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

Contact Phone: (907)465-5655

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:	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026	Total
1004 Gen Fund	$320,000						$320,000
Total:	$320,000	$0	$0	$0	$0	$0	$320,000

☐ State Match Required ☑ One-Time Project ☐ Phased - new ☐ Phased - underway ☐ On-Going
0% = Minimum State Match % Required ☐ Amendment ☐ Mental Health Bill

Operating & Maintenance Costs:

	Amount	Staff
Project Development:	0	0
Ongoing Operating:	0	0
One-Time Startup:	0	
Totals:	0	0

Prior Funding History / Additional Information:

Project Description/Justification:
NEOGOV 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.