



PERRY L. RICE
IT Manager

MEMORANDUM

TO: Satpal Singh Sidhu, County Executive
Whatcom County Council

Through: Tyler Schroeder, Deputy Executive \ Director of Administrative Services

FROM: Perry Rice, IT Manager *PJR*
Donnie LaPlante, HR Associate Manager *DL*

RE: Agreement for NeoGov Human Resources Recruiting Software

DATE: November 28, 2021

Enclosed is a proposed agreement between Whatcom County and Insight Public Sector for the NeoGov Insight online recruitment software.

▪ Background and Purpose

Recruitment activity has increased dramatically over the last year due to the pandemic with continued activity expected for growth and retirements. Recruitment work is becoming more challenging and time consuming as the labor market changes. Our current system has not been able to meet these expanded needs and does not have additional modules such as onboarding, training and performance management / evaluation. A new recruitment system is needed that can also be expanded to meet other areas of Human Resources for a more integrated approach.

This proposed agreement is for the NeoGov Insight online recruitment platform pursuant to State of Washington Master Contract No. 06016 which expires 1/7/2022. Insight Public Sector is a Software Value Added Reseller under this agreement. The proposed agreement is for a 3-year subscription along with professional services to assist with the implementation. As a new customer, entering into a 3-year agreement will save the first year of subscription at a savings of approximately \$19,000.

▪ Funding Amount and Source

This agreement is for a total of \$47,610.25 for a 3-year subscription for the NeoGov Insight online recruiting software along with implementation services. In the recent 2021–2022 Mid Biennium Review, Council approved ASR #2021-3517 to fund enhanced recruitment software.

Please contact Donnie LaPlante (x5306) or Perry Rice at x5235 if you have any questions or concerns regarding the terms of this agreement.