



Cover Memorandum/Staff Report

File #: 25-1086

Agenda Date: 9/15/2025

Item #: 6.J.2.

TO: Mayor and Commissioners
FROM: Jay Stacy, Chief Technology Director
THROUGH: Terrence R. Moore, City Manager
DATE: September 15, 2025

APPROVAL OF RESOLUTION NO. 184-25 TO AWARD AN AGREEMENT TO UKG KRONOS SYSTEMS, LLC FOR ONGOING SOFTWARE AS A SERVICE FOR HUMAN RESOURCE SYSTEMS AND RELATED PRODUCTS AND SERVICES UTILIZING COBB COUNTY, RFP 24-6833; AUTHORIZING THE CITY MANAGER TO EXECUTE ANY AMENDMENTS AND/OR RENEWALS THERETO AND TAKE ANY AND ALL ACTIONS NECESSARY TO EFFECTUATE THIS AGREEMENT; PROVIDING AN EFFECTIVE DATE; AND FOR OTHER PURPOSES

Recommended Action:

Motion to Approve Resolution No. 185-25 to approve an Agreement based upon Cobb County, GA Contract No. 24-6833 between Omnia Partners and UKG Kronos Systems, LLC. for ongoing Software as a Service (SaaS) for Human Resource Systems and Related Products and Services and authorize the Mayor to execute the Agreement with UKG Kronos Systems LLC and authorize the City Manager to approve renewal options; contingent upon renewal by the lead agency of the cooperative.

Background:

The City currently uses multiple products from UKG Kronos Systems. This includes the Time and Attendance System, the Telestaff System for both the Police and Fire Departments, and multiple time clocks installed at City facilities.

This contract provides ongoing cloud services which includes all necessary hardware, software, technical support, system upgrades, and end user licenses.

The Telestaff System is currently being upgraded and integrated into the Time and Attendance System. This request includes a not to exceed amount of \$50,000 as a contingency in case that project requires additional professional services that can only be provided by UKG. Customizations are sometimes necessary because of particular changes in the Police and Fire Department union contracts.

Should the City exercise the renewal options provided in the Agreement, the cumulative Agreement value is provided below.

Estimated Value		
Implementation		\$50,000
Initial Term	Upon Execution - July 13, 2026	\$190,000

	July 14, 2026 - July 13, 2027	\$190,000
	July 14, 2027 - July 13, 2028	\$190,000
	July 14, 2028 - July 13, 2029	\$190,000
Renewal 1	July 14, 2029 - July 13, 2030	\$190,000
Renewal 2	July 14, 2030 - July 13, 2031	\$190,000
Renewal 3	July 14, 2031 - July 13, 2032	\$190,000
	Total:	\$1,380,000

This motion is in accordance with Section 36 of the City's Purchasing Policies and Procedures Manual, Piggybacking on State, County, other municipalities, and other government entity bids is permitted within the approval thresholds of the City Manager or City Commission, as applicable in accordance with the purchasing criteria set forth herein

Attachments:

1. Resolution No 184-25
2. Master Contractor Services Agreement
3. Legal Review Checklist
4. Ex. A - UKG Quote

City Attorney Review:

The approved agreement, legal review, and resolution are attached.

Funding Source/Financial Impact:

001-16-000-516.54-11 Books Pubs Subs and Membership Subscriptions.
001-21-110-521.46-40 PD Telestaff
001-22-000-522.54-11 FD Telestaff
334-90-260-519.68-10 Capital Outlay Software

Timing of Request:

Current Kronos Time and Attendance Agreement expires on September 15, 2025. A new contract needs to be in place by October to issue a new P.O. for the upcoming fiscal year.