AGREEMENT BETWEEN
EL DORADO COUNTY
AND
KRONOS INCORPORATED
TO PURCHASE GOODS AND SERVICES IN ACCORDANCE WITH
THE U.S. COMMUNITIES CONTRACT #14-JLR-003

This Agreement to purchase pursuant to the Terms and Conditions of the U.S. Communities Agreement #14-JLR-003 ("U.S. Communities Contract"), entered into by and between **Kronos Incorporated** (hereinafter referred to as "Contractor") and El Dorado County, (hereinafter referred to as "El Dorado"), is executed pursuant to the terms and conditions set forth herein. In consideration of those mutual undertakings and covenants, the parties agree as follows:

SECTION 1 – INTERPRETATION AND INTENT

1.01   The "Agreement', as referred to herein, shall mean this Agreement executed by El Dorado County and Contractor, and shall include these terms and conditions, the Attachments described in Sections II and attached hereto, and the applicable terms and conditions of the above referenced U.S. Communities Contract, and any written supplemental agreement or modification entered into between El Dorado County and Contractor, in writing, after the date of this Agreement.

1.02   The terms and conditions of the above referenced U.S. Communities Contract, as of the date of execution of this Agreement, are hereby incorporated by reference. El Dorado, as an eligible Participating Public Agency, shall assume the rights and obligations of the Customer (as defined in the U.S. Communities Contract) when making purchases of goods or services under the U.S. Communities Contract and terms and conditions of the U.S. Communities Contract shall apply to the El Dorado as they apply to the Customer, except as otherwise specified herein.

SECTION II. SUPPLEMENTAL TERMS

2.01   Kronos warrants that for a period of ninety (90) days from Go-Live of the Services, the Applications listed on the Order Form signed contemporaneously with this Agreement shall meet the applicable functionality requirements identified in Attachment A attached hereto. Customer's sole remedy for breach of the foregoing warranty is for Kronos to repair or replace the Applications listed in the applicable Order Form.

[Signatures to Follow]

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the dates subscribed below.

KRONOS INCORPORATED ("CONTRACTOR")

By:_____   Date:_____

Printed:_____

Title:_____

By:_____   Date:_____

Printed:_____

Title:_____

El Dorado County

By:_____   Date:_____

Printed:_____

Title:_____

ATTACHMENT A

Employee & Supervisor User Experience	Yes, No, Custom, Unknown	Vendor Comment	Est Cost	Vendor Comment on Setup
Time Entry				
Enter time by Hours	Yes		Core	
Enter time by In/Out	Yes		Core	
Supervisor Create/Enter Time Card	Yes		Core	
Supervisor Correction	Yes		Core	
Employee Notification of TC Updates	Yes		Core	
Cost Accounting (Org/Project)				
Filtered List (Dep/Div)	Yes		Core	
Lookup by Code	Yes		Core	
Lookup by Description	Yes		Core	
Create relationship between Org and Project	Yes		Core	This item is configured in the "Organization Setup" group, using Labor Levels and Labor Level Entries. Assignment of Org and Project codes will be from the Labor level Set assigned to the employee and manager. No restrictions.
Work Orders				

16-0843 D 3 of 9

Filtered List (Fleet, Road, Fac)	Yes	Workforce Activities	Included in proposal	This item is configured in the "Activity Setup" group. Filtered List items are added to the "Activity Query" list and assigned by profile to the employee and manager. No restrictions.
Lookup by Code	Yes	Workforce Activities	Included in proposal	
Lookup by Description	Yes	Workforce Activities	Included in proposal	
Pay Codes				
Filtered List	Yes			This item is configured in the "Access Profile" group. A "Pay Codes" profile is created and contains a list of valid pay codes for that profile. A profile is then assigned to the employee and manager. No restrictions.
Option for OT/CE	Yes		Core	This item is a combination of the "Pay Code" profile assigned to the employee and the Pay Rule assigned to the employee. No restrictions.
Shift Pay	Yes		Core	
Call Back	Yes		Core	
9/80 Schedules				
Different split days	Yes		Core	This item is configured in the Pay Rule and assigned from the schedule attached to the employee. No restrictions.
OT by FLSA Period	Yes		Core	This item is configured in the Pay Rule and assigned from the schedule attached to the employee. No restrictions.
Does not require default hours	Yes		Core	
Time Off Request				
Approval	Yes		Core	

Corrections	Yes		Core	
Department Calendar (Emp Level)	Yes	Requires Workforce Scheduler	Additional module (not included in proposal)	
Department Calendar (Sup Level)	Yes		Core	
OT/Comp Request				
Approval	Yes		Core	
Corrections	Yes		Core	Corrections are entered in the employee's timecard for current or signed off periods. No restrictions.
Works with FLSA Rules	Yes		Core	FLSA rules and codes are configured in Pay Rules. The pay rule is assigned to the employee. No restrictions.
Prior Period Adjustments				
Access to Prior Pay Periods	Yes		Core	Edits and corrections to signed off periods are done with "Historical Corrections" functionality. No restrictions.
Approval	Yes		Core	

Payroll Staff User Experience	Yes, No, Custom, Unknown	Vendor Comment	Est Cost	Vendor Comment on Setup
Enforce FLSA OT Rules				
Pay Code Requirements per MOU (limit pays for OT/CE)	Yes		Core	This item is a combination of the "Pay Code" profile assigned to the employee and the Pay Rule assigned to the employee. No restrictions.
System Generates OT Hours (emp enters reg hrs only)	Yes		Core	

System Generates Reg Pay over 80hrs with holiday (MOU)	Yes		Core	
Enforce MOU Rules				
System Generates Shift Pay (if worked in hours range)	Yes		Core	
System Generates Call Back (auto pay for 2 hrs)	Yes		Core	
Accruals				
Balance Check	Yes		Core	Accrual balances can be imported from a source system and validated for usage, or can be calculated in Kronos. If Kronos does the accrual calculation, balances can be projected for future accruals. Available accrual balances can be displayed in a number of employee / manager widgets.
Rules (can't use for 90 days)	Yes	Workforce Accruals	Additional module (not included in proposal)	
Forecasting	Yes	Workforce Accruals	Additional module (not included in proposal)	
Donated Vacation Tracking	Yes	Workforce Accruals	Additional module (not included in proposal)	
Interface Payroll to ERP				
Interface Approved Timecards Only	Yes	Workforce Integration Manager	Core	There is a configuration flag in the Workforce Integration interface file to designate to send all records or only approved records.

Interfaces	Yes, No, Custom, Unknown	Vendor Comment	Est Cost	Vendor Comment on Setup
Interface Pending Timecards	Yes	Workforce Integration Manager	Core	Desired pending timecards can be selected in a query, and sent to Worforce Integration Manager for processing.
Lock Prior Payrolls	Yes		Core	
Employee	Yes	Workforce Integration Manager	Core	Employee demographic import. El Dorado will create an export file containing specified employee data. That file will be read by Workforce Integration Manager, and imported into the Workforce Timekeeper database.
Accruals	Yes	Workforce Integration Manager	Core	Accrual balance import. El Dorado will create an export file containing employee accrual balance data. That file will be read by Workforce Integration Manager, and imported into the Workforce Timekeeper database. This import will occur each pay period after the payroll file is imported from Kronos to payroll, deducted from the employee's current balance in payroll, and the employee is credited with any new grants.
Pay Codes	Yes	Workforce Integration Manager	Core	Kronos does not allow import of pay codes. The pay code list is maintained in the setup area of the Workforce Timekeeper application. The pay codes available to employees and managers are contained in a "Pay Code" profile, and assignment of thatprofile to the employee and manger can be done in the employee import.
Accounts (Org/Project)	Yes	Workforce Integration Manager	Core	Labor Level entry import. El Dorado will create an export file containing specified labor level entries. That file will be read by Workforce Integration Manager, and imported into the Workforce Timekeeper database.
Work Orders	Yes	Workforce Integration Manager	Core	Work Order import. El Dorado will create an export file containing specified work orders. That file will be read by Workforce Integration Manager, and imported into the Workforce Timekeeper database.
Payroll	Yes	Workforce Integration Manager	Core	Pay data export from Kronos to payroll. Kronos will provide a file to be imported into payroll with employee hours and charged account information.

JWC 090116

16-0843 D 7 of 9

Roles and Business Rules	Yes, No, Custom, Unknown	Vendor Comment	Est Cost	Vendor Comment on Setup
Web Service	Yes	Workforce Integration Manager	Core	Workforce Central is a web based application. Public APIs are used for sending and receiving data. The APIs use Web Sevices through Integration Manager.
Supervisor Assignment	Yes		Core	The supervisor is assigned through the labor level set attached to the supervisor and the overlap of the account assigned to the employee. No restrictions.
Account Filters (For the employee during Time Entry)	Yes		Core	Account filters are provided by the Labor Level transfer set assigned to the employee. No restrictions.
Pay Code Filters (For the employee during Time Entry)	Yes		Core	This item is configured in the "Access Profile" group. A "Pay Codes" profile is created and contains a list of valid pay codes for that profile. A profile is then assigned to the employee and manager. No restrictions.
Work Order Filters (For the employee during Time Entry)	Yes		Core	This item is configured in the "Activity Setup" group. Filtered List items are added to the "Activity Query" list and assigned by profile to the employee and manager. No restrictions.
Workflow Levels (different by Location/Department)	Yes		Core	Configured in the "Common Setup" group. " Reviewer Lists", and "Reviewer Purposes" profiles. No restrictions.
Backup Approvers	Yes		Core	The backup approver is assigned through the labor level set attached to the backup approver and the overlap of the account assigned to the employee. No restrictions.
Notification for Rejected Timecards	Yes		Core	This item is configured in the "System Configuration" group. A "Workflow Notifications" profile is created and contains a list of notifications, the purpose of the notification, and who it is sent to. No restrictions.
Reporting	Yes		Core	This item is configured in the "Access Profile" group. A "Reports" profile is created and contains a list of valid reports for that profile. A profile is then assigned to the employee and manager. No restrictions.

JWC 090116

16-0843 D 8 of 9