

Resolution No. 2025-3439

A Resolution of the City of Sanford, Florida, amending the City's annual operating budget for the fiscal year beginning October 1, 2025 and ending September 30, 2026; providing for implementing administrative actions; providing for a savings provision; providing for conflicts; providing for severability and providing for an effective date.

Whereas, the Commission of the City of Sanford, Florida has adopted an annual operating budget for the fiscal year beginning October 1, 2024 and terminating on September 30, 2025 specifying certain projected revenues and expenditures for the operations of Sanford municipal government; and

Whereas, the City's budget presumes that each department generally will, to the best of their ability, maintain its expenditures within its allocated budgeted level and exercise prudence in expending funds during the course of the City's fiscal year; and

Whereas, from time-to-time circumstances and events may require that the original City budget may need revision; and

Whereas, the City Commission, in its judgment and discretion, has the authority to adjust the budget to more closely coincide with actual and expected events.

Now, therefore, be it adopted and resolved by the City Commission of the City of Sanford, Florida as follows:

Section 1. Adoption of Budget Amendment.

The annual operating budget of the City of Sanford for the fiscal year beginning October 1, 2025 and terminating on September 30, 2026 is hereby revised and amended by Attachment "A". The Attachment is hereby incorporated into this Resolution as if fully set forth herein verbatim. Except as amended herein, the annual operating budget for the City of Sanford for fiscal year beginning October 1, 2025 and

terminating on September 30, 2026 shall remain in full force and effect.

Section 2. Implementing administrative actions.

The City Manager, or designee, is hereby authorized and directed to implement the provisions of this Resolution by means of such administrative actions as may be deemed necessary and appropriate.

Section 3. Savings.

The prior actions of the City of Sanford relating to the adoption of the City budget and related activities are hereby ratified and affirmed.

Section 4. Conflicts.

All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed.

Section 5. Severability.

If any section, sentence, phrase, word, or portion of this Resolution is determined to be invalid, unlawful or unconstitutional, said determination shall not be held to invalidate or impair the validity, force or effect of any other section, sentence, phrase, word, or portion of this Resolution not otherwise determined to be invalid, unlawful, or unconstitutional.

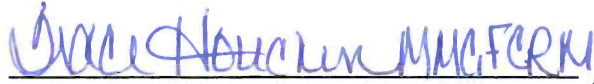
Section 6. Effective Date.

This Resolution shall become effective immediately upon enactment.

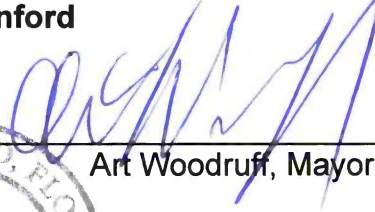
Passed and adopted this 8th day of December, 2025.

Attest:

City Commission of the City of
Sanford



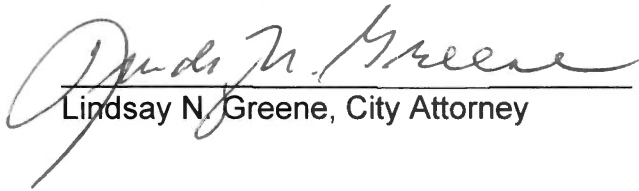
Traci Houchin, MMC, FCRM
City Clerk



Art Woodruff, Mayor



For use and reliance of the Sanford
City Commission only.
Approved as to form and legality.



Lindsay N. Greene, City Attorney

ATTACHMENT A REQUEST FOR BUDGET AMENDMENT

Fiscal Year 2026
Department: POLICE

Division: ADMIN (2022)

Date: _____

BUDGET AMENDMENT

CHANGES IN REVENUES

REVENUE ACCOUNT NUMBER									
Fund	Revenue	Act Cd	Ele	Project #	Revenue Account Title	Budget	Balance	Change	Balance
134	0000	389	98	00	OTHER NON-REVENUES/RESERVES	\$ 737,198	\$ 737,198	\$ 21,145	\$ 758,343
									\$ -
									\$ -
									\$ -
									\$ -
									\$ -
									\$ -
									\$ -
									\$ -
									\$ -

TOTAL CHANGES IN REVENUES \$ 21,145

CHANGES IN EXPENDITURES

EXPENDITURE ACCOUNT NUMBER										
Fund	Dpt/Div	Activity	Obj	Ele	Project #	Expenditure Account Title	Budget	Balance	Change	Balance
134	2020	521	46	00	PDEQP	MAINTENANCE SERV	\$ -	\$ -	\$ 21,145	\$ 21,145
										\$ -
										\$ -
										\$ -
										\$ -
										\$ -
										\$ -
										\$ -
										\$ -
										\$ -

TOTAL CHANGES IN EXPENDITURES \$ 21,145

REASON FOR AMENDMENT: Purchase PowerDMS by NEOGOV Suite of Services - Bridge portion of quote for services 01/2026-10/2029

DIRECTOR APPROVAL:  DATE: 11/26/25

FINANCE APPROVAL: Cynthia Lindsay DATE: 11/19/25

CITY MANAGER APPROVAL:  DATE: 11/19/2025

(\$5,000 to \$75,000)

CITY COMMISSION AGENDA DATE: 12.8.25 APPROVED: 

(\$75,001 or More)

FOR FINANCE USE

Entry Date: _____

Batch Number: _____

Document #: BA 02-104

CCM#: _____

RES#: _____

THIS IS NOT AN INVOICE

Contract Records		Order Details	
Account Number:	A-2614	Order #:	Q-426933
Customer:	Sanford Police Department (FL)	Valid Until:	12/15/2025
Effective Employee Count:	174		
Sales Rep:	Taylor Rapp		

Customer Contact		Shipping Contact	
Billing Contact:	Sanford Police Department (FL) Bianca Gillett	Shipping Contact :	Sanford Police Department (FL) Jacob Justiniano
Billing Address:	Accounts Payable PO Box 1788 Sanford, FL 32772	Shipping Address:	815 South French Avenue Sanford, FL 32771
Billing Contact Email:	bianca.gillett@sanfordfl.gov	Shipping Contact Email:	jacob.justiniano@sanfordfl.gov
Billing Phone:	407-688-5070	Shipping Phone:	

Payment Terms		Notes:	
Payment Term:	Net 60	Activating PSSuite, Ready, Vetted & Engage Modules of PowerDMS // Vitals & Line module at \$0 for usage duration of PSSuite & Engage // Setup costs are one-time costs // PowerDMS to only invoice the bridge portion in Dec '25 as the other year portions will be deferred for Oct '26 align with the agency's FY budget rotation // BUNDLE DISCOUNT EXPIRES 12.15.25 //	
PO Number:			

Subscription Service

Bridge Portion

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerEngage LE Subscription	Recurring	1/1/2026	10/31/2026	174	Employee Based	\$3,583.24
Automated text message / text survey platform for law enforcement agencies sent based on interaction with a single department. Includes Rules Engine, Survey Builder - about the agency or officers, Measurement Dashboards, Task Creation and Positive Feedback. Includes connection to agency Computer Aided Dispatch (CAD) and Law Records Management System (RMS). Does not include fees, if any, charged by the CAD or RMS vendor.						
PowerEngage LE Setup	Services			174	Employee Based	\$3,000.00
Includes the onboarding services to assist in the implementation and set up of the PowerEngage product. Includes the workshops and services described in the Statement of Work.						
PowerReady Subscription	Recurring	1/1/2026	10/31/2026	174	Employee Based	\$2,268.29
The PowerReady Annual subscription provides an agency-wide license for unlimited number of programs and includes; Mobile Accessibility, Email Notifications, Unlimited Late Form and Trainee Performance Alerts, Ongoing training resources, Ongoing software updates, Access to Industry Partnerships, Ongoing Support & Maintenance.						
PowerReady Setup	Services			174	Employee Based	\$1,640.45
A one-time implementation fee that includes access to all online/virtual resources which assist the customer in configuring their site. These resources include video tutorials and trainings, user guides, and a PowerFTO Implementation Consultant to assist in training sessions.						
PowerIA Subscription	Recurring	1/1/2026	10/31/2026	174	Employee Based	\$3,485.42
The PowerIA Annual subscription provides an agency-specific license for the use of the PowerIA modules for Internal Affairs case management and internal and external complaint management and tracking						

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerIA Setup	Services			174	Employee Based	\$1,400.00
The one-time implementation fee to build the site includes access to online resources , system configuration training, train the trainer, legacy data import from CSV, user-materials, and an implementation consultant						
PowerAction Subscription	Recurring	1/1/2026	10/31/2026	174	Employee Based	\$2,559.38
The PowerAction Annual subscription provides an agency-specific license for the use of the PowerAction modules for collecting, tracking and reporting on actions taken by officers from a standard library of reports, that can be tailored to agency needs.						
PowerAction Setup	Services			174	Employee Based	\$1,312.50
The one-time implementation fee to build the site includes access to online resources , system configuration training, train the trainer, user-materials, and an implementation consultant						
PowerVitals Subscription	Recurring	1/1/2026	10/31/2026	174	Employee Based	\$0.00
The PowerVitals Annual subscription provides an agency-specific license for the use the PowerVitals module that provides tracking of indicators, alerts and assistance plans for early indication and intervention of officers by supervisors.						
PowerVitals Setup	Services			174	Employee Based	\$0.00
The one-time implementation fee to build the site includes access to online resources , system configuration training, train the trainer, user-materials, and an implementation consultant						
PowerLine Subscription (Attach)	Recurring	1/1/2026	10/31/2026	174	Employee Based	\$0.00
The PowerLine annual subscription provides and agency-wide license for access to the Android and iOS wellness application. Includes access to the nationwide peer volunteer network, library of wellness content and ability to access department-loaded local wellness resources.						
PowerLine Setup	Services			174	Employee Based	\$0.00
Includes the onboarding services to assist in the implementation and set up of the PowerLine product. Includes the workshops and services described in the Statement of Work.						
Vetted Subscription	Recurring	1/1/2026	10/31/2026	74	Usage Based	\$1,020.83
Background investigation software to manage process required for vetting a new employee. Provides centralized place to manage candidates through selection process for both recruiters and background investigators. Pricing for Vetted is based on the Quantity purchased where Quantity represents the anticipated use of the Vetted product taking into account Customer's historical use over the prior twelve month period. If Customer's usage exceeds the Quantity during a given subscription year, NEOGOV will adjust the pricing for any subsequent year to take into account Customer's increased usage based on Customer's actual usage in the twelve-month period preceding the new subscription year or in the case of a renewal term, the twelve month period preceding the generation of the renewal quote (or an annualization of usage if twelve months of usage are not yet available). For avoidance of doubt, nothing restricts NEOGOV from increasing its per unit pricing in the ordinary course of business.						
Vetted Setup	Services			74	Usage Based	\$875.00
Services to setup Vetted for an organization includes enabling the product, creating standard templates for PHS, questionnaires, correspondence and checklists; access to online training courses, online guidance from a NEOGOV implementation consultant during initial setup and implementation.						
Bridge Portion TOTAL:						\$21,145.11

First Year

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerEngage LE Subscription	Recurring	11/1/2026	10/31/2027	174	Employee Based	\$8,312.50

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
Automated text message / text survey platform for law enforcement agencies sent based on interaction with a single department. Includes Rules Engine, Survey Builder - about the agency or officers, Measurement Dashboards, Task Creation and Positive Feedback. Includes connection to agency Computer Aided Dispatch (CAD) and Law Records Management System (RMS). Does not include fees, if any, charged by the CAD or RMS vendor.						
PowerReady Subscription	Recurring	11/1/2026	10/31/2027	174	Employee Based	\$5,443.90
The PowerReady Annual subscription provides an agency-wide license for unlimited number of programs and includes; Mobile Accessibility, Email Notifications, Unlimited Late Form and Trainee Performance Alerts, Ongoing training resources, Ongoing software updates, Access to Industry Partnerships, Ongoing Support & Maintenance.						
PowerIA Subscription	Recurring	11/1/2026	10/31/2027	174	Employee Based	\$8,365.00
The PowerIA Annual subscription provides an agency-specific license for the use of the PowerIA modules for Internal Affairs case management and internal and external complaint management and tracking						
PowerAction Subscription	Recurring	11/1/2026	10/31/2027	174	Employee Based	\$6,142.50
The PowerAction Annual subscription provides an agency-specific license for the use of the PowerAction modules for collecting, tracking and reporting on actions taken by officers from a standard library of reports, that can be tailored to agency needs.						
PowerVitals Subscription	Recurring	11/1/2026	10/31/2027	174	Employee Based	\$0.00
The PowerVitals Annual subscription provides an agency-specific license for the use the PowerVitals module that provides tracking of indicators, alerts and assistance plans for early indication and intervention of officers by supervisors.						
PowerLine Subscription (Attach)	Recurring	11/1/2026	10/31/2027	174	Employee Based	\$0.00
The PowerLine annual subscription provides an agency-wide license for access to the Android and iOS wellness application. Includes access to the nationwide peer volunteer network, library of wellness content and ability to access department-loaded local wellness resources						
Vetted Subscription	Recurring	11/1/2026	10/31/2027	74	Usage Based	\$2,450.00
Background investigation software to manage process required for vetting a new employee. Provides centralized place to manage candidates through selection process for both recruiters and background investigators. Pricing for Vetted is based on the Quantity purchased where Quantity represents the anticipated use of the Vetted product taking into account Customer's historical use over the prior twelve month period. If Customer's usage exceeds the Quantity during a given subscription year, NEOGOV will adjust the pricing for any subsequent year to take into account Customer's increased usage based on Customer's actual usage in the twelve-month period preceding the new subscription year or in the case of a renewal term, the twelve month period preceding the generation of the renewal quote (or an annualization of usage if twelve months of usage are not yet available). For avoidance of doubt, nothing restricts NEOGOV from increasing its per unit pricing in the ordinary course of business.						
First Year TOTAL:						\$30,713.90

Second Year

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerEngage LE Subscription	Recurring	11/1/2027	10/31/2028	174	Employee Based	\$9,526.00
Automated text message / text survey platform for law enforcement agencies sent based on interaction with a single department. Includes Rules Engine, Survey Builder - about the agency or officers, Measurement Dashboards, Task Creation and Positive Feedback. Includes connection to agency Computer Aided Dispatch (CAD) and Law Records Management System (RMS). Does not include fees, if any, charged by the CAD or RMS vendor.						
PowerReady Subscription	Recurring	11/1/2027	10/31/2028	174	Employee Based	\$6,221.60
The PowerReady Annual subscription provides an agency-wide license for unlimited number of programs and includes; Mobile Accessibility, Email Notifications, Unlimited Late Form and Trainee Performance Alerts, Ongoing training resources, Ongoing software updates, Access to Industry Partnerships, Ongoing Support & Maintenance.						
PowerIA Subscription	Recurring	11/1/2027	10/31/2028	174	Employee Based	\$9,560.00
The PowerIA Annual subscription provides an agency-specific license for the use of the PowerIA modules for Internal Affairs case management and internal and external complaint management and tracking						

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerAction Subscription	Recurring	11/1/2027	10/31/2028	174	Employee Based	\$7,020.00
The PowerAction Annual subscription provides an agency-specific license for the use of the PowerAction modules for collecting, tracking and reporting on actions taken by officers from a standard library of reports, that can be tailored to agency needs						
PowerVitals Subscription	Recurring	11/1/2027	10/31/2028	174	Employee Based	\$0.00
The PowerVitals Annual subscription provides an agency-specific license for the use the PowerVitals module that provides tracking of indicators, alerts and assistance plans for early indication and intervention of officers by supervisors.						
PowerLine Subscription (Attach)	Recurring	11/1/2027	10/31/2028	174	Employee Based	\$0.00
The PowerLine annual subscription provides an agency-wide license for access to the Android and iOS wellness application. Includes access to the nationwide peer volunteer network, library of wellness content and ability to access department-loaded local wellness resources.						
Vetted Subscription	Recurring	11/1/2027	10/31/2028	74	Usage Based	\$2,800.00
Background investigation software to manage process required for vetting a new employee. Provides centralized place to manage candidates through selection process for both recruiters and background investigators. Pricing for Vetted is based on the Quantity purchased where Quantity represents the anticipated use of the Vetted product taking into account Customer's historical use over the prior twelve month period. If Customer's usage exceeds the Quantity during a given subscription year, NEOGOV will adjust the pricing for any subsequent year to take into account Customer's increased usage based on Customer's actual usage in the twelve-month period preceding the new subscription year or in the case of a renewal term, the twelve month period preceding the generation of the renewal quote (or an annualization of usage if twelve months of usage are not yet available). For avoidance of doubt, nothing restricts NEOGOV from increasing its per unit pricing in the ordinary course of business.						
Second Year TOTAL:						\$35,127.60

Third Year

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerEngage LE Subscription	Recurring	11/1/2028	10/31/2029	174	Employee Based	\$10,687.50
Automated text message / text survey platform for law enforcement agencies sent based on interaction with a single department. Includes Rules Engine, Survey Builder - about the agency or officers, Measurement Dashboards, Task Creation and Positive Feedback. Includes connection to agency Computer Aided Dispatch (CAD) and Law Records Management System (RMS). Does not include fees, if any, charged by the CAD or RMS vendor.						
PowerReady Subscription	Recurring	11/1/2028	10/31/2029	174	Employee Based	\$6,999.30
The PowerReady Annual subscription provides an agency-wide license for unlimited number of programs and includes; Mobile Accessibility, Email Notifications, Unlimited Late Form and Trainee Performance Alerts, Ongoing training resources, Ongoing software updates, Access to Industry Partnerships, Ongoing Support & Maintenance						
PowerIA Subscription	Recurring	11/1/2028	10/31/2029	174	Employee Based	\$10,755.00
The PowerIA Annual subscription provides an agency-specific license for the use of the PowerIA modules for Internal Affairs case management and internal and external complaint management and tracking						
PowerAction Subscription	Recurring	11/1/2028	10/31/2029	174	Employee Based	\$7,897.50
The PowerAction Annual subscription provides an agency-specific license for the use of the PowerAction modules for collecting, tracking and reporting on actions taken by officers from a standard library of reports, that can be tailored to agency needs.						
PowerVitals Subscription	Recurring	11/1/2028	10/31/2029	174	Employee Based	\$0.00
The PowerVitals Annual subscription provides an agency-specific license for the use the PowerVitals module that provides tracking of indicators, alerts and assistance plans for early indication and intervention of officers by supervisors.						
PowerLine Subscription (Attach)	Recurring	11/1/2028	10/31/2029	174	Employee Based	\$0.00

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
The PowerLine annual subscription provides and agency-wide license for access to the Android and iOS wellness application. Includes access to the nationwide peer volunteer network, library of wellness content and ability to access department-loaded local wellness resources.						
Vetted Subscription	Recurring	11/1/2028	10/31/2029	74	Usage Based	\$3,150.00
Background investigation software to manage process required for vetting a new employee. Provides centralized place to manage candidates through selection process for both recruiters and background investigators. Pricing for Vetted is based on the Quantity purchased where Quantity represents the anticipated use of the Vetted product taking into account Customer's historical use over the prior twelve month period. If Customer's usage exceeds the Quantity during a given subscription year, NEOGOV will adjust the pricing for any subsequent year to take into account Customer's increased usage based on Customer's actual usage in the twelve-month period preceding the new subscription year or in the case of a renewal term, the twelve month period preceding the generation of the renewal quote (or an annualization of usage if twelve months of usage are not yet available). For avoidance of doubt, nothing restricts NEOGOV from increasing its per unit pricing in the ordinary course of business.						
Third Year TOTAL:						\$39,489.30

Fourth Year

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerEngage LE Subscription	Recurring	11/1/2029	10/31/2030	174	Employee Based	\$13,300.00
Automated text message / text survey platform for law enforcement agencies sent based on interaction with a single department. Includes Rules Engine, Survey Builder - about the agency or officers, Measurement Dashboards, Task Creation and Positive Feedback. Includes connection to agency Computer Aided Dispatch (CAD) and Law Records Management System (RMS). Does not include fees, if any, charged by the CAD or RMS vendor.						
PowerReady Subscription	Recurring	11/1/2029	10/31/2030	174	Employee Based	\$8,710.24
The PowerReady Annual subscription provides an agency-wide license for unlimited number of programs and includes; Mobile Accessibility, Email Notifications, Unlimited Late Form and Trainee Performance Alerts, Ongoing training resources, Ongoing software updates, Access to Industry Partnerships, Ongoing Support & Maintenance						
PowerIA Subscription	Recurring	11/1/2029	10/31/2030	174	Employee Based	\$13,384.00
The PowerIA Annual subscription provides an agency-specific license for the use of the PowerIA modules for Internal Affairs case management and internal and external complaint management and tracking						
PowerAction Subscription	Recurring	11/1/2029	10/31/2030	174	Employee Based	\$9,828.00
The PowerAction Annual subscription provides an agency-specific license for the use of the PowerAction modules for collecting, tracking and reporting on actions taken by officers from a standard library of reports, that can be tailored to agency needs.						
PowerVitals Subscription	Recurring	11/1/2029	10/31/2030	174	Employee Based	\$0.00
The PowerVitals Annual subscription provides an agency-specific license for the use the PowerVitals module that provides tracking of indicators, alerts and assistance plans for early indication and intervention of officers by supervisors.						
PowerLine Subscription (Attach)	Recurring	11/1/2029	10/31/2030	174	Employee Based	\$0.00
The PowerLine annual subscription provides and agency-wide license for access to the Android and iOS wellness application. Includes access to the nationwide peer volunteer network, library of wellness content and ability to access department-loaded local wellness resources.						
Vetted Subscription	Recurring	11/1/2029	10/31/2030	74	Usage Based	\$3,920.00
Background investigation software to manage process required for vetting a new employee. Provides centralized place to manage candidates through selection process for both recruiters and background investigators. Pricing for Vetted is based on the Quantity purchased where Quantity represents the anticipated use of the Vetted product taking into account Customer's historical use over the prior twelve month period. If Customer's usage exceeds the Quantity during a given subscription year, NEOGOV will adjust the pricing for any subsequent year to take into account Customer's increased usage based on Customer's actual usage in the twelve-month period preceding the new subscription year or in the case of a renewal term, the twelve month period preceding the generation of the renewal quote (or an annualization of usage if twelve months of usage are not yet available). For avoidance of doubt, nothing restricts NEOGOV from increasing its per unit pricing in the ordinary course of business.						
Fourth Year TOTAL:						\$49,142.24

This price does NOT include any sales tax. Total in USD

Additional Terms and Conditions

License Terms: Enterprise license denotes that Customer has purchased an enterprise wide license up to the employee count specified above. User based license denotes that Customer has purchased the number of licenses set forth in the quantity column. Item count denotes the number of items that Customer has licensed as set forth in the quantity column.

Payment Terms: All invoices issued hereunder are due upon the invoice due date. If the Order is for a period longer than one year, the fees for the first period shown shall be invoiced immediately and the fees for future years/periods shall be invoiced annually in advance of each 12 month period shown on the Order, but regardless of the billing cycle, Customer is responsible for the fees for the entire Order. The fees set forth in this Service Order are exclusive of all applicable taxes, levies, or duties imposed by taxing authorities and Customer shall be responsible for payment of any such applicable taxes, levies, or duties. All payment obligations are non-cancellable, and all fees paid are non-refundable. Payment for services ordered hereunder shall be made to PowerDMS, Inc. a wholly owned subsidiary of GovernmentJobs.com, Inc. (D/B/A NEOGOV).

Terms & Conditions: This Order Form creates a legally binding contract on the parties. Unless otherwise agreed in a written agreement between GovernmentJobs.com, Inc. (D/B/A/ NEOGOV), parent company of PowerDMS, Inc., Cuehit, Inc., Ragnasoft LLC (D/B/A/ PlanIT Schedule), and Design PD, LLC (D/B/A Agency360) (collectively, "NEOGOV") and Customer, this Order Form and the services to be furnished pursuant to this Order Form are subject to the terms and conditions set forth here: <https://www.neogov.com/service-specifications>.

Special Condition:

If this Order Form is executed and/or returned to NEOGOV by the Customer after the Subscription Start Date stated in this Order Form, NEOGOV may adjust the Subscription Start Date and the corresponding Subscription End Date, without increasing the total fees, based on the date NEOGOV activates the subscription, provided the total length of the subscription term does not change. Following activation, any adjustments to such Subscription Start Date and Subscription End Date may be confirmed by reference to the invoice sent by NEOGOV.

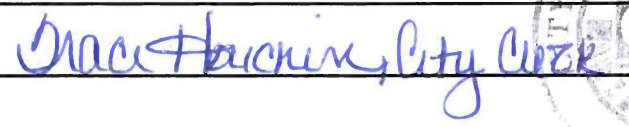
Your signature below constitutes acceptance of terms herein and contractual commitment to purchase the items listed above.

Accepted and Agreed By Authorized Representative of:
Sanford Police Department (FL)

Signature: 

Printed Name: Norton N. Bonaparte, Jr.

Title: City Manager

Date: 12/10/25 



THE INFORMATION AND PRICING CONTAINED IN THIS ORDER FORM IS STRICTLY CONFIDENTIAL.



CITY OF
SANFORD
FLORIDA



APPROVED

WS __ RM X

Item No. 9K

**CITY COMMISSION MEMORANDUM 25-286
DECEMBER 8, 2025 AGENDA**

TO: Honorable Mayor and Members of the City Commission
PREPARED BY: Dawn Chambers, Police Department, Administrative Services Manager
SUBMITTED BY: Norton N. Bonaparte, Jr., ICMA-CM, City Manager
SUBJECT: PowerDMS by NEOGOV; Budget Amendment and Associated Procurement; Resolution No. 2025-3439; \$21,145.11

SYNOPSIS:

Requesting to approve a budget amendment resolution and associated procurement relating to funds from the Impact Fees account for purchase of the suite of services from PowerDMS by NEOGOV.

FISCAL/STAFFING STATEMENT:

The Police Department will make use of a total of \$21,145.11 from the Impact Fees account to purchase access to the suite of products detailed in the attached quote, offering new and enhanced services to our officers. Along with some current services which have been enhanced by giving us direct access to Seminole County information, we are also incorporating some new services (Professional Standards Suite or PSS) into our purchase.

BACKGROUND:

PowerDMS by NEOGOV is a workforce management platform used by over 5,500 law enforcement, fire, EMS and emergency communications customers. It provides tools for managing, training, and supporting employees across their careers, addressing the challenges faced by public safety organizations. The platform covers policy management, community engagement, staff scheduling and more.

Three new products work together (Professional Standards Suite or PSS) to provide efficiency, accountability and data in one user-friendly suite that helps elevate agency operations. Professional Standards Suite (PSS) is comprised of three solutions uniquely designed for law enforcement and corrections agencies. The solutions work together to elevate officer resilience, agency health, and community safety, ultimately empowering agencies to maintain the highest standards of excellence within a single, easy-to-use platform. The new PSS encompasses three fully integrated pieces of software - Action, IA and Vitals. Together, they provide efficiency, accountability, and invaluable data to inform decision making and strategic planning. All solutions are user-friendly, completely secure, and fully customizable to fit any agency's unique needs.

- PowerAction is streamlined reporting software that helps document, manage, and review officers' on-duty actions like pursuits, use of force, equipment damage, and more. The system includes 15 pre-built template reports that can be used out of the box as standard forms or customized to fit an agency's unique needs.
- PowerIA is secure case management software that helps agencies reliably manage internal affairs cases and complaints from start to finish. Investigators and supervisors can view

case status, priority, and more in the user-friendly dashboard. The system prioritizes case security with easy permission management and detailed audit logs.

- PowerVitals is wellness-forward early intervention software that equips supervisors to support officers earlier than traditional alerts. It tracks and measures weighted indicators - individually or in combination, calculates Pulse Scores for every officer to indicate stress exposure and burnout, and provides template assist plans for regular check-ins and healthy conversations.

LEGAL REVIEW:

The City Attorney has reviewed the proposed activity and has no legal objection to the procurement activity being implemented in accordance with the City's Purchasing Policies and Procedures as this procurement is being implemented under the Federal Government's General Services Administration pricing list.

RECOMMENDATION:

City staff recommends that the City Commission adopt Resolution No. 2025-3439 relating to a budget amendment and the procurement activity, as proposed, in the sum of \$21,145.11.

SUGGESTED MOTION:

"I move to approve Resolution No. 2025-3439."

Attachments:

- (1) Resolution No. 2025-3439.
- (2) Associated budget amendment form.
- (3) PowerDMS by NEOGOV Quote # Q-426933