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UKG Kronos Contract Extension

Lisa Kent, Chief Information Officer

Kalpana Pillai, Assistant Director –
Enterprise Resource Planning

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Bottom Line Up Front

Council Action Request	Approve New Contract
Vendor	UKG Kronos Systems, LLC
Purpose	<p>Request to amend the current Kronos contract to:</p> <ul style="list-style-type: none">• Incorporate terms and conditions for the new Kronos software.• Renew and extend the contract term to continue services for support and maintenance of the UKG Time and Attendance System• Increase spending authority to fund the extended term.• Include capacity for future upgrade needs, including Houston Police’s deployment of Telestaff.
New Contract Amount	<p>Current Contract Value – \$15,662,996.24 with \$6,200,701.71 spending authority remaining Additional Spending Authority Requested for Extension – \$5,950,933.46 Total Contract Value – \$21,247,992.05</p>
Term	5 years
MWBE Goal	0%
Primary Department Users	All City Departments



Vendor Overview



- UKG was founded in 1977 and is a leader in the workforce management software industry with over 80,000 customers worldwide.
- City of Houston implemented UKG (Kronos) Workforce Central Product in 2011.
- UKG is used city-wide and is integrated with SAP.
- COH currently uses UKG Desktop, UKG Clocks, and UKG Mobile App for employee time and attendance management.



Contract Core Components

- **Current Software Licenses**
 - UKG Pro Workforce Management. The upcoming MyCOH Time Project is based on UKG Pro Workforce Management
 - Telestaff for complex shift scheduling
- **Software Support and Maintenance**
- **Hardware and Maintenance**
 - UKG on-premise time clocks
- **Professional Services**
 - Support for software upgrades and HPD Telestaff deployment
 - Dedicated technical support resources



Contract New Components

- Houston Police Department will implement UKG Telestaff software for 3400 users. HPD plans to implement Telestaff in FY2026.
- **Benefits:**
 - **Streamlined scheduling** reduces manual work and minimizes errors.
 - Current HPD paper time tracking process produces an estimated 5300 historical pay edits per pay period
 - **Reduced paper processes** speed up approval and payroll timelines.
 - Current HPD paper time tracking process leads to delays in overtime approval
 - **Unified scheduling and time tracking** improves transparency and simplifies record-keeping.
 - **User-friendly access** for HPD staff to enter time and track schedules on both desktop and mobile.
 - **Simplified reporting** on staffing, overtime, and attendance for better decision-making.

UKG Contract Planned Spending Authority

Dept.	Fund	Services	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	Total
HITS	1002 - Revolving Fund	UKG Pro Workforce Management	\$ -	\$ 1,208,404.80	\$ 1,208,404.80	\$ 897,789.55	\$ 1,304,085.12	\$ 1,356,248.52	\$ 5,974,932.79
		TeleTime	\$ 18,623.14	\$ 19,368.07	\$ 20,142.79	\$ 9,957.70	\$ 21,336.48	\$ 22,189.94	\$ 111,618.11
		Hardware	\$ 57,688.07	\$ 80,740.08	\$ 83,969.68	\$ 39,599.18	\$ 88,945.84	\$ 92,503.67	\$ 443,446.52
		Professional Services	\$ -	\$ 130,000.00	\$ 130,000.00	\$ 96,306.85	\$ 140,608.00	\$ 146,232.32	\$ 643,147.17
		Planned Expansion	\$ -	\$ 282,461.06	\$ 282,461.06	\$ 282,461.06	\$ 282,461.06	\$ 282,461.06	\$ 1,412,305.30
HAS	8001 - Revenue Fund	Houston Airports Telestaff - 1200 users	\$ 101,505.60	\$ 105,565.82	\$ 109,788.46	\$ 67,230.64	\$ 118,747.20	\$ 123,497.08	\$ 626,334.80
		Professional Services	\$ 46,511.97	\$ 48,372.45	\$ 50,307.35	\$ 14,407.47	\$ 54,412.43	\$ 56,588.93	\$ 270,600.60
		Planned Expansion	\$ 29,897.85	\$ 29,897.85	\$ 29,897.85	\$ 29,897.85	\$ 29,897.85	\$ 29,897.85	\$ 179,387.08
HPD	XXXX - XXXX Fund	Houston Police Telestaff - 3400 users	\$ 242,242.80	\$ 349,524.00	\$ 349,524.00	\$ 349,524.00	\$ 349,524.00	\$ 349,524.00	\$ 1,989,862.80
		Planned Expansion	\$ -	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 500,000.00
			\$ 496,469.43	\$ 2,354,334.13	\$ 2,364,495.98	\$ 1,887,174.29	\$ 2,490,017.97	\$ 2,559,143.37	\$ 12,151,635.17

Current Contract Spending Authority Remaining **\$6,200,701.71**
 Additional Contract Spending Authority Requested **\$5,950,933.46**
 Total Spending Authority for FY25 to FY30 **\$12,151,635.17**



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