

**WColumbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Contract Amendment for NEOGOV Application Management Tracking System
INITIATED BY:	Finance Department

It is requested that Council approve the contract amendment with Governmentjobs.com Inc., d/b/a NEOGOV (El Segundo, CA), to add the Learn Subscription (LE) Module in the total amount of \$148,529.16. To obtain the reduced pricing (50% reduction of first year costs), CCG will agree to the subscription service for the Learn Subscription (LE) module through June 30, 2024. Consequently, seven (7) months of the contract amendment, in the amount of \$26,169.08, will be paid in FY22, which will include implementation and training. The next full year of the contract amendment, in the amount of \$54,066.08, will be budgeted in FY23. The final full year of the contract amendment, in the amount of \$68,294.00, will be budgeted in FY24. Payments for annual maintenance/support renewals, including cost increases for all aspects of the system, will be budgeted in the appropriate subsequent fiscal years. Future renewals will be coterminous with other invoicing from Neogov that is licensed from July-June.

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 approval 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. NEOGOV streamlines the job search and application process for job seekers and allows hiring managers to more effectively create minimum qualifications to sort through a pool of applicants. Per Resolution #147-19, Council approved the addition of the Onboarding and E-Forms modules.

The Neogov Learn (LE) module will allow Human Resources the ability to provide more opportunities for online employee training which cultivates growth, promotes excellence, and improves retention. This module will be added to the current software already in use from Neogov/GovernmentJobs.com, Inc., who developed the software; therefore, the vendor is considered an Only Known Source, per Section 3-114 of the Procurement Ordinance.

Funds are budgeted in the FY22 Budget: General Fund- Information Technology-Software Lease; 0101 – 210 – 1000 – ISS - 6541.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE CONTRACT AMENDMENT WITH GOVERNMENTJOBS.COM INC., D/B/A NEOGOV (EL SEGUNDO, CA), TO ADD THE LEARN SUBSCRIPTION (LE) MODULE IN THE TOTAL AMOUNT OF \$148,529.16. TO OBTAIN THE REDUCED PRICING (50% REDUCTION OF FIRST YEAR COSTS), CCG WILL AGREE TO THE SUBSCRIPTION SERVICE FOR THE LEARN SUBSCRIPTION (LE) MODULE THROUGH JUNE 30, 2024. CONSEQUENTLY, SEVEN (7) MONTHS OF THE CONTRACT AMENDMENT, IN THE AMOUNT OF \$26,169.08, WILL BE PAID IN FY22, WHICH WILL INCLUDE IMPLEMENTATION AND TRAINING. THE NEXT FULL YEAR OF THE CONTRACT AMENDMENT, IN THE AMOUNT OF \$54,066.08, WILL BE BUDGETED IN FY23. THE FINAL FULL YEAR OF THE CONTRACT AMENDMENT, IN THE AMOUNT OF \$68,294.00, WILL BE BUDGETED IN FY24. PAYMENTS FOR ANNUAL MAINTENANCE/SUPPORT RENEWALS, INCLUDING COST INCREASES FOR ALL ASPECTS OF THE SYSTEM, WILL BE BUDGETED IN THE APPROPRIATE SUBSEQUENT FISCAL YEARS. FUTURE RENEWALS WILL BE COTERMINOUS WITH OTHER INVOICING FROM NEOGOV THAT IS LICENSED FROM JULY-JUNE.

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 approval 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. NEOGOV streamlines the job search and application process for job seekers and allows hiring managers to more effectively create minimum qualifications to sort through a pool of applicants. Per Resolution #147-19, Council approved the addition of the Onboarding and E-Forms modules; and,

WHEREAS, the Neogov Learn (LE) module will allow Human Resources the ability to provide more opportunities for online employee training which cultivates growth, promotes excellence, and improves retention. This module will be added to the current software already in use from Neogov/GovernmentJobs.com, Inc., who developed the software; therefore, the vendor is considered an Only Known Source, per Section 3-114 of the Procurement Ordinance.

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

That the City Manager is hereby authorized to amend the contract with Governmentjobs.com Inc., d/b/a NEOGOV (El Segundo, CA), to add the Learn Subscription

(LE) Module in the total amount of \$148,529.16. To obtain the reduced pricing (50% reduction of first year costs), CCG will agree to the subscription service for the Learn Subscription (LE) module through June 30, 2024. Consequently, seven (7) months of the contract amendment, in the amount of \$26,169.08, will be paid in FY22, which will include implementation and training. The next full year of the contract amendment, in the amount of \$54,066.08, will be budgeted in FY23. The final full year of the contract amendment, in the amount of \$68,294.00, will be budgeted in FY24. Payments for annual maintenance/support renewals, including cost increases for all aspects of the system, will be budgeted in the appropriate subsequent fiscal years. Future renewals will be coterminous with other invoicing from Neogov that is licensed from July-June. Funds are budgeted in the FY22 Budget: General Fund- Information Technology-Software Lease; 0101 – 210 – 1000 – ISS - 6541.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the _____ day of _____, 2021 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting _____.
Councilor Barnes voting _____.
Councilor Crabb voting _____.
Councilor Davis voting _____.
Councilor Garrett voting _____.
Councilor House voting _____.
Councilor Huff voting _____.
Councilor Thomas voting _____.
Councilor Tucker voting _____.
Councilor Woodson voting _____.

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson III, Mayor