



RESOLUTION No. _____

**RESOLUTION AUTHORIZING AGREEMENT BETWEEN THE
COUNTY OF NEVADA AND DEVELOPMENT DIMENSIONS
INTERNATIONAL (DDI) FOR RECEIPT OF
TARGETEDSELECTION® SYSTEM TRAINING AND TARGETED
SELECTION® PROGRAM MANAGER TRAINING, AND USE OF
MASTER LICENSE AND SOFTWARE LICENSE FOR THE
PERIOD AUGUST 1, 2021 TO JULY 31, 2024 AT A THREE-YEAR
COST OF \$104,768**

WHEREAS, the County of Nevada wishes to continue to provide recruitment and selection services which yield a well-qualified talent pool; and

WHEREAS, the County of Nevada wishes to provide tools, resources, and support to hiring managers in their recruitment activity; and

WHEREAS, Development Dimensions International's (DDI's) TargetedSelection® behavioral interviewing system offers an approach that equips managers to learn the art and science of behavioral interviewing; how to develop a four-part Success Profile to identify the best fitting candidate; and through the use of a standard approach to interviewing and rating, reduces the likelihood of bias entering into the hiring decision; and

WHEREAS, over the course of the last two years, Human Resources (HR) has begun to cultivate the use of position fit, cultural fit and behavioral competency questions which has prepared for managers for success with this system; and

WHEREAS, the Human Resources Department desires to enter into a licensing agreement with DDI to use the TargetedSelection® system and software for a three-year period; and

WHEREAS, the Human Resources Department desires one Human Resources staff member to receive training which leads to certification as a TargetedSelection® Program Manager and desires two Human Resources staff to receive training which leads to certification as a TargetedSelection® Trainer; and

WHEREAS, the three-year period is August 1, 2021 to July 31, 2024; and

WHEREAS, the cost for year one (August 1, 2021 to July 31, 2022) is \$41,656; the cost for each of years two and three (August 1, 2022 to July 31, 2023 and August 1, 2023 to July 31, 2024) is \$31,556, for a total cost of \$104,768; and

WHEREAS, the contracts costs will be paid from the Human Resources budget per the following schedule.

Human Resources 0101 10401 641 1000

Fiscal Year 21-22, payable in August-September, 2021

521474	\$31,556
521520	\$9,600

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Supervisors, of the County of Nevada, State of California, that the Agreement between the County of Nevada and Development Dimensions International for license to use the TargetedSelection® behavioral interviewing system which includes Master License, Software License, training for one HR staff member to become a certified Targeted Selection® Program Manager and for two HR staff members to become certified TargetedSelection® trainers, and access by Human Resources to DDI's resource library, for the period August 1, 2021 through July 31, 2024, is hereby approved in the Scope of Work and Master Agreement forms attached hereto, and that the Chair of the Board of Supervisors be and is hereby authorized to execute the Agreement on behalf of the County of Nevada.