Legislation Details (With Text)

File #:	90941	**Version:**	1	**Name:**	NEOGOV HRM Contract
Type:	Resolution			**Status:**	Passed
File created:	11/18/2025			**In control:**	Department of Information Technology
On agenda:	12/9/2025			**Final action:**	12/9/2025
Enactment date:	12/16/2025			**Enactment #:**	RES-25-00665

Title: Authorizing a competitively selected contract between the City of Madison and Governmentjobs.com, Inc. (DBA NEOGOV) to execute a contract for a Human Resources Management (HRM) System, professional services and maintenance for ten (10) years.

Sponsors: MGR Govindarajan, Satya V. Rhodes-Conway, Regina M. Vidaver

Indexes:

Code sections:

Attachments: 1. 112525_CC_public_comment.pdf

Date	Ver.	Action By	Action	Result
12/9/2025	1	COMMON COUNCIL	Adopt	Pass
12/1/2025	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
11/25/2025	1	COMMON COUNCIL	Refer	Pass
11/18/2025	1	Department of Information Technology	Referred for Introduction	

Fiscal Note

The proposed resolution authorizes the execution of a contract with Governmentjobs.com, Inc. for a Human Resources Management System in early 2026. Implementation costs and professional services costs related to implementation of the system in Year 1 ($129,757) are available in Information Technology's 2026 Adopted Capital Budget (Enterprise Business Systems, program #12418). Costs in subsequent years will be included in future budgets. No additional appropriation required.

Title

Authorizing a competitively selected contract between the City of Madison and Governmentjobs.com, Inc. (DBA NEOGOV) to execute a contract for a Human Resources Management (HRM) System, professional services and maintenance for ten (10) years.

Body

WHEREAS, in 2024, the Human Resources (HR) and Information Technology (IT) Departments worked with a third-party consultant to interview, data collect and create specifications for a Human Resources Management System (HRM); and

WHEREAS, these Departments, as a collective, collaborated with the Finance Department to issue RFP# 14008-0-2025-B to solicit proposals for a Human Resources Management System (HRM), and received 14 proposals; and

WHEREAS, an evaluation team, panel, comprised of several City staff, across multiple agencies, conducted an evaluation of proposals independently based on the pre-established criteria determined by the panel. The panel met to discuss all qualitative and quantitative aspects of the proposals and overall ratings as a group. Purchasing staff rated the cost section of the proposals; and

WHEREAS, after reviewing the scoring, 3 vendors provided all day demos to the panel. Based on meeting the necessary qualifications, NEOGOV was selected; and

WHEREAS, Implementation is the third phase of the City's first Human Resources Management System (HRM/HRMS/HRIS) Project, enabling us to activate our Talent Management Strategy over the next five years, to improve employee experience, and to meet multiple compliance-related requirements. The benefits of this system include streamlining our people-centered services, enhancing efficiency, decreasing manual processes, increasing organizational performance, and centralizing and automating all talent management functions (recruitment through succession planning).

WHEREAS, the implementation of this system will take a phased approach, creating a scaled pricing structure. The cost for the system is set by year and is dependent on the implementation of the various modules. The costs per year are as outlined below and are subject to change if modules are implemented at different times than what is proposed in the contract:

Year 1: $129,756.85

Year 2: $210,846.70

Year 3: $296,934.10

Year 4: $342,443.91

Year 5: $369,462.93

Year 6: $383,710.54

Year 7: $394,770.44

Year 8: $405,858.04

Year 9: $416,974.42

Year 10: $428,323.42

WHEREAS, to fully implement the system professional services for are required for each module and are not expected to exceed $70,000 in total; and

WHEREAS, under MGO 4.26(3)(e), service contracts of more than one year that average more than $100,000 per year in cost require Common Council approval and signature by the Mayor and City Clerk;

NOW, THEREFORE BE IT RESOLVED, that the Mayor and City Clerk are authorized to execute the initial 10-year term for the implementation, professional services and maintenance contracts of the HRM with Governmentjobs.com, Inc.; and

BE IT FURTHER RESOLVED, that the Finance Director or designee is authorized to execute system upgrades, module additions, necessary hardware to support modules, professional service and maintenance renewals or contracts with Governmentjobs.com, Inc., on a recurring basis for the useful life of the software pending availability of funds in the budget and in a form approved by the City Attorney.

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