



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 26-278

July 07, 2026

Introduced: 6/10/2026

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

- a. Authorize the Chief Information Officer to execute a non-standard Agreement with Governmentjobs.com, Inc. DBA NEOGOV incorporating the terms of Sourcewell's existing Public Safety Software Master Agreement (#030425), to extend Human Resources solutions, Learn, Insight, Onboard, and GovernmentJobs through June 30, 2029, in an amount not to exceed \$644,816 for a revised total aggregate Agreement amount not to exceed \$1,641,063; and
- b. Authorize non-standard provisions as recommended by the Chief Information Officer; and
- c. Authorize the Chief Information Officer, or his designee, to execute renewals, order forms and such documents as are necessary for services with GovernmentJobs.com; and
- d. Authorize the Chief Information Officer or his designee the option to execute two additional amendments and order forms allowing extension of the agreement up to two (2) additional one (1) year periods through June 30, 2031, provided that the total additional costs do not exceed ten percent of the prior year's costs, with a maximum total increase of \$530,685 for a total agreement not to exceed amount of \$2,171,747 and as long as the order forms do not significantly alter the terms of the Agreement, even if no additional Agreements are entered into, subject to County Counsel review.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Authorize the Chief Information Officer to execute a non-standard Agreement with Governmentjobs.com, Inc. DBA NEOGOV incorporating the terms of Sourcewell's existing Public Safety Software Master Agreement (#030425), to extend Human Resources solutions, Learn, Insight, Onboard, and GovernmentJobs through June 30, 2029, in an amount not to exceed \$644,816 for a revised total aggregate Agreement amount not to exceed \$1,641,063; and
- b. Authorize non-standard provisions as recommended by the Chief Information Officer; and
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- d. Authorize the Chief Information Officer or his designee the option to execute two additional amendments and order forms allowing extension of the agreement up to two (2) additional one (1) year periods through June 30, 2031, provided that the total additional costs do not exceed ten percent of the prior year's costs, with a maximum total increase of \$530,685 for a total agreement not to exceed amount of \$2,171,747 and as long as the order forms do not significantly alter the terms of the Agreement, even if no additional Agreements are entered into, subject to County Counsel review.

SUMMARY:

The County currently has subscriptions and licensing with NEOGOV for Learn, Insight, Onboard, and job posting subscriptions to governmentjobs.com. These systems are vital to supporting the County's Human Resources operations by providing essential tools for recruitment, onboarding, employee

training, and compliance. Procuring services through Sourcewell, a cooperative purchasing program will allow the County to continue services through June 30, 2029 under this Master Agreement (#030425).

DISCUSSION:

Sourcewell is a service cooperative created by the Minnesota legislature as a local unit of government providing its registered members a streamlined procurement process by developing Request For Proposals (RFPs) for national, competitive solicitations that meet or exceed the needs of participating agencies and allows Sourcewell to offer products from national suppliers.

The County of Monterey is a registered member (ID# 18170) of Sourcewell. Membership allows the County to piggyback off Sourcewell's negotiated contract terms for awarded solicited proposals. This procurement process provides an efficient mechanism for procuring information technology (IT) related products and services, ensuring the prudent use of public funds.

The Information Technology Department was approved to procure NEOGOV services on April, 2026 (A-15254), however, the vendor declined to execute the county's amendment, and proposed utilizing a cooperative agreement through Sourcewell.

The County uses NEOGOV, an on-demand human resources software platform designed specifically for the public sector, to support recruitment, onboarding, and employee training processes.

The Insight, Onboard, and Learn modules are fully integrated with the County's Human Resource Management System, enabling seamless countywide functionality. Insight streamlines recruitment, Onboard supports efficient new-hire processing, and Learn provides employees with required mandatory training as well as optional professional development courses. This integrated system ensures consistent workflows, enhances operational efficiency, and supports compliance with the complex regulatory and training requirements unique to government agencies, making these tools essential to maintaining effective and timely HR operations across the County.

The Chief Information Officer recommends the approval of this proposed Agreement through Sourcewell.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The Office of County Counsel has reviewed the Master Agreement (#030425) as to form. The Auditor-Controller reviewed the contract but does not agree to the non-standard payment provisions.

FINANCING:

Sufficient appropriations are included in the FY 2026-27 Recommended Budget. Required funds for future years will be included in each respective Requested Budget for the Information Technology Department, ITD 1930, Appropriations Unit INF002.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

NEGOV software supports the county's automated applicant tracking and employee onboarding, performance, and mandatory trainings which allow the County to maintain compliance with applicable

laws and regulations.

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice
- Administrative

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Approved by: Eric A. Chatham, Chief Information Officer, 759-6920

Attachments:

- Sourcewell Master Agreement #030425
- NEOGOV Renewal and Services Agreement
- NEOGOV Worksheet