



STAFF REPORT

Board of Aldermen

AN ORDINANCE APPROVING THE CONTRACT WITH UKG FOR PAYROLL AND HUMAN RESOURCE INFORMATION SYSTEMS SOFTWARE AND AUTHORIZING THE MAYOR TO EXECUTE THE CONTRACT.

FIRST READING: JUNE 10, 2025

FINAL READING: JUNE 24, 2025

Initiated By: Human Resources

Approved By: *Cathy Stepp*

Financial Impact: Budgeted in the current year's budget

Community Plan 2030: G-2: Governmental Agreements

FACTS:

The City of Branson initiated a formal RFP process to replace its outdated human resources and payroll systems with a comprehensive, integrated solution. Our goal for this project is to find a modern system that reduces inefficiencies and supports our growing workforce needs.

A total of eight vendors submitted proposals in response to the City's bid request. After an initial review and presentation, the field was narrowed to three finalists—UKG, ADP, and BambooHR—for a detailed, in-depth demonstration.

Following extensive evaluation of each system's capabilities, implementation approach, and long-term value, UKG (Ultimate Kronos Group) has been chosen as the preferred vendor. UKG is offering a 5 year rate guaranteed contract. This is in budget and staff recommends approval to enter into this agreement with UKG.

DETAILED ANALYSIS:

UKG offers an all-in-one solution encompassing payroll, HR, timekeeping, scheduling, position control, and employee self-service—significantly reducing administrative burden and eliminating the need for multiple third-party systems.

UKG's presentation was the most transparent and consultative, with clear pricing, a defined scope of included features, and a dedicated Government Sector Team familiar with municipal operations and compliance needs.

In contrast, ADP's proposal included multiple third-party dependencies and did not include advanced scheduling or native position control. BambooHR, while cost-effective, lacked the payroll functionality and compliance capabilities necessary for municipal operations.

BACKUP DOCUMENTATION:

No Additional Information