



County of Monterey

Item No.21

Board Report

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

Legistar File Number: A 26-110

April 21, 2026

Introduced: 4/7/2026

Current Status: General Government -
Consent

Version: 1

Matter Type: BoS Agreement

- a. Authorize the Chief Information Officer to execute Amendment No. 4 to the non-standard Agreement (A-15254) with Governmentjobs.com, Inc. DBA NEOGOV to extend Human Resources solutions, Learn, Insight, Onboard, and GovernmentJobs through June 30, 2029, and adding \$650,173 for a revised total aggregate Agreement amount not to exceed \$1,646,420; 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 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 10% (\$536,192) of the prior year's costs, for a total agreement not to exceed amount of \$2,182,610 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 Amendment No. 4 to the non-standard Agreement (A-15254) with Governmentjobs.com, Inc. DBA NEOGOV to extend Human Resources solutions, Learn, Insight, Onboard, and GovernmentJobs through June 30, 2029, and adding \$650,173 for a revised total aggregate Agreement amount not to exceed \$1,646,420; 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 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 10% (\$539,192) of the prior year's costs, for a total agreement not to exceed amount of \$2,182,610 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. Amendment No. 4 will allow the County to continue services through June 30, 2029 under this amendment.

DISCUSSION:

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 approval of Amendment No. 4 allows for the continued use of NEOGOV.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The Office of County Counsel has reviewed this Amendment No. 4 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. Auditor-Controller reviewed the contract but does not agree to the non-standard payment provisions.

FINANCING:

Required funds will be included in each respective Requested Budget for the Information Technology Department, ITD 1930, Appropriations Unit INF002. The costs of this agreement will be supported by planned Cost Plan credits received by the Information Technology Department.

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

Prepared by: Sandra Shaffer, Management Analyst III, 756957

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

Attachments:

Original Agreement & Amendments 1-3

Amendment No. 4

NeoGov Excel Worksheet