

**Columbus Consolidated Government  
Council Meeting Agenda Item**

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	Contract Amendment for NeoGov Application Management Tracking System for Human Resources
<b>INITIATED BY:</b>	Finance Department

It is requested that Council approve the contract amendment with NEOGOV (El Segundo, CA), to add the PowerDMS Attract and SparkHire subscription modules in the total amount of \$74,694.00; which includes a discounted rate for Year 1 in the amount of \$22,609.50; and a discounted rate of \$52,084.50 for Year 2. Approval is also requested to pay the annual maintenance/support renewals, including cost increases for all aspects of the system, which will be budgeted in the appropriate subsequent fiscal years. Future renewals will be coterminous with other software modules from Neogov licensed from July-June.

The Attract Module (Candidate Relationship Management System) streamlines recruitment processes, improving communication, and enhancing the overall perception of the organization as a desirable employer.

SparkHire is a video interviewing platform that partners with NEOGOV. SparkHire offers a variety of hiring tools, including one-way video interviews, behavioral assessments, and automated reference checks.

NEOGOVS is the online application and applicant tracking system utilized by Human Resources and was originally purchased in 2010, in the amount of \$22,500, which at the time did not require Council approval. After that agreement expired, per Resolution #221-18 (Cooperative Purchase), Council approved the contract with NEOGOV to provide the annual subscription for the online application management tracking system. NEOGOV is the nation's largest cloud software for Human Resources in government and education, allowing job seekers to quickly apply online for current vacancies or sign up for new openings that become available. Using the NEOGOV technology, HR and department managers can access online records to expedite hiring and provide greater accountability when selecting new employees. Since the initial purchase of the Neogov system, the following modules have been added to further enhance the City's hiring capabilities: Onboarding, Eforms and Learn.

The Attract and SparkHire modules will be added to the current software already in use from NEOGOV, who developed the software; therefore, the vendor is considered the Only Known Source, per Section 3-114 of the Procurement Ordinance.

Funds are available in the FY26 Budget for the First Year in the amount of \$22,609.50: General Fund - Information Technology - Software Lease; 0101 – 210 – 1000 – ISS - 6541. Funding for Year 2, in the amount of \$52,084.50, will be budgeted in FY27. Additionally, funding will be budgeted in the appropriate subsequent fiscal years for future payments of the annual maintenance/support renewals, including cost increases for all aspects of the system.

## **A RESOLUTION**

**NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE CONTRACT AMENDMENT WITH NEOGOV (EL SEGUNDO, CA), TO ADD THE POWERDMS ATTRACT AND SPARKHIRE SUBSCRIPTION MODULES IN THE TOTAL AMOUNT OF \$74,694.00; WHICH INCLUDES A DISCOUNTED RATE FOR YEAR 1 IN THE AMOUNT OF \$22,609.50; AND A DISCOUNTED RATE OF \$52,084.50 FOR YEAR 2. APPROVAL IS ALSO REQUESTED TO PAY THE ANNUAL MAINTENANCE/SUPPORT RENEWALS, INCLUDING COST INCREASES FOR ALL ASPECTS OF THE SYSTEM, WHICH WILL BE BUDGETED IN THE APPROPRIATE SUBSEQUENT FISCAL YEARS. FUTURE RENEWALS WILL BE COTERMINOUS WITH OTHER SOFTWARE MODULES FROM NEOGOV LICENSED FROM JULY-JUNE.**

**WHEREAS**, the Attract Module (Candidate Relationship Management System) streamlines recruitment processes, improving communication, and enhancing the overall perception of the organization as a desirable employer; and,

**WHEREAS**, SparkHire is a video interviewing platform that partners with NEOGOV. SparkHire offers a variety of hiring tools, including one-way video interviews, behavioral assessments, and automated reference checks; and,

**WHEREAS**, NEOGOV is the online application and applicant tracking system utilized by Human Resources and was originally purchased in 2010, in the amount of \$22,500, which at the time did not require Council approval. After that agreement expired, per Resolution #221-18 (Cooperative Purchase), Council approved the contract with NEOGOV to provide the annual subscription for the online application management tracking system. NEOGOV is the nation's largest cloud software for Human Resources in government and education, allowing job seekers to quickly apply online for current vacancies or sign up for new openings that become available. Using the NEOGOV technology, HR and department managers can access online records to expedite hiring and provide greater accountability when selecting new employees. Since the initial purchase of the Neogov system, the following modules have been added to further enhance the City's hiring capabilities: Onboarding, Eforms and Learn; and,

**WHEREAS**, the Attract and SparkHire modules will be added to the current software already in use from NEOGOV, who developed the software; therefore, the vendor is considered the Only Known Source, per Section 3-114 of the Procurement Ordinance.

**NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:**

That the Mayor and/or his designee is hereby authorized execute the contract amendment with NEOGOV (El Segundo, CA), to add the PowerDMS Attract and SparkHire subscription modules in the total amount of \$74,694.00; which includes a discounted rate for Year 1 in the amount of \$22,609.50; and a discounted rate of \$52,084.50 for Year 2. The Mayor and/or his designee is also authorized to pay the annual maintenance/support renewals, including cost increases for all aspects of the system, which will be budgeted in the appropriate subsequent fiscal years. Future renewals will be coterminous with other software modules from Neogov

licensed from July-June. Funds are available in the FY26 Budget for the First Year in the amount of \$22,609.50: General Fund - Information Technology - Software Lease; 0101 – 210 – 1000 – ISS - 6541. Funding for Year 2, in the amount of \$52,084.50, will be budgeted in FY27. Additionally, funding will be budgeted in the appropriate subsequent fiscal years for future payments of the annual maintenance/support renewals, including cost increases for all aspects of the system.

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Introduced at a regular meeting of the Council of Columbus, Georgia, held the \_\_\_\_ day of \_\_\_\_\_, 2025 and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of said Council.

Councilor Allen	voting _____
Councilor Anker	voting _____
Councilor Chambers	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Hickey	voting _____
Councilor Huff	voting _____
Councilor Tucker	voting _____

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Lindsey G. McLemore, Clerk of Council

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B.H. “Skip” Henderson III, Mayor