

# Kronos Time and Attendance Renewal

TTI Presentation



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# Summary



Vendor	Kronos
<b>Purpose:</b>	Kronos is the current time and attendance tracking system used city-wide. This renewal contract is to purchase the continued support and maintenance of the Kronos Time and Attendance system. The contract also include capacity for future upgrade needs. This is a SaaS, vendor hosted solution with 241 physical time clocks installed onsite at City of Houston locations.
<b>Contract Amount:</b>	\$15,662,996.14
<b>Departments</b>	Citywide
<b>Contract Term:</b>	3 + 1+ 1+ 1 (3 one-year renewal options, total of 6 years possible)

# Vendor Overview

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- City of Houston implemented Kronos Workforce Central Product in 2011. Kronos is used city-wide and integrated into SAP.
- Kronos is a leader in the workforce management software industry. Founded in 1977 and currently has 35,000 customers worldwide.
- COH currently uses Kronos Desktop, Kronos Clocks and Kronos Mobile App for employee time and attendance management.
- Kronos introduced Kronos Dimensions 2017 as the next generation cloud and SaaS workforce solutions tool.



# Contract Core Components

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- Current Software Licenses – Licenses for existing users for Workforce Central product.
- Support and Maintenance – Support and maintenance for existing Workforce Central product.
- Hardware – New Kronos clocks, replacing outdated clocks
- Upgrades – Upgrades to new versions of the Workforce Central Product.
- New Software Licenses – Future upgrade to Workforce Dimension product that will eventually replace Workforce Central. Telestaff product for HAS and HFD shift bidding.
- Professional Services – Professional services for upgrades or new software purchases.



# Contract New Components

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- Houston Airport System Telestaff software for 1200 users. Telestaff is an add-on software to Kronos that enables shift bidding. HAS plans to implement Telestaff in FY2020. One time implementation cost is \$147,442 and annual cost is \$83,952.
- Houston Fire Department will implement Kronos and Telestaff software for 3900 users. This will replace the current legacy custom built time and attendance system maintenance. One time implementation cost is \$216,945 and annual cost is \$288,288.
- Kronos released a complete new application called Dimensions that is planned to replace the Kronos Central application. We anticipate moving to that system in the next 3 years. One time implementation is \$1,052,520 and annual cost is \$1,789,360.



# Kronos New Products

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- Kronos Telestaff

Telestaff is a Kronos Product which has **call back** and **shift bidding** functionalities. It enables organizations to call back staff based on qualifications and enables equity in overtime distribution. Employees also can bid on open shifts using Telestaff. These functionalities are essential to HFD moving away from the legacy custom built application.

- Kronos Dimensions

Dimensions is the latest Kronos Time and Attendance platform that is built on current technology. **Kronos Dimensions will eventually replace the current Workforce Central product used by the City of Houston.** Dimensions is a platform software that has the latest user interface (UI) design and enables *intelligent analytics* through data collected on the platform.



# KRONOS Contract Planned Spending Authority

Dept.	Services	Fund	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	Totals	
HITS	Workforce Central (Existing Product)	1002 - Revolving Fund	\$ 1,249,813.00						\$ 1,249,813.00	
	Workforce Dimensions SaaS (Future Product)			\$ 1,789,360.00	\$ 1,789,360.00	\$ 1,789,360.00	\$ 1,789,360.00	\$ 1,789,360.00	\$ 8,946,800.00	
	Workforce Dimensions PS/Training			\$ 1,052,520.00					\$ 1,052,520.00	
	inTouch with Touch ID - 250 clocks			\$ 837,600.00					\$ 837,600.00	
	Annual Hardware Maintenance			\$ 24,750.00	\$ 25,740.00	\$ 26,769.60	\$ 27,840.38	\$ 28,954.00	\$ 30,112.16	\$ 164,166.14
	Houston Fire Telestaff - 3900 users				\$ 288,288.00	\$ 288,288.00	\$ 288,288.00	\$ 288,288.00	\$ 288,288.00	\$ 1,441,440.00
	Telestaff PS/Training				\$ 216,945.00					\$ 216,945.00
	Professional Services				\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 500,000.00
HAS	Houston Airports Telestaff - 1200 users	8001 – Revenue Fund	\$ 83,952.00	\$ 83,952.00	\$ 83,952.00	\$ 83,952.00	\$ 83,952.00	\$ 83,952.00	\$ 503,712.00	
	Telestaff Training		\$ 47,442.00						\$ 147,442.00	
	Professional Services		\$ 202,558.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 702,558.00	
Total by Fiscal Year			\$ 1,608,515.00	\$ 4,494,405.00	\$ 2,388,369.60	\$ 2,389,440.38	\$ 2,390,554.00	\$ 2,391,712.16	\$ 15,662,996.14	

Questions?