city of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Police
To: City Council
From: City Manager & Staff
Council Meeting Date: April 20, 2026
Re: Amendment to Software Services Agreement with GovernmentJobs.Com (NEOGOV)
Impacted Ward: Citywide

Executive Summary

Staff has prepared for Council consideration a resolution authorizing the City Manager to sign Amendment No. 1 to the Software Services Agreement with GovernmentJobs.com, Inc. (NEOGOV) to add the PowerReady module to the Columbia Police Department's existing PowerDMS system. This addition will ensure continuity of the department's Field Training Officer (FTO) program as the current functionality within the Central Square RMS system will no longer be available following the City's transition to a new RMS in August.

Discussion

On March 7, 2023, the City entered into an agreement with NEOGOV for the PowerDMS system, which is used by the Columbia Police Department (CPD) for policy management, training, and compliance tracking.

Currently, CPD utilizes an FTO program within the Central Square RMS system. With the upcoming transition to a new RMS in August, this functionality will be discontinued, requiring the department to implement an alternative solution to support field training operations.

The proposed amendment adds the PowerReady module to the existing PowerDMS platform. PowerReady is specifically designed to manage and evaluate field training programs, offering tools to track trainee performance, automate evaluations, and improve oversight and efficiency. The system includes mobile accessibility, automated notifications, performance alerts, ongoing training resources, software updates, and technical support.

This amendment includes both a one-time setup service and an ongoing subscription for the PowerReady module.

Fiscal Impact

Short-Term Impact: The total cost of the amendment is $22,400.25 over two years, detailed as follows: Year 1 (May 1, 2026 – December 31, 2026): $12,294.33 (includes one-time setup fee of $5,489.00); Year 2 (January 1, 2027 – December 31, 2027): $10,105.92. Funding is available in RMS CIP Account No. 44008820-604990-00843
Long-Term Impact: Recurring annual cost (after first two years) of $10,106 will be budgeted as part of ongoing operational expenses.

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Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:
Primary Impact: Organizational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable
Comprehensive Plan Impacts:
Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
03/06/2023	R35-23 – Software services agreement with GovernmentJob.com, Inc (NEOGOV) for PowerDMS system.

Suggested Council Action

Should Council Agree, staff recommends passage of resolution authorizing City Manager to sign Amendment No. 1 to the Software Services Agreement with GovernmentJobs.com, Inc. (NEOGOV) to add the PowerReady module to the Columbia Police Department's existing PowerDMS system.