

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Jennifer Hennessy, Director of Finance

DATE: July 8, 2025

SUBJECT: Approve an Addendum to the Software as a Service Agreement with GovernmentJobs.com, Inc. (dba NEOGOV) for the NEOGOV Suite of Products

PREPARED BY: Becky Obmann, Assistant Director of Human Resources

RECOMMENDATION: That the City Council:

1. Approve an addendum to the software as a service agreement with GovernmentJobs.com, Inc. (dba NEOGOV) for the NEOGOV Suite of Products, in the amount of \$71,749.94, for a total agreement amount of \$142,906.90; and
2. Authorize the City Manager to approve a contingency in an amount not to exceed \$14,290.69, which is equal to 10% of the total amount.

BACKGROUND: The City has used NEOGOV Enterprise Software from GovernmentJobs.com since 2013 to support a wide range of Human Resources functions, including recruitment, onboarding, employee training, and performance evaluations. NEOGOV is a critical component of the City's HR operations. The City would now like to purchase and implement NEOGOV's Human Resources Information System (HRIS) and Payroll modules, which will further integrate and streamline employee management.

The existing Software as a Service agreement with GovernmentJobs.com for the NEOGOV suite was signed in 2023 and expires in 2028. The addition of the HRIS and Payroll modules require an addendum to that agreement. This addendum does not change any of the terms of the existing agreement, it only adds the new modules to our account and increases the annual amount to \$142,906.90. Council approval of this addendum will allow the City to move forward with the implementation of the NEOGOV HRIS and Payroll modules.

FISCAL IMPACT: Adequate funds have been budgeted in the Fiscal Year 2025-2026 Capital Improvement Program Budget, within the Citywide Financial System Upgrade project.

ATTACHMENTS:

1. Addendum to the Software as a Service Agreement
2. Existing Software as a Service Agreement