



Public Infrastructure and Conservation

Deb Bell

Council Initiated:

☐ Yes

☒ No

ECAF: 2025-3124

Motion: 25-437

Type:

☒ Contract

☐ Board Appt.

☐ Code Amendment

☐ Budget Action

☐ Other

Requested Handling:

☒ Normal

☐ Expedite

☐ Urgent

Fund Source:

☐ General Fund

☒ Other

☐ N/A

Executive Rec:

☒ Approve

☐ Do Not Approve

☐ N/A

Approved as to

Form:

☒ Yes, original agreement

☐ No

☐ N/A

Subject: Support Service No. 2 to the Software as a Service Agreement TC01-21 with Kronos Incorporated, a UKG Company.

Scope: Additional support services are required to complete the Airport configuration, testing and go-live activities for deployment of the electronic attendance and timekeeping activities.

Duration: Execution through September 30, 2026.

Fiscal Impact: ☐ Current Year ☒ Multi-Year ☐ N/A

Funds are included in the approved 2025-2026 budget.

Expenditures	2025	2026	Total
410.5216804101 Professional Services	\$43,750		\$43,750
Total			\$43,750
Revenue	2025	2026	Total
410.621680.0800 Fund Balance	\$43,750		\$43,750
Total			\$43,750

Authority Granted: Approve and authorize the County Executive to sign Support Services No. 2 to the Software as a Service Agreement TC01-21 with Kronos Incorporated, in the amount of \$43,750, under SCC 3.04.190(11).

Background: In 2021, Snohomish County Public Works started a new electronic timekeeping and attendance system under a software as a service agreement with Kronos, Incorporated, through RFP-17-19SB. Implementation of this system reduced annual labor hours required for timekeeping activities. The Airport was added in 2022 with Dimensions software and in 2023 added additional specialized software for fire/emergency services, operating within FAA/Aircraft Rescue Fire Fighting Fire Department 24-7 environment. In 2024 the contract was extended by motion and allowed to be extended for six (6) additional two (2) year terms. Soon thereafter, Change Order 3 was approved by Public Works for additional testing for payroll accuracy.

	Start	End	Amount	Not To Exceed
Original (Motion 21-313)	9/30/21	9/29/24	\$641,849.10	\$706,034.10
Change Order 1	3/2/22	9/30/24	\$8,610.00	
Amendment 1 (Motion 22-366)	9/21/22	9/29/24	\$94,340	\$744,799.10
Support Service Order 1	5/16/23	9/30/24	\$20,023.76	
Amendment 2 (Motion 23-530)	12/5/23	9/30/24	\$36,520.00	\$140,920.00
Change Order 2	4/11/24	9/30/24	\$33,000	
Amendment 3 (Motion 24-361)	9/12/24	9/30/26	\$245,321.59	\$1,082,664.45
Change Order 3	9/17/24	9/30/26	\$33,000	
Support Service Order 2 (Motion 25-437)	Execution	9/30/26	\$43,750	

Action Requested: For Council to move the motion to GLS on October 15, 2025, for consideration.