OFFICE OF THE CITY MANAGER LITTLE ROCK, ARKANSAS

BOARD OF DIRECTORS COMMUNICATION DECEMBER 16, 2025 AGENDA

Subject	Action Required	Approved By
Approval of an ordinance authorizing the City Manager to continue the existing agreement between the City of Little Rock and GovernmentJobs.com Inc. D/B/A NeoGov.	√ Ordinance Resolution	
Submitted by: Human Resources		Delphone Hubbard City Manager
SYNOPSIS	An ordinance to amend Little Rock, Ark., Ordinance No. 21,944, authorizing the City Manager to continue the existing agreement for the Learn module with Governmentjobs.com, Inc., d/b/a NEOGOV.	
FISCAL IMPACT	The total should not exceed \$70,000.00. Funds are allocated annually in the City's general fund budget, 100000-14010.	
RECOMMENDATION	Pass the Ordinance.	
BACKGROUND	The City has purchased multiple NEOGOV modules: Insight/OHC (applicant tracking system, with analytics), Learn (learning management system), Onboard (onboarding system); along with several integrations Biddle (on-line testing), Spark Hire (virtual interviewing) and Choice Screening (background vendor). Adding modules and integrations results in additional costs. The Learn (learning management system) additional costs will exceed the previous approved amount of \$135,000 in Little Rock, Ark. Ordinance No. 21,944. We are requesting approval to continue the agreement for Learn	

BACKGROUND CONTINUED

for an amount not to exceed (\$70,000) for the period of November 1, 2025, to October 31, 2026.

NEOGOV has provided human resource software services to the City since 2009. Over time, additional integrated software services have been added to the agreement with NEOGOV including an Applicant Tracking System (ATS), testing modules, electronic testing platforms, texting features, background vendor integration, onboarding module and management system module. Little Rock, Ark. Ordinance No. 21,821 (December 17, 2019) approved the upgrade of NEOGOV software services. Little Rock, Ark. Ordinance No. 21,944 (May 18, 2021) approved the addition of the Learn Program to NEOGOV's software services for an amount not to exceed One Hundred Thirty-Five Thousand Dollars (\$135,000.00). The City wishes to exceed the agreement with NEOGOV for the Learn module for the period of November 1, 2025, to October 31, 2026, for an amount not to exceed Seventy Thousand Dollars (\$70,000.00)