



AGENDA ACTION FORM

Consideration of a Resolution Authorizing the City to Enter into an Agreement with UKG Kronos Systems, LLC for Human Capital Management (HCM) Pursuant to an Omnia Partners Cooperative Purchasing Agreement

To: Board of Mayor and Aldermen

From: Chris McCartt, City Manager *CM*

Action Form No.: AF-274-2026

Work Session: September 14, 2026

First Reading: N/A

Final Adoption: September 15, 2026

Staff Work By: Tyra Copas

Presentation By: Tyra Copas

Strategic Focus Area: 1. Efficient & Responsive Government

Recommendation:

Approve the Resolution

Executive Summary:

If approved, the City will enter into an Agreement with UKG Kronos Systems, LLC for Human Capital Management (HCM) Pursuant to an Omnia Partners Cooperative Purchasing Agreement to procure services from UKG Kronos Systems, LLC to implement a new Human Capital Management (HCM) platform to replace and modernize the current legacy HR and payroll technology.

The current CentralSquare DOS-based system has been in place since 1989. Extensive customization, outdated programming language, limited functionality, and reliance on specialized coding knowledge have made the system increasingly difficult to maintain and support. Additionally, the City Schools' move to Skyward in 2014 fragmented employee data across multiple systems, creating additional complexity in payroll and benefits processes.

The **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.

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

Attachments:

HCM Presentation
Contract
Resolution

	Y	N	O
Baker	—	—	—
Byers	—	—	—
Clifton	—	—	—
Duncan	—	—	—
Isaacs	—	—	—
Phillips	—	—	—
Montgomery	—	—	—