



## Legislation Text

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**File #:** 24-0085, **Version:** 1

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Information Technologies Department recommending the Board:

- 1) Waive formal bid requirements in accordance with Purchasing Policy C-17 Section 3.4, Exemptions from Competitive Bidding, due to a competitively bid cooperative purchasing agreement being utilized;
- 2) Authorize the use of US Communities Master Agreement 18220 between Kronos Incorporated and Cobb County, Georgia as the lead public agency for the competitively bid services;
- 3) Approve and authorize the Purchasing Agent to issue a Purchase Contract to Kronos, Inc., in the amount of \$190,000 to provide workforce management and telestaff software for the term of March 18, 2024, through March 17, 2025; and
- 4) Approve and authorize the Contract Administrator to sign the Renewal Order Forms (Q-207667 and 6104325) and subsequent quotes for additional services or licenses covered under US Communities Master Agreement 18220 that do not extend the term of the services or exceed the amount of the Purchase Contract.

**FUNDING:** General Fund.

### **DISCUSSION / BACKGROUND**

The County first entered into an agreement with Kronos Incorporated in 2016. The Kronos workforce management system tracks, manages, and controls employee time and attendance records countywide. Kronos interfaces with MUNIS (FENIX) payroll and work order modules, improving the employee time entry process. Kronos provides real-time feedback to users and managers for items requiring immediate action and provides a variety of on-demand and custom reports. The Kronos workforce management system meets governing requirements for overtime and FLSA. The County is in the process of obtaining a new workforce management system that will work with FENIX, due to support changes that will require the County to switch no later than December 2025.

The Kronos contract was previously brought before the Board as a perpetual agreement under FENIX contract 2710. However, with the issuance of PO 22001012, the County aligned with the expiration date of Amendment III to the US Communities (OMNIA Partners) Master Agreement 18220. The fourth amendment to the US Communities agreement went into effect February 13, 2023, and extended the term of the agreement to March 17, 2024. The Master Agreement 18220 is in the process of being extended through March 17, 2025, with Amendment 5 between Kronos Incorporated and Cobb County, Georgia as the lead public agency.

The requested approval will authorize the Purchasing Agent to issue a Purchase Contract to Kronos Inc. in the amount of \$190,000 for the term of March 18, 2024, through March 17, 2025 and authorize the Contract Administrator to sign the Renewal Order Forms (Q-207667 and 6104325) and any subsequent quotes for additional services or licenses covered under US Communities Master Agreement 18220 that do not extend the term of the services or exceed the amount of the purchase contract.

### **ALTERNATIVES**

The Board could refuse to approve this item, which would terminate our countywide timekeeping system services and we would need to determine an alternate way to process timecards.

**PRIOR BOARD ACTION**

16-0843 - Initial implementation of Kronos (V1) and first extension (V2)

20-1260 - Fiscal Year 2021-22 Kronos approval through the perpetual contracts process

22-0610 - Board approved renewal term of March 18, 2022, through March 17, 2023, and NTE of \$170,000

23-0362 - Board approved an increase to the amount of PO 22001012 by \$5,000.

23-0422 - Board approved renewal term of March 18, 2023, through March 17, 2024, and NTE of \$195,000.

**OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Procurement & Contracts, County Counsel, and Risk Management.

**CAO RECOMMENDATION / COMMENTS**

Approve as recommended.

**FINANCIAL IMPACT**

Appropriations for these services are included in the Information Technologies FY 2023-24 Budget and will be included in the FY 2024-25 Budget Request.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

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