



Legislation Details (With Text)

File #: 19-1134 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 7/16/2019 **In control:** Board of Supervisors

On agenda: 8/13/2019 **Final action:** 8/13/2019

Title: Human Resources Department recommending the Board:
 1) Authorize continuation of the current perpetual Agreement 471-S1211 with GovernmentJobs.com, Inc., doing business as Neogov, for the ongoing maintenance of the County-wide applicant tracking license, subscription to GovernmentJobs.com website, and background check integration for the period of July 1, 2019 through June 30, 2020. Estimated costs for the year \$23,689.12; and
 2) Approve and authorize the Purchasing Agent to sign an amendment to the contract to allow for the purchase of a new module for performance evaluation tracking for the period of July 1, 2019 through June 30, 2020. Estimated costs for the year \$36,819.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Contract Amendment, 2. B - Blue Route, 3. C - Sales Orders

Date	Ver.	Action By	Action	Result
8/13/2019	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 one to the contract to include the purchase of the background check integration module. The County currently utilizes NeoGov for County-wide applicant tracking, subscription to GovernmentJobs.com website and background check integration.

The original quote included licensing for a performance evaluation tracking module that was not purchased. It has since been determined that there is a need for the performance tracking module. Currently, the County has no way to track and monitor employee performance evaluations. The purchase of this license will allow for a standardized and efficient process that all County

departments can utilize to ensure best practices and adherence to County policy. The module includes software setup and training.

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 19-20 are as follows:

Insight Enterprise Software License (Recruitment Module):	\$18,874.80
Governmentjobs.com Subscription:	\$3,314.32
Background Check Integration Renewal:	\$1,500.00
Custom Employee Integration (Performance Evaluation Module):	\$31,319.00
Custom Employee Integration Software Setup:	\$3,500.00
Custom Employee Integration Training:	\$2,000.00
Total FY 19/20 Cost:	\$60,508.12

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.

The Board could choose not to approve the addition of the Performance Evaluation Module, but approve the perpetual agreement as approved in the prior year.

PRIOR BOARD ACTION

06/26/2018 Legistar Item 18-0955 - Fiscal Year 2018-19 continuation of perpetual agreement

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Procurement and Contracts; County Counsel; Risk Management

CAO RECOMMENDATION / COMMENTS

It is recommended that the Board approve this item.

FINANCIAL IMPACT

Annual estimated increase of \$38,270 compared to Fiscal Year 2018-19. The cost of the products, including the Performance Evaluation Module, are included in the Fiscal Year 2019-20 Recommended Budget.

CLERK OF THE BOARD FOLLOW UP ACTIONS

None

STRATEGIC PLAN COMPONENT

Good Governance.

CONTACT

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