

**OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION
APRIL 7, 2026 AGENDA**

<p>Subject: Sole Source NEOGov Contract Extension for Platform Module Subscriptions</p> <p>Submitted By: Human Resources Department</p>	<p>Action Required:</p> <p>√ Ordinance Resolution</p>	<p>Approved By:</p> <p style="text-align: center;">Delphone Hubbard City Manager</p>
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.	
FISCAL IMPACT	The total amount is not to exceed \$100,000.00, plus applicable taxes and fees. Funds are allocated annually in the City’s general fund budget under Account No. 102701-61350.	
RECOMMENDATION	Pass the Ordinance.	
BACKGROUND	<p>Since 2009, the City’s HR Department has utilized NEOGOV software services. Over time, additional integrated software modules have been purchased from NEOGOV including an Applicant Tracking System (ATS), Insight/OHC (applicant tracking system, with analytics), Learn (learning management system), Onboard (onboarding system); along with several integrations Biddle On-line Test Genius , Spark Hire (virtual interviewing) and Choice Screening (background vendor), resulting in additional costs not addressed under the original ordinance and exceeding the originally approved amount of (\$135,000.00). Little Rock, Ark. Ordinance No. 21,821 (December 17, 2019) approved the upgrade of NEOGOV software services. Little Rock, Ark. Ordinance No. 21,994 (May 18, 2021) approved NEOGOV as the supplier for Human Resource Software Licenses and related services for Insight Enterprise; NEOGOV Onboard; and NEOGOV Core HR Employee Management; an amount not to exceed One Hundred Thirty-Five Thousand Dollars (\$135,000.00).</p>	