

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM: 3.25  
(ID # 23301)**

**MEETING DATE:**  
Tuesday, October 31, 2023

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Authorize the Purchasing Agent to issue Purchase Orders to Carahsoft Technology Corp. leveraging the NASPO Cloud Solution Provider Cooperative Purchasing Contract for the purchase of LinkedIn Recruiter Licenses, Job Posting Slots, and Career Advertising Pages for \$138,189.15 for one (1) year with the option to renew for up to \$185,000 annually for an additional four (4) years through October 31, 2028, All Districts. [Total Cost up to \$802,657, 100% Departmental Budgets]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Authorize the Purchasing Agent to issue Purchase Orders to Carahsoft Technology Corp. leveraging the NASPO Cloud Solution Provider Cooperative Purchasing Contract for the purchase of LinkedIn Recruiter Licenses, Job Posting Slots, and Career Advertising Pages for \$138,189.15 for one (1) year with the option to renew for up to \$185,000 annually for an additional four (4) years through October 31, 2028.

**ACTION:**

  
Michael Bowers, HR Director 10/18/2023

---

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Gutierrez, seconded by Supervisor Spiegel and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington and Gutierrez  
Nays: None  
Absent: Perez  
Date: October 31, 2023  
xc: H.R.

Kimberly A. Rector  
Clerk of the Board

By:   
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 138,189.15	\$ 148,553.34	\$ 802,657	\$
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$
<b>SOURCE OF FUNDS:</b> 100% Human Resources General Support Services (GSS) Rate			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	23/24-28/29

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The Human Resources Department (HR) Recruiting Division is responsible for advertising and filling approximately 200+ classifications and vacancies at any given time throughout each year. These positions are advertised through direct email, on HR and other County Department websites, through job posting aggregators including ZipRecruiter, eQuest, Work4, and Careerbuilder, at job fairs, and for some hardest to fill positions—with specialty search firms.

The primary goal in advertising the positions is to find the most qualified candidates, especially for harder to fill positions such as for the Hospital and qualified IT Candidates.

In April of this year the Recruiting Division tested a 6-month LinkedIn Recruiter premium subscription candidate sourcing platform pilot program. LinkedIn is a social media platform dedicated to professional networking, career development, and business interaction with working professionals. Their large pool of over 740 million members worldwide increases the likelihood of finding potential qualified job candidates. The LinkedIn Recruiter Licenses, Job Posting Slots, and Career Advertising Pages allow the County to target users based on their professional achievements, skills, endorsements, experiences, education, and certifications in their profiles to enhance the efficiency of identifying qualified candidates. Additionally, access to InMail (private messaging) allows recruiters to proactively engage potential candidates.

The LinkedIn pilot program was successful in sourcing a greater number of specialty positions and promoting Riverside County jobs to gain more visibility and increase candidate pool. The HR Recruiting Division has more high-priority recruitments in the works and are relying on their ability to actively source competitive candidates through LinkedIn as opposed to passively waiting for quality applicants to apply. Most recently, after hearing about the success of the LinkedIn pilot program, the County Executive Office asked to post a high-profile recruitment on LinkedIn.

Approval of this Board Item would allow HR to continue to source candidates on LinkedIn for up to an additional five (5) years through October 31, 2028.

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

**Impact on Residents and Businesses**

There is no negative impact on residents or businesses.

**Additional Fiscal Information**

The table below shows the original 6-month pilot cost already paid for under the Purchasing Agents authority with informal competitive pricing, the current proposed 1-year license renewal cost of \$138,189.15, which is all HR wants to obligate to at this time, and the optional estimated extension costs. The vendor says it imposes increases of 5 to 10% annually if the County does not obligate to multiple years. The vendor does not know at this time what the exact increase will be set at each year. Therefore, the extension costs in the table below use an annual 7.5% increase for illustrative purposes only. HR and Purchasing would negotiate any future renewals, and will consider obligating to multiple years if it determines to be in the best interest and benefit to the County.

Fiscal Year	Date	Original 6-Month Pilot				New Extension Costs				New Extension Years
		4 Recruiter Seats	21 Job Slots	1 Career Page	Total	5 Recruiter Seats	61 Job Slots	1 Career Page	Total	
23-24	Apr 2023-Oct 2023	\$ 12,720	\$ 9,135	\$ 9,000	\$ 30,855					
24-25	Oct 2023-Oct 2024					\$ 53,509.50	\$ 64,879.65	\$ 19,800	\$ 138,189.15	Y1
25-26	Oct 2024-Oct 2025					\$ 57,522.71	\$ 69,745.62	\$ 21,285	\$ 148,553.34	Y2
26-27	Oct 2025-Oct 2026					\$ 61,836.92	\$ 74,976.55	\$ 22,881	\$ 159,694.84	Y3
27-28	Oct 2026-Oct 2027					\$ 66,474.68	\$ 80,599.79	\$ 24,597	\$ 171,671.95	Y4
28-29	Oct 2027-Oct 2028					\$ 71,460.29	\$ 86,644.77	\$ 26,442	\$ 184,547.35	Y5
					<b>\$ 30,855</b>				<b>\$ 802,656.62</b>	

**Contract History and Price Reasonableness**

Carahsoft is the sole government contractor for LinkedIn. In March 2016 the State of Utah released Solicitation No. CH16012 for NASPO (the National Association of State Procurement Officials) ValuePoint Cloud Solutions. Upon completion of their evaluation process, Carahsoft Technology Corp. was selected as the lowest contractor to provide LinkedIn Cloud Solution services with the highest discount of 1% off list price when other vendors offer no discount or only half a percent discount, and the NASPO ValuePoint Cooperative Purchasing Contract Master Agreement No. AR2472 was created.

In September 2017, the State of California, Department of General Services signed Participating Addendum No. 7-17-70-40-05 with Carahsoft allowing all State Agencies including California political subdivisions/local governments to purchase Cloud Solutions under the Utah NASPO ValuePoint Master Agreement No. AR2472.

In April of this year, HR issued a Purchase Order to Carahsoft for the 6-month LinkedIn pilot license under the Purchasing Agent's authority. Pricing during the pilot was steeply discounted to initiate a partnership. An initial 40% discount was provided after the then current 12-month list cost was cut in half for a 6-month pilot period. Informal competitive pricing was obtained as follows: ZipRecruiter, Inc. \$20,958; Indeed \$52,920; and those were just for the equivalent job

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

slots which were only \$9,135 with LinkedIn, and none of the recruiter tools or featured job pages that LinkedIn offers.

For the current one (1) year renewal HR is seeking, Carahsoft provided a quote with their highest discount (1% off list price) offered to government agencies through the NASPO Cooperative Purchasing Agreement.

**Review/Approval**

H-11 Review Process No. REQ0279043 was submitted to RCIT on October 10, 2023. County Purchasing concurs with this request. County Counsel approval is not required as no agreement is involved, and the F11 does not contain any other motions that require review as to legal form.

**ATTACHMENT A.** Carahsoft LinkedIn Quote No 38683888

  
\_\_\_\_\_  
Meghan Hahn, Deputy Director of Procurement 10/18/2023

  
\_\_\_\_\_  
Jim Smith, Chief Information Officer 10/19/2023