



# City of Denton

City Hall  
215 E. McKinney Street  
Denton, Texas  
[www.cityofdenton.com](http://www.cityofdenton.com)

## AGENDA INFORMATION SHEET

**DEPARTMENT:** Procurement

**ACM:** Christine Taylor

**DATE:** September 9, 2025

### **SUBJECT**

Consider adoption of an ordinance of the City of Denton, a Texas home-rule municipal corporation, authorizing the City Manager to execute a contract with SHI Government Solutions, Inc., through The Interlocal Purchasing System (TIPS) Cooperative Program Contract No. 230105, for the procurement of the NEOGOV Suite for the Human Resources Department; providing for the expenditure of funds therefor; and providing an effective date (File 8893 – awarded to SHI Government Solutions, Inc., for one (1) year, with the option for four (4) additional one (1) year extensions, in the total five (5) year not-to-exceed amount of \$1,136,407.66).

### **STRATEGIC ALIGNMENT**

This action supports Key Focus Area: Pursue Organizational Excellence and Collaborative and Respectful Leadership.

### **INFORMATION/BACKGROUND**

In 2005, the City implemented NEOGOV Insight, an online applicant tracking system used to post jobs, screen applicants, and hire employees.

In 2015, the City purchased the Talent Management system for performance reviews and the Cornerstone system to manage Human Resources (HR) training.

In 2019, HR procured Oracle HCM to replace the existing HR systems. As a result, the NEOGOV and Talent Management contracts were canceled, and the Cornerstone contract was extended until October 2020 to allow time for implementation. However, in March of 2020, the Oracle system implementation was found to be cost-prohibitive. HR moved to cancel the Oracle contract and reinstated the NEOGOV applicant tracking system (Insight), added the On-Board module, and integrated with the existing JDE system. A Learning Management System was also acquired in July 2020, which tracks employee training, offers existing training courses, and creates, posts, and manages course content.

In 2025, HR plans to continue utilizing the NEOGOV suite contract, excluding the benefits module, through SHI Government solutions. During the fiscal year 2025-26, HR intends to evaluate more comprehensive solutions to meet all HRIS needs. The year-over-year amount has been adjusted to reflect an estimated 10% increase.

<b>NEOGOV Suite Minus Benefits Module (Base Cost)</b>	<b>Costs</b>
FY 25-26	\$201,455.00
FY 26-27	201,455.00
FY 27-28	221,600.50
FY 28-29	243,760.55
FY 29-30	268,136.61
<b>Total:</b>	<b>\$1,136,407.66</b>

Pricing obtained through The Interlocal Purchasing System has been competitively bid and meets the statutory requirements of Texas Local Government Code 271.102.

### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

On May 17, 2011, City Council approved the interlocal agreement with The Interlocal Purchasing System (Ordinance 2011-082).

### **RECOMMENDATION**

Award a contract with SHI Government Solutions, Inc., for the procurement of the NEOGOV Suite for the Human Resources Department, in a one (1) year, with the option for four (4) additional one (1) year extensions, in the total five (5) year not-to-exceed amount of \$1,136,407.66.

### **PRINCIPAL PLACE OF BUSINESS**

SHI Government Solutions, Inc.  
Austin, TX

### **ESTIMATED SCHEDULE OF PROJECT**

This is an initial one (1) year contract with options to extend the contract for four (4) additional one (1) year periods with terms and conditions remaining the same. This TIPS contract expires on May 31, 2028.

### **FISCAL INFORMATION**

These services will be funded from the Human Resources Department Operating Funds. Requisitions will be entered on an as-needed basis. The budgeted amount for this item is \$1,136,407.66.

### **EXHIBITS**

Exhibit 1: Agenda Information Sheet  
Exhibit 2: Quote  
Exhibit 3: Ordinance

Respectfully submitted:  
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Purchasing Manager

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Legal point of contact: Marcella Lunn at 940-349-8333.