

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: February 10, 2010

Board Item: V-E-9

Contract Amendment with KRONOS, Inc.

Action by Consent

Action

Information

Contract# 11434A

Denver Water contracted with Kronos, Inc. in 2008 to provide an enterprise time keeping system. The contract was subsequently amended in 2008 and again in 2009 for the purchase of two additional modules (the “Activities” module and the “Workforce Record Manager” module).

Subsequent to those amendments, the project team has determined that additional funding is required in three specific areas:

1) Professional implementation services:

Additional professional implementation services (beyond those included in the original contract) are needed to complete the work related to the Activities module. The number of additional professional implementation service hours needed is estimated to be 86, at a cost of \$15,480.00.

2) Training:

The original contract did not include funding for the development of specialized training materials or training services. This was intentionally excluded as it was not certain at the time what types or levels of training assistance would be needed to ensure a successful deployment of the new system. As the project moves toward completion, the team has determined that assistance from Kronos is needed to develop custom training content and conduct a Train the Trainer program. The additional cost for these training services is estimated to be \$77,000.

3) Time recording logistics:

It was originally assumed that all employees would enter their work time into the Kronos system using a computer at their work location. This assumption is ideal for office workers who have personal computers assigned to them and use them on a regular basis in the performance of their jobs. However, it has logistical problems in a number of other scenarios, including:

- Where many employees report for work at various locations / facilities, and where those employees do not have a computer assigned or available to them.
- Where sharing of a general purpose computer would not be practical, given the number of employees needing access to it and the length of time needed to individually sign-on to the computer, complete their time punch transaction, and sign off of the computer.

Two options to address these logistical time entry problems are being pursued. The first option is the possible integration of the new Kronos system with the existing Access Security system to capture card swipe time stamps as employees start and end their work days. The second is the use of specialized Kronos time recording devices at locations / facilities where employees do not have reasonable access to computers.

8/31/09

Revised by Legal 8/31/2009

Our current assessment indicates this may involve up to 25 locations and devices. The exact number of time recording devices will be determined based on the viability of the Access Security system integration, and our experience in various locations using shared computers to enter time punch transactions. Costs related to the purchase and installation of Kronos Time Recording devices may range from \$35,000 to \$70,000.

Recommendation:

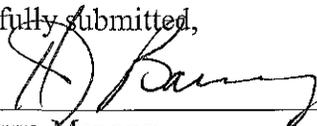
It is recommended the Board approve this contract amendment with Kronos, Inc., for additional professional implementation services, training services, and time recording devices, in the additional amount of \$162,480, bringing the total contract amount to \$393,092.50.

Approvals:



Chris Dermody,
Director of Information Technology

Respectfully submitted,



H. J. Barry, Manager



Patricia L. Wells,
General Counsel