



Agenda Item No. (3)

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole Meeting of July 23, 2026

From: Michelle Purugganan, Human Resources Manager
Kellee H. Hopper, Deputy General Manager, Administration and Development
Denis J. Mulligan, General Manager

Subject: **AUTHORIZE AWARD OF CONTRACT NO. 2026-D-060, *NEOGOV HR SUITE*, TO GOVERNMENTJOBS.COM, INC. (DBA NEOGOV)**

Recommendation

The Rules, Policy and Industrial Relations Committee recommends that the Board of Directors approve the award of Contract No. 2026-D-060, *NEOGOV HR Suite*, to Governmentjobs.com, Inc. (dba NEOGOV) in the total amount of \$355,062 for a three-year term for the continued provision of an integrated, cloud-based human capital management system supporting recruitment and selection, onboarding, training and development, and employee performance management.

This matter will be presented to the Board of Directors at its July 24, 2026, meeting for appropriate action.

Summary

The Golden Gate Bridge, Highway and Transportation District (District) seek to continue and enhance its use of NEOGOV's cloud-based human capital management system to support end-to-end human resources (HR) operations, including recruitment and selection, onboarding, offboarding, employee training and development, and performance management. The system provides a centralized platform that improves efficiency, standardization, and compliance across HR processes. A leader in public sector solutions, NEOGOV is used by over 13,000 public agencies and supports over 800,000 users.

NEOGOV is the District's current provider of these services, and continuation of the platform ensures operational continuity, avoids disruption to HR workflows, and maintains the integrity of historical data. The integrated nature of the NEOGOV suite enables seamless interaction among recruitment, onboarding, offboarding, training, and performance management functions, reducing administrative burden and enhancing reporting capabilities. The selection of NEOGOV is based on its established implementation, demonstrated system compatibility, and proven ability to meet the District's human resources operational needs through a unified platform.

The District initially implemented the NEOGOV HR Suite in September 2021 to provide a centralized solution for core human resources functions. Since then, the platform has been expanded to include integrated Performance Management (Perform) and Training Management (Learn) modules. The availability of these modules enables the Human Resources Department to support employee performance management and training functions, including delivering training courses, tracking employee participation, maintaining comprehensive training records, and providing resources for employee professional development. These functionalities support compliance with mandatory training requirements and facilitate accurate and efficient compliance reporting.

NEOGOV continues to provide a scalable, integrated solution that aligns with the District's operational needs, improves efficiency, and supports regulatory compliance.

Fiscal Impact

The fiscal impact is \$111,011 for FY 26/27 for NEOGOV services. The District's initial contract with NEOGOV was procured through a cooperative agreement and is receiving a discount of over 6% by bundling services for multiple years. The total cost of the proposed three-year contract is \$355,062. Funding for the first year of the contract FY26/27 is available in the current District Division Operating Budget. Funding for the remaining years of the contract will be included in future fiscal year budgets.

Historical and future costs for NEOGOV are as follows:

CONTRACT SERVICES	FISCAL YEAR								
	21/22	22/23	23/24	24/25	25/26	26/27	27/28	28/29	
HR Suite (Applicant Tracking System, Position Requisition, Employee Onboarding and Offboarding)	---	\$33,865	\$35,559	\$37,252	\$38,945	\$41,234	\$43,552	\$45,947	
Performance Management (Perform) and Training Management (Learn)	---	---	\$35,700	\$51,928	\$64,910	\$69,777	\$74,662	\$79,890	
Set-up and other costs	\$14,500	---	\$25,840	\$1,500	\$1,500	---	---	---	
Total:	\$14,500	\$33,865	\$97,099	\$90,680	\$105,355	\$111,011	\$118,214	\$125,837	\$355,062