

RESOLUTION NO. _____

A RESOLUTION APPROVING THE PURCHASE OF A HUMAN CAPITAL MANAGEMENT SYSTEM FROM UKG KRONOS SYSTEMS, LLC UTILIZING OMNIA PARTNERS CONTRACT # 24-6833 AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS NECESSARY AND PROPER TO EFFECTUATE THE PURPOSE OF THIS RESOLUTION

WHEREAS, the city would like to enter into an agreement with UKG Kronos Systems, LLC, for Human Capital Management (HCM) pursuant to Omnia Partners Cooperative Purchasing Agreement #24-6833 to implement a new Human Capital Management (HCM) platform to replace and modernize the current legacy human resources and payroll systems; and

WHEREAS, the current CentralSquare DOS-based system has been in place since 1989, and extensive customization, outdated programming language, limited functionality, and reliance on specialized coding knowledge have made the system increasingly difficult to maintain and support; and

WHEREAS, this UKG HCM platform will provide a modern, user-friendly, web-based environment that improves access to information, reduces manual processes, strengthens data integrity, and expands employee and supervisor self-service capabilities; and

WHEREAS, the annual HCM cost is \$580,725, billed monthly at \$48,393.75 and funded through the operating budget, with costs offset as existing systems are retired; and

WHEREAS, the initial one-time implementation cost is \$297,017.50, billed quarterly and funded through bond issuance monies in the spring; and Implementation is expected to take 12–18 months and will run in parallel with the FIS project.

WHEREAS, the city is a member of Omnia Partners, a cooperative purchasing network that allows the city to purchase goods and services directly from holders of contracts with the network without conducting the bidding process, as authorized by Tenn. Code Ann. Section 12-3-1205; and

Now therefore,

BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN AS FOLLOWS:

SECTION I. That the acquisition of a Human Capital Management system from UKG Kronos Systems, LLC, pursuant to Omnia Partners Cooperative Purchasing Agreement #24-6833 to implement a new HCM platform is approved.

SECTION II. That the mayor, or in his absence, incapacity, or failure to act, the vice-mayor, is authorized and directed to execute, in a form approved by the city attorney and subject to the requirements of Article X, Section 10 of the Charter of the City of Kingsport, all necessary and proper documents with UKG Kronos Systems, LLC, for a HCM system pursuant to Omnia Partners Cooperative Purchasing Agreement #24-6833 and to take any and all action as may be required on the part of the city to carry out, give effect to, and consummate the transactions contemplated by the agreement and this resolution.

SECTION III. That the mayor is further authorized to make such changes approved by the mayor and the city attorney to the agreement that do not substantially alter the material provisions of the agreement, and the execution thereof by the mayor and the city attorney is conclusive evidence of the approval of such changes.

SECTION IV. That the board finds that the actions authorized by this resolution are for a public purpose and will promote the health, comfort and prosperity of the citizens of the city.

SECTION V. That this resolution shall take effect from and after its adoption, the public welfare requiring it.

ADOPTED this the 15th day of September, 2026.

PAUL W. MONTGOMERY, MAYOR

ATTEST:

ANGELA MARSHALL, DEPUTY CITY RECORDER

APPROVED AS TO FORM:

RODNEY B. ROWLETT, III, CITY ATTORNEY