



ARLINGTON COUNTY, VIRGINIA

**AGREEMENT NO. 19-266-R
AMENDMENT NUMBER 3**

This Amendment Number 3 is made on the date of execution by the County and amends Agreement Number 19-266-R (“Main Agreement”) dated July 24, 2019 between Kronos Incorporated d/b/a UKG Kronos Systems LLC. (“Contractor”) and the County Board of Arlington County, Virginia (“County”).

The County and the Contractor agree to amend the Main Agreement as follows:

- PURSUANT TO PARAGRAPH 2. CONTRACT TERM AND IN ACCORDANCE WITH COBB COUNTY, GEORGIA’S AMENDMENT #5 (ATTACHED) CONTRACT NUMBER 18220 AND CONTRACT NUMBER 18221, THIS CONTRACT IS HEREBY RETROACTIVELY RENEWED FROM MARCH 18, 2024 TO MARCH 17, 2025.**

All other terms and conditions of the Main Agreement remain in effect.

WITNESS these signatures:

THE COUNTY BOARD OF ARLINGTON
COUNTY, VIRGINIA

KRONOS INC DBA UKG KRONOS SYSTEMS LLC

AUTHORIZED SIGNATURE: 
DocuSigned by:
AF42432F0097449...

AUTHORIZED SIGNATURE: 
DocuSigned by:
69741407C20D419...

NAME: Sheri Butler

NAME: Scott Giangrande

TITLE: Procurement Officer

TITLE: Lead Order Processing Analyst

DATE: 4/23/2024

DATE: 4/23/2024

CONTRACT AMENDMENT #5
Sealed Bid # 18-6390
Contract #18220

Date of Amendment: February 23, 2024

Owner: Cobb County Board of Commissioners. Cobb County, Georgia
Contractor: UKG Kronos Systems, LLC (fka Kronos Incorporated)
Project: Bid # 18-6390, Workforce Management Systems and Related Products, Services and Solutions

Current Contract Term: March 18, 2023 to March 17, 2024

This action provides written notice to renew and amend the current contract dated March 18, 2019, for Sealed Bid # 18-6390. It is valid when signed by both the Owner and Contractor. The signature of the Contractor indicates his/her agreement herewith, including any adjustments in the contract pricing, contract term, or contract scope.

Contract Extension
Modifications to the Kronos Terms and Conditions for Participating Public Entities

The County exercises its option to extend the current contract for an additional one-year period. The effective date of the contract extension will commence on March 18, 2024 and end on March 17, 2025.

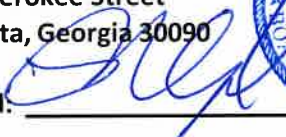
ACCEPTED - The above listed terms and conditions of this Amendment are satisfactory and are hereby accepted.

OWNER

CONTRACTOR

Cobb County Board of Commissioners
100 Cherokee Street
Marietta, Georgia 30090

UKG Kronos Systems, LLC (fka Kronos Incorporated)
900 Chelmsford Street
Lowell, MA 01851

Signed: 

Signed:  SCOTT GIANCRANDE

Title: Lisa N. Cupid, Chairwoman, Cobb County Board of Commissioners


Title: LEAD ORDER PROCESSING ANALYST

Date: 3/12/24

Date: FEBRUARY 28, 2024



APPROVED
PER MINUTES OF
COBB COUNTY
BOARD OF COMMISSIONERS
2/12/19

Approved As To Form:

COBB COUNTY ATTORNEY'S OFFICE

Modifications to the Kronos Terms and Conditions for Participating Public Entities

The Parties hereby agree that as of the effective date of this Amendment, the Agreement is amended as follows:

1. All references to "Kronos Incorporated" in the Agreement are hereby deleted and replaced in their entirety with "UKG Kronos Systems, LLC".
2. All references to "Workforce Dimensions" and/or "Dimensions" in Section K of the Agreement are hereby deleted and replaced in their entirety with "UKG Pro Workforce Management".
3. Exhibit A, Section A relating to GENERAL TERMS AND CONDITIONS is amended by adding the following:

(m) Notwithstanding anything to the contrary, no term, condition, or policy shall be valid or enforceable against Customer if it requires the Customer to submit to binding arbitration; or is inconsistent with open records laws applicable to the Participating Public Agencies placing Orders under the terms and conditions herein.

4. Attachment C - Cost Proposal. The entirety of Attachment C - Cost Proposal shall be replaced with the following:

COST PROPOSAL FORM			
<i>SECTION A Discount by Category</i>			
DESCRIPTION OF PRODUCT/SERVICE	Discount %		
<i>*EE = Employee Count</i>			
Discounts			
Software			
Discount for UKG Pro Workforce Management (formerly Workforce Dimensions)	<2,499ee	2,500-4,999ee	>5,000ee
UKG Pro Workforce Management	40%	45%	50%
Discount for UKG Ready	All EE Counts		
UKG Ready	37%		
Discount for Telestaff Cloud	All EE Counts		
Telestaff Cloud	10% (minimum)		
Discount for UKG Pro	All EE Counts		
UKG People, Pay & Benefits Center Bundle	0-10%		
UKG Pro Talent Acquisition & Development Bundle	0-10%		

Tiered Discounts for Workforce Central/Telestaff (SaaS)	<2,499ee*	2,500-4,999ee	>5,000ee
Workforce Central	48%	52%	56%
Telestaff	48%	52%	56%
Teletime	48%	52%	56%
Tiered Discounts for Workforce Central/Telestaff (Perpetual)	<4,999ee*	5,000-9,999ee	>10,000ee
Workforce Central	39%	41%	43%
Workforce Telestaff	39%	41%	43%
Workforce Timelink	39%	41%	43%
Aspect Voxeo Core (plus 1% discount on Monthly Usage)	39%	41%	43%
Discount for Workforce Teletime (Perpetual)	All EE Counts		
Workforce Teletime	10%		
Discount for Equipment (Discounts are based on # of Terminals per transaction)	1-24 Terminals	24-49 Terminals	50 + Terminals
Equipment/Equipment Options (Purchase and Rental)	27%	32%	36%
Professional Services	10%		
Premium Success Offering and Client Partnership Services	0%		
Training	0%		
Cloud Hosting Services	0%		
Maintenance	Software	Hardware	
Annual Support/Maintenance Year 1	Gold Support: Included Platinum Support: Included	Depot Exchange \$285/Terminal Depot Repair \$210/Terminal	
Annual Support/Maintenance Year 2	Gold Support: 22% of SW selling price Platinum Support: 25% of SW selling price	Year 1 Plus 4%	
Annual Support/Maintenance Year 3	Year 2 Plus 4%	Year 2 Plus 4%	
Annual Support/Maintenance Year 4	Year 3 Plus 4%	Year 3 Plus 4%	
Annual Support/Maintenance Year 5	Year 4 Plus 4%	Year 4 Plus 4%	
Discounts for volume (i.e. price breaks for number of employees, etc.)	To be discussed during contract negotiations		
Any additional pricing incentives, discounts or rebates such as for large volume purchases, bundled services, etc.)			

CONTRACT AMENDMENT #5
Sealed Bid # 18-6390
Contract #18220

Date of Amendment: February 23, 2024

Owner: Cobb County Board of Commissioners. Cobb County, Georgia
Contractor: UKG Kronos Systems, LLC (fka Kronos Incorporated)
Project: Bid # 18-6390, Workforce Management Systems and Related Products, Services and Solutions

Current Contract Term: March 18, 2023 to March 17, 2024

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Contract Extension
Modifications to the Kronos Terms and Conditions for Participating Public Entities

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ACCEPTED - The above listed terms and conditions of this Amendment are satisfactory and are hereby accepted.


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CONTRACTOR

Cobb County Board of Commissioners
100 Cherokee Street
Marietta, Georgia 30090

UKG Kronos Systems, LLC (fka Kronos Incorporated)
900 Chelmsford Street
Lowell, MA 01851

Signed: 
Title: Lisa N. Cupid, Chairwoman, Cobb County Board of Commissioners

Signed:  SCOTT GIANGAANDE
Title: LEAD DATA PROCESSING ANALYST

Date: 3/12/24

Date: FEBRUARY 28, 2024

Approved As To Form:

COBB COUNTY ATTORNEY'S OFFICE

APPROVED
PER MINUTES OF
COBB COUNTY
BOARD OF COMMISSIONERS
2/12/19

Modifications to the Kronos Terms and Conditions for Participating Public Entities

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Reference No. 21573

Routing Cover Form




DEPARTMENT/AGENCY: PROCUREMENT SERVICES			
DOCUMENT DESCRIPTION <i>Include type of document/vendor/location</i>	NUMBER OF ORIGINALS	BOC APPROVAL DATE	CONTACT INFORMATION <i>Include name/extension</i>
Contract Extensions for KronoSaaS and UKG Kronos Systems (fka Kronos Inc)	6 (3 for each)	2/12/19	Stephanie Brice x8439

ConTrans Matter # (required) 24-T6220-4841

Department/ Agency Sign off	DATE RELEASED: 3/4/2024	Signature:  <i>Document has been reviewed and approved by department/agency</i>
Legal <i>Legal review and approval required on <u>all</u> documents prior to submitting to Clerk's Office</i>	DATE RECEIVED: 3/4/24	APPROVED AS TO FORM: Signature: 
	DATE RELEASED: 3/7/24	
County Clerk's Office	DATE RECEIVED:	Signature: 
	DATE RELEASED: 3/13/24	

NOTES: **3/17/2024**

Current term expires March 17, 2024.

Reference No. 21573

CONTRACT AMENDMENT #6
Sealed Bid # 18-6390
Contract #18221

Date of Amendment: February 23, 2024

Owner: Cobb County Board of Commissioners. Cobb County, Georgia
Contractor: Kronos SaaShr, Inc.
Project: Bid # 18-6390, Workforce Management Systems and Related Products, Services and Solutions

Current Contract Term: March 18, 2023 to March 17, 2024

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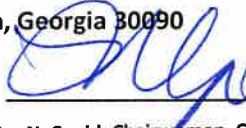
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OWNER

Cobb County Board of Commissioners
100 Cherokee Street
Marietta, Georgia 30090


Signed: 
Title: Lisa N. Cupid, Chairwoman, Cobb County Board of Commissioners

Date: 3/15/24



CONTRACTOR

Kronos SaaShr, Inc.
3040 Route 22 West, Suite 200
Branchburg, NJ 08876

Signed:  SCOTT GIANGRANDE
Title: LEAD ORDER PROCESSING ANALYST

Date: FEBRUARY 28, 2024

Approved As To Form:


COBB COUNTY ATTORNEY'S OFFICE

APPROVED
PER MINUTES OF
COBB COUNTY
BOARD OF COMMISSIONERS

2/12/19

Reference No. 21573

CONTRACT AMENDMENT #6
Sealed Bid # 18-6390
Contract #18221

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Signed: [Signature]
Title: Lisa N. Cupid, Chairwoman, Cobb County Board of Commissioners

Date: 3/12/24

CONTRACTOR

Kronos SaaShr, Inc.
3040 Route 22 West, Suite 200
Branchburg, NJ 08876

Signed: [Signature] Scott Giangrande
Title: LEAD ORDER PROCESSING ANALYST

Date: FEBRUARY 28, 2024

Approved As To Form:

[Signature]
COBB COUNTY ATTORNEY'S OFFICE

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