

Automated Performance Evaluations and Onboarding System Setup

FY2021 Request: \$320,000
Reference No: 62893

AP/AL: Appropriation

Project Type: Information Technology / Systems / Communication

Category: General Government

Location: Statewide

House District: Statewide (HD 1-40)

Impact House District: Statewide (HD 1-40)

Contact: Brad Ewing

Estimated Project Dates: 07/01/2020 - 06/30/2025

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Brief Summary and Statement of Need:

Purchase performance and onboarding NEOGOV software modules for the State’s human resource platform to automate system setup for employees.

Funding:	<u>FY2021</u>	<u>FY2022</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>Total</u>
1004 Gen Fund	\$320,000						\$320,000
Total:	\$320,000	\$0	\$0	\$0	\$0	\$0	\$320,000

<input type="checkbox"/> State Match Required	<input checked="" type="checkbox"/> One-Time Project	<input type="checkbox"/> Phased - new	<input type="checkbox"/> Phased - underway	<input type="checkbox"/> Ongoing
0% = Minimum State Match % Required		<input type="checkbox"/> Amendment	<input type="checkbox"/> Mental Health Bill	

Operating & Maintenance Costs:

	<u>Amount</u>	<u>Staff</u>
Project Development:	0	0
Ongoing Operating:	0	0
One-Time Startup:	0	0
Totals:	0	0

Prior Funding History / Additional Information:

Project Description/Justification:

NEGOV is the market and technology leader in on-demand human resources software for the public sector. This software automates the entire hiring, onboarding, and performance evaluation process.

The State of Alaska currently uses this software for recruitment and sees the value in adding the performance and onboarding modules. The onboarding module will ensure new employees are day-one ready which will increase productivity and improve retention. The performance module will accelerate success by establishing a sense of purpose for employees by identifying and promoting their strengths. This performance management software automates annual and probationary employee evaluations, allowing HR and department heads to identify skills gaps and areas of improvement in their employees.