

**AMENDMENT NO. 3 TO THE SOFTWARE AS A SERVICES  
AGREEMENT BETWEEN SNOHOMISH COUNTY AND KRONOS  
INCORPORATED**

THIS AMENDMENT NO. 3 TO THE SOFTWARE AS A SERVICE AGREEMENT FOR A TIMEKEEPING AND ATTENDANCE SYSTEM (“Amendment No. 3”) is entered into by and between Snohomish County, a political subdivision of the State of Washington (the “County”), and Kronos Incorporated, incorporated under the laws of the State of Massachusetts, and duly licensed to conduct business in Washington State (the “Contractor” or “Kronos”).

**RECITALS**

- A. Whereas, the County and Kronos entered into that certain Software as a Service Agreement executed on September 30 2021, as amended by Amendment No. 1 on September 21, 2022 and as amended by Amendment No. 2 on December 12, 2023 (the “Agreement”); and
- B. Whereas, the Agreement allows for an initial three year term plus six (6) additional two (2) year terms; and
- C. Whereas, the initial term concludes on September 30, 2024 and the County wishes to extend the agreement for the first of the six (6) two (2) year terms.; and
- D. Whereas, the County and Kronos have negotiated an amendment to extend the contract term;

**AGREEMENT**

NOW, THEREFORE, in consideration of the covenants hereinafter set forth and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the County and Contractor agree as follows:

1. An Exhibit M Service Order is attached hereto and by this reference made part of the Agreement as additional compensation for the monthly service fees for Public Works and Airport associated with the first two (2) year extension.
2. An Exhibit N Service Order is attached hereto and by this reference made part of the Agreement as additional compensation for the annual equipment service fees for Public Works associated with the first two (2) year extension.

Except as expressly provided in this Amendment No. 3, all of the terms and conditions of the Agreement, as amended, remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment No. 3 to be duly executed as of the date of the last party to sign.

**KRONOS INCORPORATED**

By: **Erica Bukowski** Digitally signed by Erica Bukowski  
Date: 2024.08.16 15:38:36 -04'00'  
Sr. Order Processing Analyst

**SNOHOMISH COUNTY**

By: **Klein, Ken** Digitally signed by Klein, Ken  
Date: 2024.09.12 07:27:40 -07'00'  
Snohomish County Executive

**RECOMMENDED FOR APPROVAL**

By: **Forde, Viggo** Digitally signed by Forde, Viggo  
Date: 2024.08.20 16:59:31 -07'00'  
Director, Department of Information Technology

**APPROVED AS TO FORM ONLY:**

By: **Wendling, Rebecca** Digitally signed by Wendling, Rebecca  
Date: 2024.08.02 13:21:33 -07'00'  
Deputy Prosecuting Attorney



Exhibit M  
(Item 1 of 3)

RENEWAL ORDER FORM

Order#: Q-258368

Date:08 Aug, 2024

Customer Legal Name:  
SNOHOMISH COUNTY

Ship To: SNOHOMISH COUNTY PUBLIC WORKS  
8915 CATHCART WAY  
SNOHOMISH, WA 98296-8692 USA

Customer Legal Address:  
3000 ROCKEFELLER, EVERETT, WA 98201 USA

Bill To: SNOHOMISH COUNTY  
3000 ROCKEFELLER  
EVERETT, WA 98201 USA

Bill To Contact:

Payment Terms: Net 30 Days  
Customer PO Number:  
Renewal Term: 12 months  
Billing Frequency: Monthly  
Billing Type: Arrears

Currency:USD  
Solution ID: 6106838

Order Notes:

This is a 24-month term.  
Year 1: 9/30/2024 - 9/29/2025 \$ 55,278.72  
Year 2: 9/30/2025 – 9/29/2026 \$ 58,042.67  
This is an ESTIMATED budget based on products that are currently on support. Additional purchases or changes in coverage will impact the numbers shown here.

Contract Summary

Contract Period Start Date: 9/30/2024 12:00:00 AM

Contract Period End Date: 9/29/2026 12:00:00 AM

Total Price: USD 113,321.39

The Total Price is the total billable amount (pre-tax) for the contract period listed above.

Annualized Contract Value: USD 56,640.00

The Annualized Contract Value is the value of the contract if all services are priced for 365 days. The Annualized Contract Value does not include estimated tax. Please note that this quote may include services priced for prorated periods.

SaaS Application

Product Name	Duration	Quantity	Monthly Total	Total Price
UKG PRO TIMEKEEPING HOURLY	24	315	USD 2,732.49	USD 65,579.79
UKG PRO ABSENCE	24	315	USD 683.12	USD 16,394.95



UKG PRO ADVANCED SCHEDULING	24	315	USD 683.12	USD 16,394.95
UKG PRO TIMEKEEPING HOURLY	24	5	USD 43.37	USD 1,040.95
UKG PRO ABSENCE	24	5	USD 10.84	USD 260.24
UKG PRO ADVANCED SCHEDULING	24	5	USD 10.84	USD 260.24
UKG PRO WORKFORCE MANAGEMENT ANALYTICS	24	320	USD 557.93	USD 13,390.27
Total Price				USD 113,321.39



**SNOHOMISH COUNTY**

**UKG Kronos Systems LLC**

Signature: Klein, Ken Digitally signed by Klein, Ken  
Date: 2024.09.12 07:30:09 -07'00'

Name: Ken Klein

Title: Executive Director

Date: 09/12/2024

Signature: Jessica Tuinila Digitally signed by Jessica Tuinila  
Date: 2024.08.26 13:55:56 -04'00'

Name: Jessica Tuinila

Title: Associate Manager

Date: 8/26/2024

The monthly price on this Order has been rounded to two decimal places for display purposes. As many as eight decimal places may be present in the actual price. Due to the rounding calculations, the actual price may not display as expected when displayed on your Order. Nonetheless, the actual price on your invoice is the true and binding total for this Order for purposes of amounts owed for the term.

UKG is aligning our product brand and announcing that the UKG Dimensions® and UKG Pro® solutions will be one product suite under the name UKG Pro. Click here to learn more and view examples of current to future names

<https://www.ukg.com/one-suite#WhatproductnamesarechangingunderUKGDimensions>

**Exhibit M**  
**(Item 2 of 3)****RENEWAL ORDER FORM****Date:**25 Jul, 2024**Customer Legal Name:**  
SNOHOMISH COUNTY**Ship To: SNOHOMISH COUNTY**  
3000 ROCKEFELLER  
EVERETT, WA 98201 USA**Customer Legal Address:**  
3000 ROCKEFELLER, EVERETT, WA 98201 USA**Bill To: SNOHOMISH COUNTY**  
3000 ROCKEFELLER  
EVERETT, WA 98201 USA**Bill To Contact:****Payment Terms: Net 30 Days**  
**Customer PO Number:**  
**Renewal Term: 12 months**  
**Billing Frequency: Monthly**  
**Billing Type: Arrears****Currency:USD**  
**Solution ID: 6106838****Order Notes:**

This is a 24-month term.

Year 1: 9/30/2024 - 9/29/2025 \$ 26,775.63

Year 2: 9/30/2025 – 9/29/2026 \$ 28,114.40

This is an ESTIMATED budget based on products that are currently on support. Additional purchases or changes in coverage will impact the numbers shown here.

**Contract Summary****Contract Period Start Date:** 9/30/2024 12:00:00 AM**Contract Period End Date:** 9/29/2026 12:00:00 AM**Total Price: USD 54,890.03**

The Total Price is the total billable amount (pre-tax) for the contract period listed above.

**Annualized Contract Value: USD 27,435.00**

The Annualized Contract Value is the value of the contract if all services are priced for 365 days. The Annualized Contract Value does not include estimated tax. Please note that this estimate may include services priced for prorated periods.

**SaaS Application**

Product Name	Duration	Quantity	Monthly Total	Total Price
UKG PRO TIMEKEEPING HOURLY	24	155	USD 1,344.56	USD 32,269.42
UKG PRO ABSENCE	24	155	USD 336.14	USD 8,067.35



UKG PRO ADVANCED SCHEDULING	24	155	USD 336.14	USD 8,067.35
UKG PRO WORKFORCE MANAGEMENT ANALYTICS	24	155	USD 270.25	USD 6,485.91
<b>Total Price</b>				<b>USD 54,890.03</b>

**SNOHOMISH COUNTY**

**UKG Kronos Systems LLC**

Signature: Klein, Ken Digitally signed by Klein, Ken  
Date: 2024.09.12 07:30:52 -07'00'

Name: Ken Klein  
Executive Director

Title: County Executive

Date: \_\_\_\_\_

Signature: Jessica Tuinila Digitally signed by Jessica Tuinila  
Date: 2024.08.16 15:04:08 -04'00'

Name: Jessica Tuinila

Title: Associate Manager

Date: 8/16/2024

The monthly price on this Order has been rounded to two decimal places for display purposes. As many as eight decimal places may be present in the actual price. Due to the rounding calculations, the actual price may not display as expected when displayed on your Order. Nonetheless, the actual price on your invoice is the true and binding total for this Order for purposes of amounts owed for the term.





Exhibit M  
(Item 3 of 3)

RENEWAL ORDER FORM

Order#: Q-275577

Date:08 Aug, 2024

Customer Legal Name:  
SNOHOMISH COUNTY

Ship To: SNOHOMISH COUNTY AIRPORT - PAINE FIELD  
10108 32ND AVE W STE J  
Everett, WA 98204-1302 USA

Customer Legal Address:  
3000 ROCKEFELLER, EVERETT, WA 98201 USA

Bill To: SNOHOMISH COUNTY  
3000 ROCKEFELLER  
EVERETT, WA 98201 USA

Bill To Contact:

Payment Terms: Net 30 Days  
Customer PO Number:  
Renewal Term: 12 months  
Billing Frequency: Monthly  
Billing Type: Arrears

Currency:USD  
Solution ID: 6106838

Order Notes:

This is a 24-month term.  
Year 1: 9/30/2024 - 9/29/2025 \$13,710.06  
Year 2: 9/30/2025 – 9/29/2026 \$14,395.56  
This is an ESTIMATED budget based on products that are currently on support. Additional purchases or changes in coverage will impact the numbers shown here.

Contract Summary

Contract Period Start Date: 9/30/2024 12:00:00 AM

Contract Period End Date: 9/29/2026 12:00:00 AM

Total Price: USD 28,105.62

The Total Price is the total billable amount (pre-tax) for the contract period listed above.

Annualized Contract Value: USD 14,050.80

The Annualized Contract Value is the value of the contract if all services are priced for 365 days. The Annualized Contract Value does not include estimated tax. Please note that this quote may include services priced for prorated periods.

SaaS Application

Product Name	Duration	Quantity	Monthly Total	Total Price
UKG PRO TIMEKEEPING HOURLY	24	90	USD 780.71	USD 18,737.08
UKG PRO WFM INTEGRATION TO UKG TELESTAFF	24	1	USD 0.00	USD 0.00

UKG PRO ABSENCE	24	90	USD 195.18	USD 4,684.27
UKG PRO ADVANCED SCHEDULING	24	90	USD 195.18	USD 4,684.27
Total Price				USD 28,105.62

**SNOHOMISH COUNTY**

**UKG Kronos Systems LLC**

Signature: Klein, Ken Digitally signed by Klein, Ken  
Date: 2024.09.12 07:32:11 -07'00'

Name: Ken Klein

Title: Executive Director

Date: 09/12/2024

Signature: Jessica Tuinila Digitally signed by Jessica Tuinila  
Date: 2024.08.26 14:01:16 -04'00'

Name: Jessica Tuinila

Title: Associate Manager

Date: 8/26/2024

The monthly price on this Order has been rounded to two decimal places for display purposes. As many as eight decimal places may be present in the actual price. Due to the rounding calculations, the actual price may not display as expected when displayed on your Order. Nonetheless, the actual price on your invoice is the true and binding total for this Order for purposes of amounts owed for the term.



Exhibit N

Payment Terms: Net 30 Days  
Currency: USD  
Customer PO Number:

Type: Renewal  
Customer: SNOHOMISH COUNTY  
Solution ID: 6106838  
Contract #: 1190388 R20-MAY-24  
Date: 18-JUL-2024  
Prepared by: Sydney Margolis / US PublicSector3

Bill To: SNOHOMISH COUNTY  
3000 ROCKEFELLER  
EVERETT WA 98201  
UNITED STATES  
  
Contact: LORI ERICSSON  
Email: lori.ericsson@co.snohomish.wa.us

Ship To: SNOHOMISH COUNTY  
3000 ROCKEFELLER  
EVERETT WA 98201  
UNITED STATES

CONTRACT SUMMARY

Contract Period: 30-SEP-2024 - 29-SEP-2026

Description	Support Services	Estimated Tax	Subtotal
Equipment Support Services	27,645.11	2,661.99	30,307.10
Total	27,645.11	2,661.99	30,307.10

Annualized Contract Value: 14,093.58  
The Annualized Contract Value is the value of the contract if all services are priced for 365 days. The Annualized Contract Value does not include estimated tax. Please note that this estimate may include services priced for prorated periods.

IMPORTANT NOTES

Support Services are subject to applicable taxes. The tax amount shown is only an estimate. The actual tax due will be reflected on the invoice.

<div><div>SNOHOMISH COUNTY</div><div><div>Digitally signed by Klein, Ken</div><div>Ken</div><div>Date: 2024.09.12 07:28:50 -07'00'</div></div><div>Signature: _____</div><div>Name: Ken Klein</div><div>Title: Executive Director</div><div>Date: 09/12/2024</div></div>	<div><div>UKG KRONOS SYSTEMS LLC</div><div><div>Digitally signed by Jessica Tuinila</div><div>Jessica</div><div>Tuinila</div><div>Date: 2024.08.16 16:09:18 -04'00'</div></div><div>Signature: _____</div><div>Name: Jessica Tuinila</div><div>Title: Associate Manager</div><div>Date: 8/16/2024</div></div>
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Payment Terms: Net 30 Days  
Currency: USD  
Customer PO Number:

Type: Renewal  
Customer: SNOHOMISH COUNTY  
Solution ID: 6106838  
Contract #: 1190388 R20-MAY-24  
Date:  
Prepared by: Sydney Margolis / US PublicSector3

CONTRACT SUMMARY BY LOCATION

Line	Bill To Location	Ship To Location	Software Support Services	Equipment Support Services	Educational Services	Estimated Tax	Location Subtotal
1	SNOHOMISH COUNTY 3000 ROCKEFELLER EVERETT WA 98201	SNOHOMISH COUNTY PUBLIC WORKS/SOLID WASTE DIVISION 3000 ROCKEFELLER AVE, MS 607 EVERETT WA 98201-4071	0.00	18,271.75	0.00	1,809.00	20,080.75
2	SNOHOMISH COUNTY 3000 ROCKEFELLER EVERETT WA 98201	SNOHOMISH COUNTY PUBLIC WORKS - ROAD MAINTENANCE DIVISION 8915 CATHCART WAY M/S 607 SNOHOMISH WA 98296-8692	0.00	9,373.36	0.00	852.99	10,226.35

**Payment Terms:** Net 30 Days  
**Currency:** USD  
**Customer PO Number:**

**Type:** Renewal  
**Customer:** SNOHOMISH COUNTY  
**Solution ID:** 6106838  
**Contract #:** 1190388 R20-MAY-24  
**Date:**  
**Prepared by:** Sydney Margolis / US PublicSector3

**Bill To:** SNOHOMISH COUNTY  
 3000 ROCKEFELLER  
 EVERETT WA 98201  
 UNITED STATES

**Ship To:** SNOHOMISH COUNTY PUBLIC WORKS/SOLID  
 WASTE DIVISION  
 3000 ROCKEFELLER AVE, MS 607  
 EVERETT WA 98201-4071  
 UNITED STATES

**Contact:** LORI ERICSSON  
**Email:** lori.ericsson@co.snohomish.wa.us

## EQUIPMENT SUPPORT SERVICES

Line	Support Service Level	Covered Product	Quantity	Start Date	End Date	Duration (days)
1	Depot Exchange	Data Collection: InTouch	25	30-SEP-2024	29-SEP-2025	365
2	Depot Exchange	Data Collection: InTouch	25	30-SEP-2025	29-SEP-2026	365

	Support Services	Estimated Tax	Subtotal
Equipment Support Services	18,271.75	1,809.00	20,080.75

**Payment Terms:** Net 30 Days  
**Currency:** USD  
**Customer PO Number:**

**Type:** Renewal  
**Customer:** SNOHOMISH COUNTY  
**Solution ID:** 6106838  
**Contract #:** 1190388 R20-MAY-24  
**Date:**  
**Prepared by:** Sydney Margolis / US PublicSector3

**Bill To:** SNOHOMISH COUNTY  
 3000 ROCKEFELLER  
 EVERETT WA 98201  
 UNITED STATES

**Ship To:** SNOHOMISH COUNTY PUBLIC WORKS - ROAD  
 MAINTENANCE DIVISION  
 8915 CATHCART WAY M/S 607  
 SNOHOMISH WA 98296-8692  
 UNITED STATES

**Contact:** LORI ERICSSON  
**Email:** lori.ericsson@co.snohomish.wa.us

## EQUIPMENT SUPPORT SERVICES

Line	Support Service Level	Covered Product	Quantity	Start Date	End Date	Duration (days)
1	Depot Exchange	Data Collection: InTouch	14	30-SEP-2024	29-SEP-2025	365
2	Depot Exchange	Data Collection: InTouch	14	30-SEP-2025	29-SEP-2026	365

	Support Services	Estimated Tax	Subtotal
Equipment Support Services	9,373.36	852.99	10,226.35