

# **STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION**

February 12, 2025

**TOPIC:** Colorado Community College System (CCCS) Spending Authority Request for  
NEOGOV Contract Extension

**PRESENTED BY:**

Christina Cecil, CCCS CHRO

**RELATIONSHIP TO THE STRATEGIC PLANS:**

- Empowered Talent
- Power of 13

**EXPLANATION:**

NEOGOV is a human resources software specializing in serving the public sector, offering solutions for recruiting, onboarding, performance and learning management. NEOGOV was identified as a vendor of choice during an RFP process in 2020.

Since 2020, the CCCS System Office and 11 of the 13 colleges have contracted with NEOGOV for their applicant tracking and onboarding services. Four of the colleges also utilize the performance management tool and two utilize the learning management system. The initial NEOGOV contract was set to expire May 2025.

During fiscal year 2024 and 2025 the HR Directors across the system met with a variety of vendors to strategize how best to streamline necessary human resources software tools to address current business operation pain points, promote efficiency, and reduce redundancy and manual processing. Due to timing and the potential impacts other strategic efforts have on this decision making, we have requested and received approval from the State Controller for a one-year contract extension.

This extension will result in the aggregated contract cost for NEOGOV exceeding \$500,000 during the 6-year contract. The anticipated cost for FY 26 is anticipated to be \$263,593.

**RECOMMENDATION:**

Staff recommend the Board approve the spending authority over \$500,000 for the NEOGOV contract extension.