

**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.

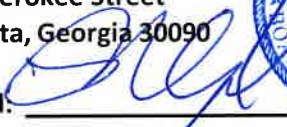
**ACCEPTED** - The above listed terms and conditions of this Amendment are satisfactory and are hereby accepted.

**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:

<b>COST PROPOSAL FORM</b>			
<b>SECTION A Discount by Category</b>			
DESCRIPTION OF PRODUCT/SERVICE	Discount %		
<i>*EE = Employee Count</i>			
<b>Discounts</b>			
<b>Software</b>			
<b>Discount for UKG Pro Workforce Management (formerly Workforce Dimensions)</b>	<b>&lt;2,499ee</b>	<b>2,500-4,999ee</b>	<b>&gt;5,000ee</b>
UKG Pro Workforce Management	40%	45%	50%
<b>Discount for UKG Ready</b>	<b>All EE Counts</b>		
UKG Ready	37%		
<b>Discount for Telestaff Cloud</b>	<b>All EE Counts</b>		
Telestaff Cloud	10% (minimum)		
<b>Discount for UKG Pro</b>	<b>All EE Counts</b>		
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%
<b>Professional Services</b>	10%		
<b>Premium Success Offering and Client Partnership Services</b>	0%		
<b>Training</b>	0%		
<b>Cloud Hosting Services</b>	0%		
<b>Maintenance</b>	<b>Software</b>	<b>Hardware</b>	
Annual Support/Maintenance Year 1	<b>Gold Support:</b> Included <b>Platinum Support:</b> Included	Depot Exchange \$285/Terminal Depot Repair \$210/Terminal	
Annual Support/Maintenance Year 2	<b>Gold Support:</b> 22% of SW selling price <b>Platinum Support:</b> 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.)			

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100 Cherokee Street  
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UKG Kronos Systems, LLC (fka Kronos Incorporated)  
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Signed: [Signature]  
Title: Lisa N. Cupid, Chairwoman, Cobb County Board of Commissioners



Signed: [Signature] SCOTT GIANGAARDE  
Title: LEAD DATA PROCESSING ANALYST

Date: 3/12/24

Date: FEBRUARY 28, 2024

Approved As To Form:  
[Signature]  
COBB COUNTY ATTORNEY'S OFFICE

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

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### Routing Cover Form

<b>DEPARTMENT/AGENCY: PROCUREMENT SERVICES</b>			
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 <b>KronoSaaS</b> and UKG Kronos Systems (fka Kronos Inc)	6 (3 for each)	2/12/19	Stephanie Brice x8439

ConTrans Matter # (required) 24-T6220-4841

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

**NOTES:** **3/17/2024**

**Current term expires March 17, 2024.**

2024 MAR -7 A 10:26  
 FILED IN OFFICE  
 COCS COUNTY, GA

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

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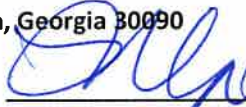
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**OWNER**

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

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

Date: 3/15/24



**CONTRACTOR**

Kronos SaaShr, Inc.  
3040Route 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  
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Date: 3/12/24

CONTRACTOR

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

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

Date: FEBRUARY 28, 2024

Approved As To Form:

[Signature]  
COBB COUNTY ATTORNEY'S OFFICE

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