

- b. Approve non-standard provisions as recommended by the Director of the Information Technology Department; and
- c. Approve and authorize the Director of Information Technology to execute up to three (3) amendments to this Agreement, extending the term by one (1) year each, subject to County Counsel approval, provided the terms of the Agreement remain substantially the same and provided the additional costs per year do not exceed ten percent (10%) of the cost of the prior year.

SUMMARY/DISCUSSION:

The County currently maintains Agreements with NEOGOV for Insight Enterprise (IN), Perform (PE), Onboard (ON), and Learn (LE) with Sharable Content Object Reference Model (SCORM) subscriptions, of which PE and ON will expire on June 30, 2021. The Information Technology Department intends to combine all NEOGOV services, with the inclusion of an eSkills Pre-Employment Integration License, onto one Agreement for the new term of June 1, 2021 through June 30, 2024.

NEOGOVS provides on-demand human resources software for the public sector by automating hiring, onboarding, and performance evaluation processes. IN, a component of their Recruit module, is an applicant tracking solution designed exclusively for the public sector to attract and hire high quality candidates, while maintaining compliance with reporting; the addition of the eSkill Pre-Employment Integration will allow the County to identify interested candidates that already possess the appropriate knowledge, experience, and thinking skills to ensure that selected individuals are a good fit for the role. PE, of their Develop module, empowers managers to evaluate employees, provide ongoing feedback, track employee performance, and provide constructive feedback to build a more capable and reliable workforce. ON, of their Recruit module, provides the County with a self-service portal enabling new hires to become instantly more productive on their first day by streamlining new hire paperwork, processes, and trainings. LE, of their Develop module, with SCORM integration provides a centralized training solution in which the County can upload and update trainings in bulk within our existing Learning Management System (LMS).

The IN, PE, ON, and LE softwares are already configured to successfully interface with the County's Human Resource Management system allowing for seamless Countywide usage. The continued use of these collaborative services increases the efficiency in which qualified individuals are identified and able to join the County workforce while supporting employees through trainings and performance evaluations to improve employee retention.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed this Agreement as to form and cannot approve due to an addendum modifying the following: refund provisions, royalty and invention provisions, subcontracting provisions, automatic renewal provisions, warranty disclaimer, and County waiver of liability against the vendor and limitations on the type of and amount of damages available to the County.

FINANCING:

Funding has been included in the ITD FY 2021-22 Recommended Budget under Dept 1930, Unit 8433, Appropriation INF002. Transactions relating to future fiscal years will be included in each respective Recommended Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

NEOGOVS softwares support automated applicant tracking and employee onboarding, performance, and mandatory trainings allowing the County to maintain compliance will applicable laws and regulations.

 Economic Development

Administration
 Health & Human Services
 Infrastructure
 Public Safety

Prepared by: Rayna Patel, Management Analyst II, 759-6938

Approved by:

_____ Date: _____
Eric A. Chatham, Director of Information Technology, 759-6928

Attachments:
NeoGov 2021-2024 Partially Signed

Attachments on file with the Clerk of the Board