The County of Yuba

Human Resources and Organizational Services

TO: Board of Supervisors

FROM: Human Resources Director, Tiffany Manuel
Administrative Services Director, Perminder Bains

SUBJECT: Recommend approval of agreement with NEOGOV; execute resolution to register with North Carolina Sherriff's Association Master Agreement; approve Budget Adjust Request Form, and authorize Chair to execute

DATE: April 9, 2024

NUMBER: 160/2024

Recommendation:

Recommend approval of agreement with NEOGOV to gain efficiencies and improvements in the County's recruitment and applicant tracking process; execute resolution to register and utilize the North Carolina Sherriff's Association Master Agreement as a cost savings measure; approve Budget Adjustment Request Form, and authorize Chair to execute.

Background:

Recruitment is a critical business function because of the significant impact our workers have on our County goals and objectives, and our ability to serve our community. Yuba County's current recruitment and applicant tracking process is a labor-intensive process with limited reporting and tracking options. With the County vacancy rate at 13.5%, the need to improve efficiencies, attract quality candidates, reduce the time to fill open positions and improve communications with candidates and departments remains high.

North Carolina Sheriff's Associate Cooperative Purchasing Program, based in North Carolina State, allows public entities to take advantage of existing contracts to purchase commodities and services necessary for daily operations. This cooperative agency specializes in public safety equipment, software, hardware, and technology products. Membership is free.

Discussion:

NEOGOV is Public Sector focused Cloud SaaS provider headquartered in Los Angeles, CA. NEOGOV has had zero data breaches during their 23 years in business and its servers are located in Virginia and California. NEOGOV is integrated with GovernmentJobs.com, a service that Human Resources currently uses as part of our recruitment efforts.

The Perform module will automate and streamline the employee performance review, better track employee performance, and provide constructive feedback. Perform will help identify skills gaps and areas of improvement needed in our employees, which will help our workforce become stronger and more skilled. The total cost of the contract is $249,445.70.

Committee:

This item is brought directly to the Board of Supervisors due to the nature of this request.

Fiscal Impact:

Request for new appropriation and not included in current budget.
Total projected cost for this FY is $50,918.00 and a grand total over three years is $249,445.70.
Source of Funds;
Non General Fund: $50,918.00, Measure K

Attachments:

160/2024 NEOGOV Services Agreement
160/2024 North Carolina Sheriff's Association Master Cooperative Purchasing Agreement
160/2024 Budget Adjust Request Form
160/2024 Resolution NCSA