

Human Resources Department

600 West Fourth Street
Davenport, Iowa 52801-1030

Office: (563) 326-8767
Fax: (563) 328-3285
www.scottcountyiowa.com



Date: April 11, 2017

To: Board of Supervisors

From: Mary J. Thee, Human Resources Director/Asst. County Administrator

Subject: Annual renewal NeoGov

The County utilizes software from NeoGov for our hiring system (since 2007) and employee performance evaluations (since 2012). The online hiring system, Insight, allows applicants to submit applications, gives us a national platform for open positions and allows HR and supervisors to manage the recruitment process. Additionally we've integrated the system in 2014 with New World ERP to bring employee data into the financial software system. The performance evaluation system, Perform, allows employees to complete their annual performance evaluations, along with the supervisor's evaluations of the employee. The software includes a dashboard for supervisors and department heads to review the status of their department's evaluations.

IT has worked with NeoGov to align all of the future contracts for Insight, Perform and the Insight integration to our fiscal year. As such we are recommending a two year agreement. The FY18 payments include two July payments of \$13,821.60 for Perform and \$2,000 for the Insight integration. The Perform rate is a \$3,196.60 increase. The integration rate is at the same contract rate since 2014. In December we'd then do a 6 month renewal for Insight for \$4,746.41. Then in FY19 all contracts would be aligned for our fiscal year for a total of \$24,939.60 (Insight \$9,118; Insight integration \$2,000 and Perform \$13,821.60). The Insight increase of \$2,398 annually would be the first rate increase since 2007. Aligning the contract will allow for improved tracking of our billing with NeoGov and lock in rates for an additional year.

Cc: Matt Hirst, IT Director

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

April 20, 2017

APPROVING ANNUAL SOFTWARE LICENSE AGREEMENT WITH NEOGOV SYSTEM

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the FY 18 annual software license agreement with NEOGOV system in the amount of \$20,568.01 for a web-based employee performance appraisal system, online hiring system (6 months) and integration is hereby accepted and approved.

Section 2. That the FY 19 annual software license agreement with NEOGOV system in the amount of \$24,939.60 for a web-based employee performance appraisal system, online hiring system and integration is hereby accepted and approved.

Section 3. That the Director of Information Technology is hereby authorized to sign said agreement on behalf of the Board.

Section 4. This resolution shall take effect immediately.