OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS

BOARD OF DIRECTORS COMMUNICATION
OCTOBER 20, 2026 AGENDA

Subject:	**Action Required:**	**Approved By:**
NEOGov Contract Extension for Software Platform Module Licenses and Subscriptions	√ **Ordinance** Resolution	
Submitted By: Human Resources Department		Delphone Hubbard City Manager

SYNOPSIS

An ordinance to authorize the City Manager to enter into a contract amendment with GovernmentJobs.com Inc., d/b/a NEOGOV to extend the existing contract, for the continuation of NEOGOV Software Licenses and all platform modules for a 13-month term from November 1, 2026 to December 31, 2027, when Oracle ERP goes live replacing this legacy system.

FISCAL IMPACT

The total amount is not to exceed $200,695.39. Funds are allocated annually in the City's general fund budget under Account No. 102701-61350.

RECOMMENDATION

Pass the Ordinance.

BACKGROUND

Since 2009 the City's HR Department has utilized NEOGOV software services, adding integrated software modules purchased from NEOGOV over the course of the contract, including an Applicant Tracking System (ATS), Insight/OHC (applicant tracking system, with analytics), Learn (learning management system), Onboard (onboarding system); Biddle On-line Test Genius , Spark Hire (virtual interviewing) and Choice Screening (background vendor), resulting in additional costs not authorized under the original ordinance approved amount of $135,000.00. Little Rock, Ark. Ordinance No. 21,821 (December 17, 2019) approved NEOGOV software services upgrades. Little Rock, Ark. Ordinance No. 21,994 (May 18, 2021) approved NEOGOV Insight Enterprise; NEOGOV Onboard; and NEOGOV Core HR Employee Management modules. Ordinance No. 22,696 approved the final module in use by the City. HR is requesting approval to continue the agreement for all modules until replaced by Oracle.