



**MEMORANDUM
CITY STANDARD APPROVAL**

TO: Eugene Bitteker, Chief Procurement Officer
FROM: Duane D'Andrea, Human Resources Director 
SUBJECT: City Standard - NeoGov (Governmentjobs.com, Inc.)
DATE: June 23, 2025

Background:

Governmentjobs.com, Inc.(dba NeoGov) is an online service that provides the City with a platform for recruitment and applicant tracking and a platform for performance evaluations. NeoGov is currently in use by all City Departments and most municipalities and other government employers in South Florida. This company has a proven record of providing reliable service with up to date technology. Continuing the City's current contract with NeoGov is in the best interest of the City.

Justification:

NeoGov is used by over 6000 government agencies across the country. Their Insight/OHC platform is designed for public sector entities to attract qualified applicants, process, score and retain applications. Their Perform platform provides an efficient system to track, process and retain evaluations for all employees. Our files are securely archived and readily accessible. In addition, NeoGov provides a salary survey service where the City can check salaries and job requirements for other agencies. Human Resources requests approval of a five year agreement with NeoGov for the Insight/OHC and the Perform modules

Market Research:

The City of Delray Beach Police Department has used NeoGov for over 20 years. All other departments were added in 2008. There are no other comparable companies that provide the scope of service that NeoGov provides. In researching this product, we are finding online "solutions" that do not have the capacity to provide the same service. Sharing this vendor with most other public sector agencies provides access to their salaries and job descriptions also, at no charge.

Funding Account Number:

001-17-000-513-54.11

Need Additional Information Not Approved

Comments: _____

Approved This City Standard approval is valid for 60 months from date of approval.

Eugene Bitteker

Jun 27, 2025

Jay Stacy

Jun 24, 2025

Chief Purchasing Officer (CPO)

Date

Information Technology (IT)

Date

CS2025-009 Online Recruitment and Performance Management Module

Final Audit Report

2025-06-27

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