ORDINANCE NO. _____

AN ORDINANCE TO DECLARE IT IMPRACTICAL AND UNFEASIBLE TO BID; TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A CONTRACT EXTENSION WITH GOVERNMENTJOBS.COM, INC., DOING BUSINESS AS NEOGOV, IN AN AMOUNT NOT TO EXCEED TWO HUNDRED THOUSAND DOLLARS ($200,000.00), INCLUDING APPLICABLE TAXES AND FEES, FOR CONTINUED NEOGOV PLATFORM MODULE LICENSE AND SUBSCRIPTIONS ACCESS FOR A THIRTEEN (13) MONTH TERM FROM NOVEMBER 1, 2026 THROUGH DECEMBER 31, 2027; AND FOR OTHER PURPOSES.

WHEREAS, since 2009 the City's Human Resources Department has contracted with GovernmentJobs.com Inc., doing business as Neogov to provide the City with HR software solutions; and,

WHEREAS, over time the NEOGOV software platform contract has been amended to include the purchase of additional integrated software modules; and,

WHEREAS, the City's Human Resources Department has a need to continue NEOGOV software platform licensing and module subscriptions through the end of the 2027 calendar year until this legacy platform is ultimately replaced by Oracle Enterprise Resource Planning platform to centralize management of core City business operations into one system; and,

WHEREAS, the total cost to extend the City's NEOGOV licensing and module subscription access for a Thirteen (13) month term is in an amount not to exceed Two Hundred, Six Hundred Ninety-Five and 39/100 Dollars ($200,695.39), per the vendor's April 5, 2026 quote attached hereto as Exhibit A.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF DIRECTORS OF THE CITY OF LITTLE ROCK, ARKANSAS:

Section 1. The Board of Directors declares it impractical and unfeasible to acquire this Human Resources Department Neogov software platform licensing and module subscription contract through the competitive bid contract.

Section 2. The Board of Directors hereby authorizes the City Manager to enter into a thirteen (13) month contract extension with GovernmentJobs.com Inc., d/b/a Neogov, in an amount not to exceed Two Hundred, Six Hundred Ninety-Five and 39/100 Dollars ($200,695.39), including applicable taxes and fees, from November 1, 2026 through December 31, 2027.

Section 3. Funds are allocated annually in the City**'**s general fund budget under Account No. 102701-

6135050.

Section 4. ***Severability.*** In the event any title, section, paragraph, item, sentence, clause, phrase, or word of this ordinance is declared or adjudged to be invalid or unconstitutional, such declaration or adjudication shall not affect the remaining portions of the ordinance which shall remain in full force and effect as if the portion so declared or adjudged invalid or unconstitutional were not originally a part of the ordinance.

Section 5. *Repealer.* All laws, ordinances, resolutions, or parts of the same, that are inconsistent with the provisions of this resolution, are hereby repealed to the extent of such inconsistency.

Section 6. *Emergency Clause.* *The use of Neo Gov by the Human Resource department provides unique and valuable information that assists the City in its daily operations; such use is necessary to protect, without interruption, the public health, safety, and welfare; an emergency is, therefore, declared to exist and this ordinance shall be in full force and effect from and after the date of its passage.*

PASSED: October 20, 2026

ATTEST: **APPROVED:**

_____ _____

Allison Segars, City Clerk **Frank Scott, Jr., Mayor**

APPROVED AS TO LEGAL FORM:

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Thomas M. Carpenter, City Attorney

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EXHIBIT A

PowerDMS by NEOGOV

t 800.749.5104
2120 Park Pl. Suite 100
El Segundo, CA 90245

NEOGOV

Contract Records		Order Details	
Account Number:	A-667814	**Order #:**	Q-533415
Customer:	Little Rock, City of (AR)	**Valid Until:**	4/5/2026
Effective Employee Count:	2,740		
Sales Rep:	Renewals Team		

Customer Contact			
Billing Contact:	Little Rock, City of (AR) Little Rock HR Billing	**Shipping Contact :**	Little Rock, City of (AR) HR Team - Little Rock
Billing Address:	500 W. Markham - Suite 130W Little Rock, AR 72201	**Shipping Address:**	500 W. Markham - Suite 130W Little Rock, AR 72201
Billing Contact Email:	hr-billing@littlerock.gov	**Shipping Contact Email:**	cityoflittlerockemployment@littlerock.gov
Billing Phone:		**Shipping Phone:**	

Payment Terms			
Payment Term:	Net 60	**Notes:**	
PO Number:			

Subscription Service

Sync to 12/31/26

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
Governmentjobs.com Subscription	Recurring	5/5/2026	12/31/2026	2,740	Employee Based	$3,933.31
SparkHire Video Interview Integration Subscription	Recurring	10/27/2026	12/31/2026	2,740	Employee Based	$910.78
Learn Subscription	Recurring	11/1/2026	12/31/2026	2,740	Employee Based	$10,938.62
					Sync to 12/31/26 TOTAL:	$15,782.71

January 2026

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
Governmentjobs.com Subscription	Recurring	1/1/2027	12/31/2027	2,740	Employee Based	$5,983.98
SparkHire Video Interview Integration Subscription	Recurring	1/1/2027	12/31/2027	2,740	Employee Based	$5,377.87
Learn Subscription	Recurring	1/1/2027	12/31/2027	2,740	Employee Based	$69,897.82
Insight Subscription	Recurring	1/1/2027	12/31/2027	2,740	Employee Based	$45,796.59
Onboard Subscription	Recurring	1/1/2027	12/31/2027	2,740	Employee Based	$36,142.14

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
Biddle Online TestGenius Subscription	Recurring	1/1/2027	12/31/2027	2,740	Employee Based	$18,195.85
Candidate Text Messaging Subscription	Recurring	1/1/2027	12/31/2027	2,740	Employee Based	$2,469.19
Single Sign On Subscription	Recurring	9/23/2027	12/31/2027	2,740	Employee Based	$1,049.24
					January 2026 TOTAL:	$184,912.68

Total: | $200,695.39

This price does NOT include any sales tax. Total in USD