



CITY OF HOUSTON - CITY COUNCIL

Meeting Date: 10/28/2025

ALL

Item Creation Date: 10/10/2025

HITS- FY26 HR Learning Performance System

Agenda Item#: 24.

Background:

Specific Explanation:

The Chief Information Officer recommends that City Council approve an ordinance appropriating \$1,432,000.00 from the Equipment Acquisition Consolidated Fund (1800) for the planned Learning Performance System for Houston Information Technology Services (HITS) on behalf of Human Resource (HR).

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*	\$1,432,000.00

This appropriation represents the remaining balance necessary to fully fund the replacement of the HR Learning Performance System, which is projected to reach end of life and support status in December 2026. Ordinance 2025-701, passed on August 20, 2025, inadvertently excluded the full funding amount needed to complete the project. This supplemental appropriation ensures sufficient funding to replace the City's existing HR Learning Performance System. 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:



Lisa Kent, Chief Information Officer
Houston Information Technology Services

Prior Council Action:

Ordinance No. 2025-701, passed and adopted August 20, 2025

Amount and Source of Funding:

\$1,432,000.00- Equipment Acquisition Consolidated Fund (1800)

Contact Information:

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ATTACHMENTS:

Description	Type
COF	Financial Information
Form A	Financial Information
FMBB	Financial Information