



Board Report

File #: A 21-140, **Version:** 1

- a. Approve and authorize the Contracts/Purchasing Officer to execute a non-standard agreement with eSkill for the purchase of a license for an online assessment software system to provide exams in the recruitment process for the term June 1, 2021 through June 30, 2022, in an amount not to exceed \$25,740.00; and
- b. Authorize the Contracts/Purchasing Officer to sign up to three (3) amendments to this agreement where the Amendments do not significantly change the scope of work or cause an increase in the agreement rates of more than ten percent (10%).

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Contracts/Purchasing Officer to execute a non-standard agreement with eSkill for the purchase of a license for an online assessment software system to provide exams in the recruitment process for the term June 1, 2021 through June 30, 2022, in an amount not to exceed \$25,740.00; and
- b. Authorize the Contracts/Purchasing Officer to sign up to three (3) amendments to this agreement where the Amendments do not significantly change the scope of work or cause an increase in the agreement rates of more than ten percent (10%).

SUMMARY/DISCUSSION:

In the continuing effort to enhance the quality and efficiency of the County's recruitment process, the Human Resources Department evaluated online assessment platforms in order to examine applicants. eSkill was selected as a pilot program to explore whether online assessments will be a viable option for the future. The approval of an agreement with eSkill will provide the Human Resources Department (HRD) and Natividad Medical Center (NMC) with a comprehensive and customizable online testing solution for use in the examination phase of the recruitment process. Human Resources' professionals utilizing eSkill assessments can efficiently test the knowledge of applicants, and in turn, further improve the turnaround time of the examination process. eSkill will be integrated with the County's applicant tracking system for a seamless examination process and timely establishment of the Eligible list. After the initial one-year pilot contract implementation period, HRD will assess the quality and efficiency of the eSkill assessment online system and may recommend Countywide implementation if appropriate.

OTHER AGENCY INVOLVEMENT:

The offices of the County Counsel and Auditor-Controller have reviewed and approved the Agreement as to form and legality and fiscal provisions, respectively.

FINANCING:

The cost associated with this Agreement will be covered by the Human Resources Department and Natividad FY 2020-21 budget appropriations.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

Mark a check to the related Board of Supervisors Strategic Initiatives

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Cynthia Juarez, Personnel Analyst, x5228

Approved by: Irma Ramirez-Bough, Director of Human Resources, x5043

Attachments:

Agreement between County of Monterey and eSkill Corporation