

September 29, 2026

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

**PROPOSED SOLE SOURCE SUBSCRIPTION WITH LINKEDIN GOVERNMENT AT CARAHSOFT
TO PROVIDE CUSTOMIZE RECRUITMENT PLATFORM SERVICES WITH A
TERM FROM OCTOBER 1, 2026, THROUGH SEPTEMBER 30, 2029**

**Fiscal Impact: \$314,066 [year 1: \$100,484; year 2: \$104,689; year 3:\$108,893]; Measure K Revenue;
Budgeted; Discretionary**

On June 17, 2017, your Board approved a request to establish Sole Source Justification with LinkedIn as the vendor for Kern County Human Resources Division's (HR) hiring platform. LinkedIn will allow Kern County to continue to create a presence in the online workforce with their unique hiring platforms.

LinkedIn Recruiter helps HR identify candidates with the right skills and experience with a platform that helps hire efficiently and recommend candidates who match the requirements within our job post with suggestions on skills, experience, diversity insights and much more.

LinkedIn Talent Insight platform provides full integration with LinkedIn Recruiter helping organizations to determine which geographic markets talent is located, assess the level of competition for talent, provide insights into the length of time the talent pool has been employed in their role and gain insights into what those individuals are looking for in their job.

LinkedIn Job Wrapping auto-updates job postings from multiple sources, ensures a consistent job format, provides HR with complete control of posting strategy and prioritization on LinkedIn and integrates within LinkedIn Recruiter. HR will be able to use LinkedIn's network to build a targeted candidate pipeline with a tool that lets Human Resources showcase our open roles to candidates who are interested in Kern County. Pipeline Builder also integrates with LinkedIn Recruiter, creating a combination of tools for outreach.

HR has exhausted its search to identify any other software vendors that provide the services offered by LinkedIn; specifically, its ability to provide customized recruitment platforms for Kern County and to create and showcase our unique employer brand. There is no other vendor that can offer the broadness of network, the well-established algorithm, and the dynamic career page that LinkedIn offers.

The fiscal impact for this three-year subscription is \$314,066, billed annually at \$100,484 in Fiscal Year 2026-2027, \$104,689 in Fiscal Year 2027-2028 and \$108,893 in Fiscal Year 2028-2029. HR has received funding from the Measure K sales tax measure revenue to cover the cost of this program as part of its Public Safety Recruitment and Retention Team project.

The Purchasing Agent has approved the proposed sole source selection, and County Counsel has approved the subscription agreement as to form.

Therefore, **IT IS RECOMMENDED** that your Board approve sole source subscription with LinkedIn Government at Carahsoft for customized recruitment platform services with a term from October 1, 2026, through September 30, 2029, in an amount not to exceed \$314,066 and authorize the Purchasing Agent to issue a sole source purchase order.

Sincerely,

A handwritten signature in black ink, appearing to read "Tracey Eldridge". The script is cursive and fluid.

Tracey Eldridge
Chief Human Resources Officer

cc: Michelle Burns-Lusich, Chief General Services Officer