



City of Smyrna

City of Smyrna
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Issue Sheet

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In Control: City Council

File Type: Agreement

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WARD / COUNCILMEMBER: Ward / Citywide

\$ IMPACT: \$0 first year (budgeted), \$4,659 over current budget annually thereafter

Agenda Title:

Approval to upgrade UKG (Ultimate Kronos Group) Workforce Central timekeeping platform to UKG Ready cloud-based platform under the US Communities Contract using FY22 budgeted funds. Impact thereafter is \$4,659 per year.

Ward / Citywide

ISSUE AND BACKGROUND:

The City implemented the Kronos Workforce Central timekeeping system in 2015. Other than an upgrade to our current version of Workforce Central, no enhancements have been made to the platform. In April 2020, Kronos merged with Ultimate Software creating the Ultimate Kronos Group (UKG).

The City's timekeeping, leave management and scheduling needs would be better met by upgrading our system to UKG's Ready platform. This platform will expand the City's timekeeping capabilities to include manager licenses for all supervisors and manager, mobile app for employees and managers, leave management to automate the administration and tracking of paid and unpaid federal, state, and employer specific leave policies, and advanced scheduling for public safety.

For FY 22, HR budgeted funds to add a leave management module to the current platform but the move to UKG Ready will include the leave management we need and provide other enhancements to the system overall. The cost to implement UKG Ready is less than the budgeted cost of the leave module alone. The overall increase of \$4,659 annually is less than adding licenses and modules to provide the functionality included in the UKG Ready platform.

This upgrade is recommended by HR, IT and Finance.

RECOMMENDATION / REQUESTED ACTION: Approval to upgrade UKG (Ultimate Kronos Group) Workforce Central timekeeping platform to UKG Ready cloud-based platform under the US Communities Contract using FY22 budgeted funds. Impact thereafter is \$4,659 per year and authorize the Mayor to sign and execute all related documents.