

RESOLUTION NO. 2025-54

AUTHORIZING CONTRACT NO. 2025-53 WITH UKG KRONOS SYSTEMS, LLC TO PROVIDE ANNUAL SaaS SUBSCRIPTION & SUPPORT RENEWAL IN AN AMOUNT NOT TO EXCEED \$156,369.46 (GENERAL FUND, MANAGEMENT INFORMATION SERVICES DEPARTMENT BUDGET)

WHEREAS, the Greater Cleveland Regional Transit Authority ("Authority") currently utilizes UKG Kronos Systems, LLC, fka Kronos, Incorporated ("UKG"), licensed proprietary products for human resources management and payroll processing; and

WHEREAS, the UKG system is proprietary, and annual SaaS subscription, equipment and support services are required to use and maintain the application; and

WHEREAS, the SaaS subscription, equipment and support services are only available from UKG, located at 900 Chelmsford Street, Lowell, MA 01851, the successor to the rights of the original licensor of these products; and

WHEREAS, R.C. 306.43(H)(3) provides that competitive procedures are not required when the expenditure is for a renewal or renegotiation of a lease or license for telecommunications or electronic data processing equipment, services, or systems, or for the upgrade of such equipment, services, or systems, or for the maintenance thereof as supplied by the original source or its successors or assigns; and

WHEREAS, UKG has offered to provide said SaaS subscription, equipment and support services at a negotiated amount not to exceed \$156,369.46 for a period of one year; and

WHEREAS, the General Manager, Chief Executive Officer deems the offer from UKG to provide SaaS subscription, equipment, and support services for a one-year period to be in the best interest of the Authority and recommends acceptance thereof by the Board of Trustees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the offer from UKG to provide SaaS subscription, equipment and support services for the Authority's UKG applications for a one-year period be and the same is hereby accepted.

Section 2. That the General Manager, Chief Executive Officer of the Authority be and she is hereby authorized to enter into a contract with UKG to provide SaaS subscription, equipment and support services for the Authority's UKG applications for a one-year period.

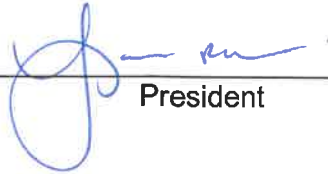
Section 3. That said contract will be funded through the General Fund, Management Information Services Department budget, in a total contract amount not to exceed \$156,369.46 for a one-year period.

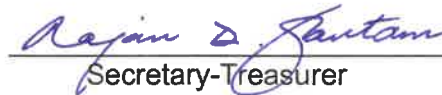
Section 4. That said contract shall be binding upon and an obligation of the Authority contingent upon compliance by the contractor to the specifications and addenda, if any; bonding and insurance requirements and all applicable laws relating to contractual obligations of the Authority.

Section 5. That the Authority's Board of Trustees expects that UKG will attempt to exceed the 0% DBE goal assigned to this procurement.

Section 6. That this resolution shall become effective immediately upon its adoption.

Adopted: May 20, 2025

  
\_\_\_\_\_  
President

Attest:   
\_\_\_\_\_  
Secretary-Treasurer



<b>TITLE/DESCRIPTION:</b> CONTRACT: UKG ANNUAL SaaS SUBSCRIPTION & SUPPORT RENEWAL  VENDOR: UKG KRONOS SYSTEMS, LLC  AMOUNT: NOT TO EXCEED \$156,369.46 FOR A ONE-YEAR PERIOD	<b>Resolution No.:</b> 2025-54
	<b>Date:</b> May 15, 2025
	<b>Initiator:</b> Management Information Services Department
<b>ACTION REQUEST:</b> <input checked="" type="checkbox"/> Approval      Review/Comment      Information Only      Other _____	

- 1.0 **PURPOSE/SCOPE:** This action will allow the Greater Cleveland Regional Transit Authority ("Authority") to provide SaaS subscription, equipment (time clocks) and support services for Workforce Dimensions, the Authority's timekeeping and attendance system for non-bargaining employees for a period of one year.
- 2.0 **DESCRIPTION/JUSTIFICATION:** The Authority has utilized UKG Kronos Systems, LLC, fka Kronos, Incorporated ("UKG") software technology applications since 1998. Annual subscription fees and support are required to maintain the UKG applications and equipment (time clocks). Additionally, UKG is a companion product for payroll processing. UKG technology and applications are proprietary products originally designed by Kronos. The support services will provide the Authority with timely, expert support to resolve any critical issues.
- 3.0 **PROCUREMENT BACKGROUND:** R.C. 306.43(H)(3) provides that competitive procedures are not required when the expenditure is for a renewal or renegotiation of a lease or license for telecommunications or electronic data processing equipment, services, or systems, or for the upgrade of such equipment, services, or systems, or for the maintenance thereof, as supplied by the original source or its successors or assigns. Kronos was the original provider of the Authority's timekeeping and attendance system and developed the applications on a proprietary basis. Kronos and Ultimate Software merged in April of 2020. As a result, UKG is now the only source for renewal of the subscription and support services.

The Authority received a renewal quote from UKG on February 14, 2025, offering to continue the UKG SaaS subscription, time clock rental, maintenance and support for the Authority's UKG timekeeping and attendance system for a one-year period in an amount not to exceed \$156,369.46. The Management Information Services and Procurement Departments reviewed the offer for adherence to the technical requirements. The quote submitted by UKG is approximately 1% below the independent cost estimate of \$158,000.00, which was based on historical pricing.

A cost analysis has been completed, and the Procurement Department has determined that the price is fair and reasonable to the Authority.

- 4.0 **DBE BACKGROUND:** A 0% DBE goal was established for this procurement due to the lack of certified DBE firms.

- 5.0 POLICY IMPACT: Does not apply.
- 6.0 ECONOMIC IMPACT: This contract shall be payable through the General Fund, Management Information Services Department budget, in an amount not to exceed \$156,369.46 for a one-year period.
- 7.0 ALTERNATIVES: Reject this offer. Rejection of this offer would leave the Authority's UKG applications, software and equipment unlicensed and unsupported, which would jeopardize the functionality of critical HR and payroll systems.
- 8.0 RECOMMENDATION: It is recommended that the offer from UKG be accepted and the resolution adopted, authorizing the General Manager, Chief Executive Officer to enter into a contract.
- 9.0 ATTACHMENTS: None

Recommended and certified as appropriate to the availability of funds, legal form and conformance with the Procurement requirements.



General Manager, Chief Executive Officer