



Legislation Details (With Text)

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On agenda: 4/29/2025 **Final action:** 4/29/2025

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; and
 2) Approve and authorize the Purchasing Agent to execute Amendment VIII to continue the Agreement for the period of July 1, 2025, through June 30, 2026, in the amount of \$88,762.71.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - 886 Amd VIII PE, 2. B - 886 Amd VIII Approved Blue Route, 3. C - 886 Amd VII, 4. D - 886 FE AMD VI, 5. E - 886 FE AMD V, 6. F - 886 FE AMD IV, 7. G - 886 FE AMD III, 8. H - 886 FE AMD II, 9. I - 886 FE AMD I, 10. J - 886 FE AGMT

Date	Ver.	Action By	Action	Result
4/29/2025	1	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 (FY) 2025-26 are as follows:

Background Check Partner Integration:	\$2,147.33
Governmentjobs.com Subscription:	\$5,066.21
Insight Enterprise Software License (Recruitment Module):	\$31,028.76
Performance Evaluation Module:	\$46,543.87

<u>Custom Employee Integration:</u>	<u>\$3,976.54</u>
Total FY 2025-26 Cost:	\$88,762.71

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 file 18-0955 - Approval of perpetual agreement FY 2018-19
- 08/13/2019 - Legistar file 19-1134 - Approval of perpetual agreement FY 2019-20 and purchase of performance evaluation tracking module
- 06/23/2020 - Legistar file 20-0680 - Approval of perpetual agreement FY 2020-21
- 06/08/2021 - Legistar file 21-0857 - Approval of perpetual agreement FY 2021-22
- 04/19/2022 - Legistar file 22-0014 - Approval of perpetual agreement FY 2022-23
- 04/18/2023 - Legistar file 23-0521 - Approval of perpetual agreement FY 2023-24
- 06/11/2024 - Legistar file 24-0953 - Approval of perpetual agreement FY 2024-25

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Procurement and Contracts; County Counsel; Risk Management

CAO RECOMMENDATION / COMMENTS

Approve as recommended.

FINANCIAL IMPACT

Amendment VIII has an annual estimated increase of \$5,417.45 compared to FY 2024-25. The increased cost is due to a 6% to 7% increase in the cost of the different subscription modules, as set by NeoGov. Overall, the cost of the agreement is increasing by 7% from the prior year and is primarily related to the Perform, Custom Employee Integration, and Background Check Partner Integration Modules. The cost of the renewal is included in the FY 2025-26 Recommended Budget for Human Resources.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

N/A

CONTACT

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