

#54  
04/15/2025

(O-2025-98)

ORDINANCE NUMBER O- **21940** (NEW SERIES)

DATE OF FINAL PASSAGE **APR 22 2025**

AN ORDINANCE OF THE COUNCIL OF THE CITY OF  
SAN DIEGO APPROVING A SIX-MONTH EXTENSION OF  
AN EMPLOYEE RECRUITMENT AND APPLICANT  
TRACKING CONTRACT WITH NEOGOV.

RECITALS

The Council of the City of San Diego (Council) adopts this Ordinance based on the following:

A. The City of San Diego (City) Personnel Department is responsible for overseeing the classification, recruitment, selection, promotion, and removal of Classified employees and maintaining a competitive merit system that provides equal opportunity for all City job applicants.

B. The primary tool currently used by the City to recruit and track City job applicants is NEOGOV software.

C. The Personnel Department has been using NEOGOV software since January 2010.

D. By San Diego Ordinance O-21741 (November 6, 2023) Council approved a one-year extension current of the City's contract with NEOGOV for the period August 19, 2023 through August 18, 2024 to allow the City to complete a Request for Proposal (RFP) seeking a service provider for a recruitment and applicant tracking system.

E. In accordance with the City's procurement policies, an RFP seeking a service provider for a recruitment and applicant tracking system has been released.

F. By San Diego Ordinance O-21838 (July 22, 2024), Council again approved a one-year extension of the contract in an amount not to exceed \$127,057.56 to provide additional time to complete the RFP process.

G. It has become apparent that the completion of the RFP process, Council approval, and execution of a new contract may not be completed by the end of the current contract term, August 18, 2025.

H. The Personnel Department wishes to extend the contract with NEOGOV for another six months to avoid service disruption.

I. The proposed contract extension with NEOGOV will run from August 19, 2025 through February 18, 2026 for an amount not to exceed \$57,606.58.

J. The extension will continue the contractual relationship between the City and NEOGOV, requiring compliance with San Diego City Charter (Charter) section 99, which provides that no contract, agreement, or obligation where the City incurs debt extending for a period of more than five years may be authorized except by ordinance adopted by a two-thirds majority vote of Council.

K. The funding source for the NEOGOV contract extension will be the Department of Information Technology, Fund 200610.

L. The Office of the City Attorney prepared this Ordinance based on the information provided by City staff, with the understanding that this information is complete and accurate.

ACTION ITEMS

Be it ordained by the Council of the City of San Diego:

Section 1. That the agreement between the City and NEOGOV, presented to this City Council and on file in the Office of the City Clerk as Document No. **00-21940**, is approved, and the Mayor or his designee is authorized to execute the agreement.

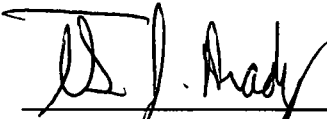
Section 2. That a two-thirds vote is required for City Council approval of this ordinance, pursuant to Charter section 99.

Section 3. The Chief Financial Officer is authorized to appropriate and expend an amount not to exceed \$57,606.58 from the Department of Information Technology, Fund 200610, for employee recruitment and applicant tracking software for the period August 19, 2025 through February 18, 2026.

Section 4. The Council dispenses with a full reading of this Ordinance before its passage because a written copy of this Ordinance was made available to the Council and the public before the date of its passage.

Section 5. This Ordinance will take effect and be in force on the thirtieth day from and after its final passage.

APPROVED: HEATHER FERBERT, City Attorney

By   
Thomas J. Brady  
Senior Deputy City Attorney

TJB:jvg  
March 6, 2025  
Or.Dept: Personnel Department  
Doc. No. 3985063

I certify that the Council of the City of San Diego adopted this Ordinance at a meeting held on  
APR 15 2025.

DIANA J.S. FUENTES  
City Clerk

By   
Deputy City Clerk

Approved: 4/21/25  
(date)

  
TODD GLORIA, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
TODD GLORIA, Mayor

(Note: The date of final passage is April 22, 2025, which represents the day this ordinance was returned to the Office of the City Clerk with the Mayor's signature of approval.) -PAGE 3 OF 3-

Passed by the Council of The City of San Diego on APR 15 2025, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry L. Foster III	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage APR 22 2025.

AUTHENTICATED BY:

(Seal)

TODD GLORIA

Mayor of The City of San Diego, California.

DIANA J.S. FUENTES

City Clerk of The City of San Diego, California.

By Linda Iruen, Deputy

I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on

MAR 25 2025

, and on APR 22 2025.

I FURTHER CERTIFY that said ordinance was read in full prior to passage or that such reading was dispensed with by a vote of five members of the Council, and that a written copy of the ordinance was made available to each member of the Council and the public prior to the day of its passage.

(Seal)

DIANA J.S. FUENTES

City Clerk of The City of San Diego, California.

By Linda Iruen, Deputy

Office of the City Clerk, San Diego, California

Ordinance Number O- 21940