



<b>TITLE/DESCRIPTION:</b> <b>CONTRACT:</b> UKG ANNUAL SaaS SUBSCRIPTION & SUPPORT RENEWAL  <b>VENDOR:</b> UKG KRONOS SYSTEMS, LLC  <b>AMOUNT:</b> NOT TO EXCEED \$497,822.02 FOR A THREE-YEAR PERIOD, BASED ON AN AMOUNT NOT TO EXCEED \$161,060.54 FOR YEAR ONE, \$165,892.35 FOR YEAR TWO, AND \$170,869.13 FOR YEAR THREE.	<b>Resolution No.:</b> 2026-31
	<b>Date:</b> May 14, 2026
	<b>Initiator:</b> Management Information Services Department
<b>ACTION REQUEST:</b> <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

- 1.0 **PURPOSE/SCOPE:** This action will allow the Greater Cleveland Regional Transit Authority (“Authority”) to enter into a contract to provide SaaS subscription and support for Workforce Dimensions, the Authority’s timekeeping and attendance system, for a period of three years.
- 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 March 25, 2026, offering to continue the UKG SaaS subscription, time clock rental, maintenance and support for the Authority’s timekeeping and attendance system for a three-year period in an amount not to exceed \$497,822.02. The Management Information Services and Procurement Departments reviewed the offer for adherence to the technical requirements. The quote submitted by UKG is approximately 0.24% below the independent cost estimate, 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:** As a result of the USDOT Interim Final Rule published in the Federal Register and made effective October 3, 2025, DBE goal setting has been suspended on Authority projects until further notice.

- 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 \$497,822.02 for a three-year period, based on an amount not to exceed \$161,060.54 for year one, \$165,892.35 for year two, and \$170,869.13 for year three.
- 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

RESOLUTION NO. 2026-31

AUTHORIZING CONTRACT NO. 2026-035 WITH UKG KRONOS SYSTEMS, LLC TO PROVIDE ANNUAL SaaS SUBSCRIPTION AND SUPPORT SERVICES FOR A THREE-YEAR PERIOD IN AN AMOUNT NOT TO EXCEED \$497,822.02, BASED ON AN AMOUNT NOT TO EXCEED \$161,060.54 FOR YEAR ONE, \$165,892.35 FOR YEAR TWO, AND \$170,869.13 FOR YEAR THREE (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 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 in an amount not to exceed \$497,822.02 for a three-year period, with an annual amount not to exceed \$161,060.54 for year one, \$165,892.35 for year two, and \$170,869.13 for year three; and

WHEREAS, the General Manager, Chief Executive Officer deems the offer from UKG to provide SaaS subscription, equipment, and support services for a three-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 a three-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 three-year period.

Section 3. That said contract shall be payable from the General Fund, Management Information Services Department Budget in an amount not to exceed \$497,822.02 for a three-year period, based on an amount not to exceed \$161,060.54 for year one, \$165,892.35 for year two, and \$170,869.13 for year three.

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 this resolution shall become effective immediately upon its adoption.

Adopted: May 19, 2026



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President

Attest:



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Secretary-Treasurer