NEOGOV

People and Workforce Management

Winter 2025 - Product Enhancements

HRIS
Winter - 2025 Release

Available
February 19, 2026

Brings significant improvements across your recruiting, investigations, payroll, and learning solutions – focused on automation, flexibility, and employee empowerment. This quarter, we've **built 20 new features and delivered over 15 customer-requested enhancements** from the NEOGOV Community, reinforcing our commitment to innovation driven by your feedback.

Click to view the Quarterly Release Notes

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Winter 2025 Release

Enablement Sessions

Review Key Features + Demos

Upcoming Roadmap

Recording Available

Q&A

Key Dates

Jan 20-Feb 19 - **UAT Preview Window**

Jan 16 - Release Notes

Jan 28 - Enablement

Feb 19 - Release

Documentation

Product Specific Release Notes on Community

Community Articles to spotlight specific features

Updated University Courses

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HR **BE** **PR** **TA**

Winter 2025 Major Features

Payroll

W2 State Reporting Enhancement

Direct Deposit & Tax Updates on Mobile

Time & Attendance

Add Comments When Adjusting Leave Balances

NEOGOV

Personas We Serve

Job Seekers

External Learners

Pre-hires

Employees

Managers

Specialty Roles

HR Staff

Administrators

HR Directors

Payroll

PR

Administrator

W-2 State Reporting Enhancement

What does it do?

Previously, when you finalized your W-2s, the system would generate the electronic Federal W-2 file automatically, but you needed to run each state file separately. With this release, finalizing your W-2s will now also generate the electronic W-2 files for both Federal and State at the same time.

How does it help?

Combining both Federal and State file generation into a single step not only **streamlines** the process—but it also **reduces** the overall **time** needed for filing, minimizes the chances of errors by eliminating extra steps, and ensures a more seamless, **efficient workflow** for year-end reporting.
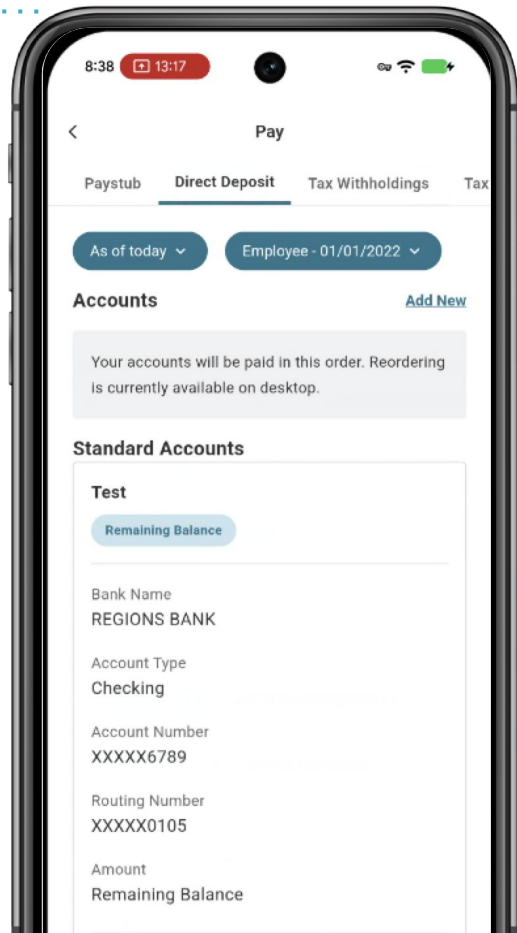
Employees

Direct Deposit & Tax Updates on Mobile

What does it do?

Employees will be able to update their direct deposit and tax withholding information on the mobile app

How does it help?

- Reduce cycle time on getting updates within the system
- Empowers employees to manage their changes
- Reduces errors

Administrator

Add Comments When Adjusting Leave Balances

What does it do?

When using the "Adjust Balance" functionality on the Leave Balances screen, users can now attach comments when they make an adjustment.

How does it help?

An administrator can note why an adjustment was made to a bank, and other administrators can see the reason. This will reduce confusion about where adjustments came from and why they were made.

These notes are currently visible on the Leave Balances > Transactions tab when you view an entry, and if you include the the "Comments" field in a report with the **Time Off History** type.

Roadmap Highlights

Spring 2026 - Enhancements in Development

Core HR	Bulk Employee Updates	Reports to Position Hierarchy	
Time & Attendance	Timesheet Entry Allocations (Attach Additional Data Points to Timesheet Entries)	Geofencing Improvements	
Benefits	Dependent & Beneficiaries Update	Court Ordered Dependent	Full Time Student
Payroll	Ability to handle Gross-Up Calculations	Automatic creation of FLSA Calendars during pay calculations	Payroll Register Resign

Q&A

THANK YOU

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