of the perpetual Agreement, however, 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
- 04/19/2022 - Legistar Item 22-0014 - Approval of perpetual agreement FY 2022-2023

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Procurement and Contracts; County Counsel; Risk Management

CAO RECOMMENDATION / COMMENTS

Approve as recommended.

FINANCIAL IMPACT

Amendment VI has an annual estimated increase of \$5,965.09 compared to Fiscal Year 2022-23. The increased cost is due to a 5% to 8.5% increase in the cost of the different subscription modules, as set by NeoGov. Overall, the cost of the agreement is increasing by 8.25% from the prior year and is primarily related to the Insight and Perform Modules. The cost of the renewal is included in the Fiscal Year 2023-24 Budget request for Human Resources.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance.

CONTACT

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