



**CITY OF HOUSTON - CITY COUNCIL**

Meeting Date: 8/12/2025

ALL

Item Creation Date:

FY26 HR Learning Performance System

Agenda Item#: 65.

**Background:**

**Specific Explanation:**

The Chief Information Officer recommends that City Council approve an ordinance to appropriate \$438,000.00 from the Equipment Acquisition Consolidated Fund (1800) for the planned Learning Performance System for Houston Information Technology Services on behalf of Human Resources. This project is budgeted in the approved FY2026 Capital Improvement Plan adopted by the City Council.

The project description with allocation amount is as follows:

<u>PROJECT</u>	<u>PROJECT NO.</u>	<u>AMOUNT</u>
HR Learning Performance System	X-800012*	\$438,000.00

This planned project for a new HR Learning Performance System will allow for the replacement of the existing Talent Management System which is reaching end of life/end of support in December 2026. This new system will introduce additional modules designed to strengthen employee development through the automation of compliance tracking, training management, and the promotion of continuous learning opportunities. It will also support alignment between individual goals and organizational objectives, enable real-time feedback, and assist in identifying and recognizing high-performing employees. This modernization will enhance the City's overall approach to training, performance management, and workforce development across all departments. HITS will leverage cooperative contract(s) and/or existing contract(s) for the purchase of software and will return to City Council for approval as required.

**Fiscal Note:**

No significant Fiscal Operating impact is anticipated because of these projects.

DocuSigned by:  
  
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**Lisa Kent, Chief Information Officer**  
 Houston Information Technology Services

**Prior Council Action:**

N/A

**Amount and Source of Funding:**

\$438,000.00 - Equipment Acquisition Consolidated Fund (1800)

**Contact Information:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Type</b>
COF	Financial Information
Form A	Financial Information
FMBB	Financial Information
PR 10343698	Financial Information

