



Board Agenda Item 43

DATE: November 18, 2025

TO: Board of Supervisors

SUBMITTED BY: Mike Kerr, Director of Information Technology/Chief Information Officer
Hollis Magill, Director of Human Resources

SUBJECT: Amendment to Agreement with GovernmentJobs.Com, Inc. dba NEOGOV

RECOMMENDED ACTION(S):

Approve and authorize the Chairman to execute First Amendment to Agreement No. A-24-050 with GovernmentJobs.Com, Inc. dba NEOGOV to add an additional product and increase the maximum compensation by \$13,146 to a total of \$3,083,524, effective upon execution, with no change to the five-year term, which includes a two-year initial term with three optional one-year extensions.

There is no additional Net County Cost associated with the recommended action. Approval of the recommended action will amend Agreement No. A-24-050 (Agreement) with GovernmentJobs.Com, Inc. dba NEOGOV (NEOGO), increasing the maximum compensation to allow the County to purchase NEOGOV's bulk Sharable Content Object Reference Model (SCORM) import interface to efficiently update training courses in NEOGOV. This item is countywide.

ALTERNATIVE ACTION(S):

If the recommended action is not approved, the County will not be able to purchase the SCORM import interface, which will allow staff to quickly revise or replace training courses and eliminate the need to rebuild them.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. The recommended Amendment will increase the total maximum compensation payable by \$13,146, from \$3,070,378 to \$3,083,524. Costs associated with the recommended Amendment are included in ITSD's enterprise rate charged to departments. Sufficient appropriations and estimated revenues are included in the ITSD Org 8905 FY 2025-26 Adopted Budget and will be included in future ITSD Recommended Budget requests for the duration of the Agreement term.

DISCUSSION:

On January 23, 2024, the Board approved Agreement No. A-24-050 with NEOGOV effective May 15, 2023, with a two-year base term and three optional one-year extensions, and a maximum compensation not to exceed \$3,070,378. The Agreement allowed the County to purchase various Human Resources modules, including Insight (online recruitment software and application tracking management system), Perform (employee performance management software), NEOGOV Integrations (integration of employee data across NEOGOV modules), Onboard (electronic onboarding software), Learn (centralized learning management system), and eForms (the creation, storage, centralization, and digital management of

personnel files).

Through NEOGOV's SCORM import interface, staff will be able to quickly revise or replace active training courses without needing to rebuild or reassign them. This enhancement will help ensure training content remains current with policy updates, while also reducing staff time. Currently, staff must deactivate training courses to make changes and then re-enroll users once updates are complete.

Approval of the recommended amendment will allow the County to add NEOGOV's bulk SCORM import interface in order to transfer multiple SCORM-compliant course packages in a single action into NEOGOV's Learn module.

REFERENCE MATERIAL:

BAI #39, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Amendment to Agreement with NEOGOV

CAO ANALYST:

Amy Ryals