



**COMMISSIONERS COURT  
COMMUNICATION**

COURT ORDER NUMBER 145086  
PAGE 1 OF 4  
DATE: 4/15/2025

**SUBJECT: RFO NO. F2025110 - NEOGOV ATTRACT AND VETTED SOFTWARE  
SUBSCRIPTION BUNDLE - OMNIA PARTNERS #R240303 - SHERIFF'S  
OFFICE - CARAHSOFT TECHNOLOGY CORP. - PER UNIT PRICE**

**\*\*\* CONSENT AGENDA \*\*\***

**COMMISSIONERS COURT ACTION REQUESTED**

It is requested that the Commissioners Court consider use of cooperative for RFO No. F2025110, NEOGOV Attract and Vetted Software Subscription Bundle, utilizing OMNIA Partners Contract #R240303, for the Sheriff's Office, with Carahsoft Technology Corp. for \$226,241.07.

**BACKGROUND**

Seven hundred forty-three (743) vendors were contacted and requested to submit written offers for RFO No. F2025110, NEOGOV Attract and Vetted Software Subscription, under cooperative contracts. Five (5) offers and one (1) no-bid were received.

Carahsoft Technology Corp. offers the software through OMNIA Partners Contract #R240303.

The offers were evaluated by the Sheriff's Office and Purchasing representatives. Kambrian Corporation was deemed non-responsive for failure to provide cooperative pricing as required. The offer received from Carahsoft Technology Corp. meets all specifications and is acceptable to the Sheriff's Office.

The Sheriff's Office seeks to strategically invest in software that will improve the efficiency and success of its hiring processes. The proposed solution includes two key components:

1. Vetted, which would replace the office's current applicant tracking and background investigation software implemented in 2022. This module aims to address the common challenge of candidates abandoning the application process due to its complexity and time-consumption.
2. Attract, which would sync with the County's existing NEOGOV Insight software to streamline applicant tracking and job postings on Governmentjobs.com. Attract's access to over 2.7 million active applicants has the potential to identify and target more qualified candidates, potentially reducing the rate of unqualified or discontinued applicants by up to 20% over two years.

Together, Vetted and Attract are projected to create a more effective recruitment pipeline. Vetted could reduce applicant withdrawals by at least 5% and abandonment rates by approximately 6%. The comprehensive software solution is expected to reduce the office's overall vacancy rate by as much as 7%, bringing it down to a more manageable 11%. This strategic investment would significantly improve staffing levels and the overall experience for both applicants and the recruitment team.

SUBMITTED BY	Purchasing	PREPARED BY:	Elaine Johnson, CPPO, CPPB
		APPROVED BY:	Christopher Lax, CPSM, CPSD, CPCP



# COMMISSIONERS COURT COMMUNICATION

REFERENCE NUMBER: 145086 DATE: 4/15/2025 PAGE 2 OF 4

OMNIA Partners contract expires December 31, 2029.

The initial, prorated term of the contract is approximately five (5) months, effective April 15, 2025 through September 30, 2025. The first full year term will be effective October 1, 2025 through September 30, 2026.

OMNIA Partners cooperative contracts are open to state and local government in accordance with Government Code Title 7, Chapter 791, Subchapter C, Section 791.025, Contracts for Purchases.

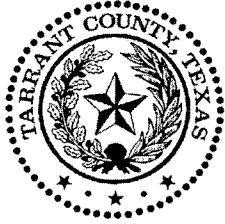
## **FISCAL IMPACT**

Funding in the amount of \$226,241.07 is available.

RFO No. F2025110 Neogov Attract and Vetted Software Subscription Bundle

Line #	Description	Mfgno	QTY	UOM	Carahsoft Technology Corp. Reston, VA HUB - No OMNIA #RR240303		VCloud Tech Inc. Rolling Hills Estates, CA HUB - Yes TIPS #210101	
					Total Price	Extended	Total Price	Extended
NEOGOV ATTRACT AND VETTED SOFTWARE SUBSCRIPTION BUNDLE								
1.1	Vetted Subscription - Prorated Coverage Term 4/15/25 - 9/30/25	NPN-NEOGO-VETTE-A	1	EA	<u>\$35,214.47</u>		\$35,721.56	
1.2	Vetted Setup	NPN-NEOGO-VETTE-B	1	EA	<u>\$28,723.40</u>		\$0.00	
1.3	Attract Subscription - Prorated Coverage Term 4/15/25 - 9/30/25	NPN-NEOGO-ATTRA-A	1	EA	<u>\$0.00</u>		\$29,137.02	
1.4	Attract Setup	NPN-NEOGO-ATTRA-B	1	EA	<u>\$10,638.30</u>		\$10,791.49	
1.5	Vetted Subscription Coverage Term 10/01/25 - 9/30/26	NPN-NEOGO-VETTE-A	1	EA	<u>\$95,696.81</u>		\$97,074.84	
1.6	Attract Subscription Coverage Term 10/01/25 - 9/30/26	NPN-NEOGO-ATTRA-A	1	EA	<u>\$55,968.09</u>		\$56,774.03	

Line #	Description	Mfgno	QTY	UOM	Axelliant LLC Torrance, CA HUB - No TIPS #220105		SHI International Austin, TX HUB - Yes DIR-CPO-5241	
					Total Price	Extended	Total Price	Extended
NEOGOV ATTRACT AND VETTED SOFTWARE SUBSCRIPTION BUNDLE								
1.1	Vetted Subscription - Prorated Coverage Term 4/15/25 - 9/30/25	NPN-NEOGO-VETTE-A	1	EA	\$35,791.99		\$37,882.94	
1.2	Vetted Setup	NPN-NEOGO-VETTE-B	1	EA	\$29,194.47		\$30,900.00	
1.3	Attract Subscription - Prorated Coverage Term 4/15/25 - 9/30/25	NPN-NEOGO-ATTRA-A	1	EA	\$0.00		\$0.00	
1.4	Attract Setup	NPN-NEOGO-ATTRA-B	1	EA	\$10,812.77		\$11,444.44	
1.5	Vetted Subscription Coverage Term 10/01/25 - 9/30/26	NPN-NEOGO-VETTE-A	1	EA	\$97,266.24		\$102,948.50	
1.6	Attract Subscription Coverage Term 10/01/25 - 9/30/26	NPN-NEOGO-ATTRA-A	1	EA	\$56,885.96		\$60,209.22	



**TAKINGS IMPACT ASSESSMENT CHECKLIST**

Complete this form for any county action that involves the adoption of a regulation, policy, guideline, court resolution, or order.

Project/Regulation Name: RFO No. F2025110 - Neogov Attract and Vetted Software Subscription Bundle - OMNIA Partners #R240303 - Sheriff's Office - Carahsoft Technology Corp. - Per Unit Price

County Department: PURCHASING

Contact Person: Melissa Lee, C.P.M., A.P.P.

Phone Number for Contact Person: (817) 884-3245

Type of TIA Performed: SHORT TIA or FULL TIA. Circle one after answering the questions in Sections II and III below.

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**I. Stated Purpose**

Attach to this checklist an explanation of the purpose of the regulation, policy, guideline, court resolution, or order.

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**Note: The remainder of this Takings Impact Assessment Checklist should be completed in consultation with the Criminal District Attorney's Office.**

**II. Potential Effect on Private Real Property**

1. Does the county action require a physical invasion, occupation, or dedication of real property?

Yes \_\_\_\_\_ No √

2. Does the county action limit or restrict a real property right, even partially, or temporarily?

Yes \_\_\_\_\_ No √

If you answered yes to either question, go to Section III. If you answered no to both, STOP HERE and circle SHORT TIA at the top of the form.

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