Human Resources Department

FY 2010
Proposed Electronic Recruiting Processes

Job Announcements

2006 – 130

2007 – 149

2008 - 166

Job Applications Received

2006 – 5,053

2007 – 5,196

2008 - 5,917

2009 Estimated – 6,500

1st year –

License Subscriptions for 1800-1850 employees
(our FT & PT count) $15,678.00
     One-time Provisioning Costs   5,000.00
     One-time On-line User Training   2,500.00
     Oracle Interface Set-up   6,000.00

1st Year Total $29,178.00

2nd year -

License Subscriptions for 1800-1850 employees
     (our FT & PT count) $15,678.00
     Oracle Interface maintenance   3,000.00

2nd Year Total $18,678.00

Additional Proposed Costs

3 Applicant Kiosk Computers - $3,900

1 Printer for Kiosk Use - $1,400

Features:

- Online requests to post completion

- Automated posting of open positions

- Online application processes with the ability to apply for multiple positions at one time

- Automated application receipt that provides two receipt responses to the applicant – on screen and e-mail confirmation

- Citizen Self-Service Portal" allows the applicant to go back into the system and view the current status of an application

- Minimum qualifications can be set for a position and used for applicant screening purposes

- Applicant testing capabilities

HR Staff Time Savings Estimates

70% - HR Administrative Specialist

25% - HR Analyst

"I consider Tarrant County to have a partnership with NEOGOV.
We feel that we are part of the NEOGOV family. And when we need something we get immediate attention. We have immediate answers and they solve our problems. We feel like we are important to them and we have an extremely good relationship with NEOGOV.

We looked at four or five different packages and we had vendor demos and we just decided that NEOGOV is head and shoulders above the other vendors for meeting our needs in E-Recruiting.

We get a better candidate pool and streamlined minimum qualifications screening process. We get more accurate information. We get a referral list faster to the departments. So it's just a win-win for the departments and less work for HR. It allows the recruiting process to be very logical and it's just good for everyone involved with the recruiting process, including the applicants.

One of the things that I really like about NEOGOV, it's very easy to use. It's very intuitive. And, it just meets unique needs that we have in the government sector for filling positions."

Steve Horn
Tarrant County, TX