

An aerial view of a city skyline at sunset, with a colorful square graphic (green, blue, yellow, pink) overlaid on the image. The text 'Marketplace.city' is prominently displayed in the center.

Marketplace.city

Where Local Governments Find, Validate and Procure Great Technology

*Time & Attendance Solution
Aurora, IL*

Project Overview

BUSINESS CHALLENGE

The City of Aurora currently has both an automated time attendance for police and a manual time and attendance process for all other departments that involves each department loading summaries directly into the payroll system prior to each pay cycle. Many departments track on spreadsheets with a couple of the larger departments, such as Fire and Public Works, using more complex offline processes.

PROJECT BACKGROUND

The City of Aurora is seeking a Time and Attendance solution for their employees citywide to replace manual process and integrate with their payroll system. The core aspect of the system is a low friction solution to track, manage, control and report on employee time. With this solution the city wants to minimize the time and error in entry.

Process Overview (1/3)

The City of Aurora is seeking a Time and Attendance solution for their employees citywide to replace manual process and integrate with their payroll system. The core aspect of the system is a low friction solution to track, manage, control and report on employee time. With this solution the city wants to minimize the time and error in entry.

Process Summary

- Created Market Landscape with 40+ companies
- Based on the market landscape and City Stakeholder review, publicly posted and distributed the [Opportunity and Scope Document](#) for vendors to complete in order to be included in the reporting and selection process
 - **14 companies responded by 5/13 Deadline** - [Raw Data File Here](#)

Vendor Response Summary

	Solution			Pricing	Experience	Other
Vendor	Solution Narrative	Solution Highlights	Payroll Integ.	Annual Estimates	Public Sector Experience	Notes / Gaps
American Filing Solutions	AFS Narrative		Yes		City of Denver; City of Roseville	
Ascentis	Ascentis Narrative		Yes	\$90,000-\$115,000	City of Naperville, Bolingbrook Park District, City of Billings	
Care Systems	Care Systems Narrative		Yes	\$25,000 - \$35,000	Travis County Sherriff's Office, TX, Missouri Department of Mental Health and Strafford County, NH	<ul style="list-style-type: none"> No Fire, EMS Experience
CentralSquare / Time Clock Plus	Central Square / TCP Narrative	Proposal from TimeClock Plus (CentralSquare Partner)		\$94,380	Calhoun County, SC; City of Idaho Falls, ID; Village of Glendale Heights, IL; City of Fremont, NE	
Ceridian HCM	Ceridian Narrative	Proposing Dayforce cloud HCM	Yes	\$127,344	Columbus, OH; Pittsburgh, PA; Archdiocese of Philadelphia	
Cyfuture Inc.	Cyfuture Narrative		No	\$40,000-\$52,500	J&K Gramin Bank; The Hassan District Co-operative Bank; Uranium Corporation of India; Paschim Banga Gramin Bank; Odisha Gramya Bank	<ul style="list-style-type: none"> No EMS; Fire; Police; Public Works Experience India Based
Infor Public Sector	Infor Narrative	Proposing Infor WFM	Yes	\$175,086	United States Capitol Area Police Department; Fairfax County Public Schools, VA' County of San Mateo, CA	
IntelliTime Systems	IntelliTime Narrative		Yes	\$72,000 - \$80,000	Olathe, KS; St. Clair Shores, MI; St. Paul, MN.	
International Software Systems	ISSI Narrative	Proposing SumTotal WFM	Yes	\$27,500	City of Boise, City of Carlsbad, City of Cedar Rapids	<ul style="list-style-type: none"> No EMS Experience
Spica international	Spica Narrative		No	\$15,000	Municipality of Celje, Koper, and Maribor	<ul style="list-style-type: none"> No Fire, Police Experience Slovenia Based
Tyler Technologies	Tyler Technologies Narrative		Yes	\$51,409	City of Chico; Aurora Public Library; City of Buffalo, NY; City of Chaska; City of Mankato; City of Mesquite	
Ultimate Kronos Group	UKG Narrative	Proposing UKG Dimensions WFM	Yes	\$72,912-\$242,760	City of Houston; City / County of Denver Fire Department; City of Chicago Fire Department; City of Mesa	<ul style="list-style-type: none"> Seeks to address AFD RMS in unified system
Visual Computer Solutions	VCS Narrative	Proposing Police Officer Scheduling; Firefighter scheduling, Civilian / Municipality WFM	Yes	\$189,000	Lee County, FL; Linden, NJ; Norfolk, VA	
WorkForce Software	WorkForce Narrative		Yes	\$75,600	Cook County, IL; City of Omaha; NE, City of Burlington, Canada	

Process Overview (2/3)

The City of Aurora is seeking a Time and Attendance solution for their employees citywide to replace manual process and integrate with their payroll system. The core aspect of the system is a low friction solution to track, manage, control and report on employee time. With this solution the city wants to minimize the time and error in entry.

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 - **14 companies responded by 5/13 Deadline** - [Raw Data File Here](#)
- Hosted Vendor Meetings with 5 companies
- Conducted deep-dive demos with final 3
- Finalized Final Proposal Request
- Final Proposal sent to **UKG & VCS on 9/29, due by 10/14** - [Raw Data File Here](#)
- Reviewed Vendor Final Response Analysis

Final Proposal Response Summary

Company	Solution	Prior Experience & Case Studies	Pricing and Model			Implementation	
	Final Solution Narrative	Please provide up to 3 similar engagements based on size and scope	Aurora Price Estimate	Price Per Employee	What is your per user / employee pricing?	Please outline your approach to implementation and migration	Please outline detailed steps for training, typical roles and responsibilities, and ongoing support
Ultimate Kronos Group	Solution Guide Solution Narrative	<ul style="list-style-type: none"> • City of Oklahoma City • City of Santa Barbara • Polk County, Iowa 	<ul style="list-style-type: none"> • Implementation & Year 1 Pricing All Depts - \$284,187 • Implementation & Year 1 Pricing No Fire - \$242,587 	Blend Rate \$117.86 per employee, per year for 1221 \$125.52 per employee per year for 1009	Broken down pricing is as follows: Timekeeping & Accruals - \$4.80 Advanced Scheduling - \$0.80 Analytics - \$0.80 Telestaff - \$8 Pricing is based on headcount, number of modules selected and in line with similar-sized organizations and project.	UKG utilizes Paragon best-in-class consulting expertise to guide you: <ul style="list-style-type: none"> • Initiate: Project goals and success criteria are identified • Collaborate: Solution Development Workshops, create and provide test cases and upon approval generation of system documentation specific to your project • Adopt Phase: readiness checklists, acceptance testing, audits, change mgmt, user training and more 	UKG provides you with role-based training for your project team members, managers, administrators, and IT staff members before, during, and after a new deployment or a new release.
Visual Computer Solutions	Solution Narrative	<ul style="list-style-type: none"> • Linden, NJ - 800 Employees • Norfolk, VA - 800 Employees • Lee County, FL - 1800 Employees 	<ul style="list-style-type: none"> • Implementation & Year 1 Pricing All Depts - \$193,035 • Implementation & Year 1 Pricing No Fire - \$164,415 	\$135 per employee, per year for either	Per Employee Pricing is 135.00 Annually. Changes of 5% or greater will be billed (pro-rated), changes accounting for less than 5% will be reconciled annually.	VCS will work with Aurora's team, including the following positions: Project Manager, Technical Services, System Security, Configuration, Human Resource, Schedule, Schedule Exceptions, Job/Schedule Details, Overtime Distribution, Finance and Payroll.	A successful project team shall provide dedicated time for telephone conference calls, data collection and organization to educate the VCS on your scheduling components.

Process Overview (3/3)

The City of Aurora is seeking a Time and Attendance solution for their employees citywide to replace manual process and integrate with their payroll system. The core aspect of the system is a low friction solution to track, manage, control and report on employee time. With this solution the city wants to minimize the time and error in entry.

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- Hosted Vendor Meetings with 5 companies
- Conducted deep-dive demos with final 3
- Finalized Final Proposal Request
- Final Proposal sent to **UKG & VCS on 9/29, due by 10/14** - [Raw Data File Here](#)
- Reviewed Vendor Final Response Analysis
- Conducted Pilots for scoring final vendors
- Stakeholders provided scoring summary at end of pilot process

Scoring Summary - UKG

Following the Pilot Process, APD project stakeholders validated and approved final scoring with a 9/5/1 point preference system. UKG receives highest score.

Scoring Criteria	Weight	Vendor Evaluation	
		Ultimate Kronos Group	Visual Computer Solutions
Solution	25%	9	5
Experience and Qualifications	20%	9	9
Approach, Services, Implementation Methodology	10%	9	5
Pricing and Contract Model	20%	9	9
Additional Services / Innovation	25%	9	5
Notes / Additional Information		<i>UKG appears to meet all of the police department's needs and appears to be a system that will be able to used for a long time. Features unique to UKG will help reduce the amount of time our supervisors spend on timekeeping and scheduling, allowing them to spend more time actually supervising or conducting law enforcement work.</i>	<i>VCS appears to meet all of the police department's needs, but it lacks some of the features that UKG has. It feels like it could become outdated within a few years.</i>
Weighted Scoring		9.00	6.60

Consideration from Aurora Fire Department

Aurora Fire Department

- As part of their Records Management System project, AFD was shown the scheduling solution offered by their preferred training module solution: Vector
- Given the preference for UKG by stakeholders of this Time & Attendance project, and the potential efficiencies of one city-wide solution, AFD wanted to determine if the UKG solution would work for them
- After a guided demo on Feb. 2, 2022, it was clear that UKG will not meet their needs, and that AFD will use Vector Solutions Scheduling system (in addition to the Training platform)
- Please see the Fire RMS project for more details

Summary & Final Selection - UKG

After using the Marketplace.city process, the City of Aurora Project Stakeholders have decided to select a mixed set of modules from vendors Ultimate Kronos Group & Vector Solutions. This approach enables the City to acquire the right set of tools for each department.

UKG received top scoring in every category and performed well in a deep piloting process, providing confidence to stakeholders that the proposed solution will streamline timekeeping and scheduling processes.

Module Selection

- UKG Telestaff for APD
- UKG Dimensions for employees city-wide

DECISION FACTORS

- **Leading Product:** UKG Dimensions is a global leader in workforce management. Based on their long history of delivering workforce innovation, the underlying architecture, user experience, functionality, integration, data access, delivery, and support is designed to optimize workforce processes.
- **Dimensions Analytics:** UKG Dimensions' analytics solution delivers people managers tailored, reliable, and timely data so they can turn that data into actionable insight.
- **Longevity:** The solution offers a modern system that avoids the danger of becoming outdated in just a few years.
- **Automated Communication:** With UKG TeleStaff, telephony technology is designed into the system and is tightly integrated to seamlessly communicate scheduling information to employees.
- **Broad Suite of Features:** Compared with other solutions reviewed in this process, the UKG platform offers unique features that maximize timekeeping efficiency.

CONTRACT DETAILS

CONTRACT TYPE	Solution as a Service
CONTRACT DURATION	5 Years
PRICING SUMMARY	\$776,561.3
CONTRACT DOCUMENTS	UKG Final Quote

Summary & Final Selection – Vector Solutions

After using the Marketplace.city process, the City of Aurora Project Stakeholders have decided to select a mixed set of modules from vendors Ultimate Kronos Group & Vector Solutions. This approach enables the City to acquire the right set of tools for each department.

Vector Solutions provides a workforce management and employee resourcing software built for the complex organizational tasks of mission-critical departments.

MODULE SELECTION

- Scheduling Platform

DECISION FACTORS

- **Dashboarding:** The system provides a snapshot overview of shift schedules, minimum staffing levels, and employees' qualification in a dynamic workforce management dashboard.
- **Cloud-hosted:** Reliable data available 24/7 and accessible via the mobile application or any web-based device.
- **Automation:** Includes tools to streamline overtime hiring, callbacks, and vacation requests with custom qualifiers to reduce human error or bias.
- **Reporting:** Customizable and exportable reports with in-depth filters to analyze employee hours, payroll, overtime, and more.

CONTRACT DETAILS

CONTRACT TYPE	Solution as a Service
CONTRACT DURATION	5 Years
PRICING SUMMARY	\$89,984.54
CONTRACT DOCUMENTS	Vector Solutions Agreement

Final Proposal Response Analysis

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Pricing

Company	Aurora Price Estimate		What is your per user/employee pricing?
Ultimate Kronos Group	<p style="text-align: center;">All Departments ~1221 Employees</p> <ul style="list-style-type: none"> • Implementation: \$140,277 • Year 1: \$143,910 • Year 2: \$143,910 • Year 3: \$143,910 • Year 4: \$151,105.50 • Year 5: \$158,660.78 • Total: \$881,773.28 	<p style="text-align: center;">Excluding Fire ~1009 Employees</p> <ul style="list-style-type: none"> • Implementation: \$115,934.50 • Year 1: \$126,653 • Year 2: \$126,653 • Year 3: \$126,653 • Year 4: \$132,985.65 • Year 5: \$139,634.93 • Total: \$768,514.08 	<p>Broken down pricing is as follows: Timekeeping & Accruals - \$4.80 Advanced Scheduling - \$0.80 Analytics - \$0.80 Telestaff - \$8 Pricing is based on headcount, number of modules selected and in line with similar-sized organizations and project. The PEPM will depend on functionality required by new employees. There are a number of ways to support the City's growth and evolution, for example including a tiered pricing structure that reduces the PEPM based on volume."</p>
Visual Computer Solutions	<p style="text-align: center;">All Departments ~1221 Employees</p> <ul style="list-style-type: none"> • Implementation: \$28,200 • Year 1: \$164,835 • Year 2: \$164,835 • Year 3: \$164,835 • Year 4: \$164,835 • Year 5: \$164,835 • Total: \$852,375 	<p style="text-align: center;">Excluding Fire ~1009 Employees</p> <ul style="list-style-type: none"> • Implementation: \$28,200 • Year 1: \$136,215 • Year 2: \$136,215 • Year 3: \$136,215 • Year 4: \$136,215 • Year 5: \$136,215 • Total: \$709,275 	<p>Per Employee Pricing is 135.00 Annually. Changes of 5% or greater will be billed (pro-rated), changes accounting for less than 5% will be reconciled annually.</p> <p>White Glove Implementation Model is more expensive</p>

Experience

Company	Final Solution Narrative	Please provide 5 implementation references where the city required data exchange with CentralSquare Payroll	Please provide up to 3 similar engagements based on size and scope
Ultimate Kronos Group	Solution Guide Solution Narrative	<ul style="list-style-type: none"> • City of Bryan, TX • City of Dallas, TX • County of Boulder, CO • Fontana Police, CA • San Diego Fire, CA <p>(Did not provide contact information)</p>	<ul style="list-style-type: none"> • City of Oklahoma City • City of Santa Barbara • Polk County, Iowa
Visual Computer Solutions	Solution Narrative	<ul style="list-style-type: none"> • Norfolk, VA • Beverly Hills, CA • Lee County, FL • Coral Gables, FL • Lucas County, OH 	<ul style="list-style-type: none"> • Lee County, FL - 1800 Employees • Norfolk, VA - 800 Employees • Linden, NJ - 800 Employees

Implementation

Company	Please outline your approach to implementation and migration	Please outline detailed steps for training, typical roles and responsibilities, and ongoing support	Aurora is intending to pilot the solution of the recommended partner. Please describe how you will support this pilot, what will be required of the City of Aurora and any expected outcomes you believe they would see.
Ultimate Kronos Group	<p>UKG utilizes Paragon best-in-class consulting expertise to guide you:</p> <ul style="list-style-type: none"> • Initiate: Project goals and success criteria are identified • Collaborate: Solution Development Workshops, create and provide test cases and upon approval generation of system documentation specific to your project • Adopt Phase: readiness checklists, acceptance testing, audits, change mgmt, user training and more 	<p>A one-size-fits-all education strategy isn't our style. UKG knows that organizations and employee skill sets vary, so we provide you with role-based training for your project team members, managers, administrators, and IT staff members before, during, and after a new deployment or a new release.</p> <ul style="list-style-type: none"> • Self-paced Training • KnowledgeMap Live Webinars • Instructor-led Training • KnowledgeMap User Adoption Resource Center • Change Management Consulting • Train-the-Training Consulting & Adaptable User Content 	<p>As part of your contract, two tenants are included: 1 Production, 1 Non-Production.</p> <p>As part of our methodology and within our project duration, all configuration and testing is completed on a non-production environment. UKG is expecting Aurora to validate (pilot) the solution during our design workshops and user acceptance testing within the agreed upon project timeline. UKG will support the customer through workshops, configuration build, unit testing, user acceptance testing.</p>
Visual Computer Solutions	<p>VCS will work with Aurora's team, including the following positions: Project Manager, Technical Services, System Security, Configuration, Human Resource, Schedule, Schedule Exceptions, Job/Schedule Details, Overtime Distribution, Finance and Payroll.</p>	<p>A successful project team shall provide dedicated time for telephone conference calls, data collection and organization to educate the VCS on your scheduling components.</p> <p>Prior to having your On-Boarding and Discovery call VCS suggests the following Subject Matter Expert roles be brought in as part of the customers project team. Team members may fill multiple roles.</p> <p>Project Manager, System Security, Human Resources, Schedulers, Schedule Exceptions, Overtime Distribution, Finance and Payroll.</p>	<p>At VCS we understand the importance of ensuring our platform is configured and executing workforce management processes precisely and efficiently. One of our methodologies is to provide our customers with a sandbox environment that will support testing and configuring the platform using the customers business processes aligned with VCS Best Practices revolving around documented objectives and outcomes.</p> <p>During the Pilot program VCS would work with Subject Matter Experts from Aurora. These SME's will provide details on; User Security, Workgroups, Scheduling, Exceptions and Payroll (Finance). Working as a team the expected outcomes will be documented and processes applied to ensure that goals and objectives have been met.</p> <p>Should items not align between current Aurora Business process and the VCS Workforce Management Solution the pilot team and stakeholders will determine if changes to process can be implemented or if professional services with VCS will be needed to engineer a solution.</p>

Appendix

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Project Background

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Vendor Response Summary

Summary	Solution	Pricing		Experience
Vendor Summary	Functional / Technical Summary	Pricing Models	Price Estimates	Public Sector Experience
Proposed Vendor Solutions range from smaller scale time and attendance modules to comprehensive HCM and WFM implementations	All Solutions are: <ul style="list-style-type: none"> • Cloud Based • Mobile App or Mobile Optimized • Allow managers/supervisors to approve and/or adjust time • Configurable to handle shift and scheduling commonly used with PD/FD • In use with municipalities / agencies with collectively bargained unions • 2 Vendors do not integrate with Payroll 	1. One-Time Implementation Fees 2. Annual Subscription Models <ul style="list-style-type: none"> • Per Employee / month (PEPM) • Per Employee / Year (PEPY) 	One- Time Fee Estimates: \$3,000-\$600,000 Annual Estimates: \$15,000 -\$242,000 Additional pricing for Physical Time Clocks Final Pricing based on scope, integration, and configuration needs	<ul style="list-style-type: none"> • 2 Vendors are international based and only have international use cases (no Public Safety)

Vendor Response Summary

	Solution			Pricing	Experience	Other
Vendor	Solution Narrative	Solution Highlights	Payroll Integ.	Annual Estimates	Public Sector Experience	Notes / Gaps
American Filing Solutions	AFS Narrative		Yes		City of Denver; City of Roseville	
Ascentis	Ascentis Narrative		Yes	\$90,000-\$115,000	City of Naperville, Bolingbrook Park District, City of Billings	
Care Systems	Care Systems Narrative		Yes	\$25,000 - \$35,000	Travis County Sherriff's Office, TX, Missouri Department of Mental Health and Strafford County, NH	<ul style="list-style-type: none"> No Fire, EMS Experience
CentralSquare / Time Clock Plus	Central Square / TCP Narrative	Proposal from TimeClock Plus (CentralSquare Partner)		\$94,380	Calhoun County, SC; City of Idaho Falls, ID; Village of Glendale Heights, IL; City of Fremont, NE	
Ceridian HCM	Ceridian Narrative	Proposing Dayforce cloud HCM	Yes	\$127,344	Columbus, OH; Pittsburgh, PA; Archdiocese of Philadelphia	
Cyfuture Inc.	Cyfuture Narrative		No	\$40,000-\$52,500	J&K Gramin Bank; The Hassan District Co-operative Bank; Uranium Corporation of India; Paschim Banga Gramin Bank; Odisha Gramya Bank	<ul style="list-style-type: none"> No EMS; Fire; Police; Public Works Experience India Based
Infor Public Sector	Infor Narrative	Proposing Infor WFM	Yes	\$175,086	United States Capitol Area Police Department; Fairfax County Public Schools, VA' County of San Mateo, CA	
IntelliTime Systems	IntelliTime Narrative		Yes	\$72,000 - \$80,000	Olathe, KS; St. Clair Shores, MI; St. Paul, MN.	
International Software Systems	ISSI Narrative	Proposing SumTotal WFM	Yes	\$27,500	City of Boise, City of Carlsbad, City of Cedar Rapids	<ul style="list-style-type: none"> No EMS Experience
Spica international	Spica Narrative		No	\$15,000	Municipality of Celje, Koper, and Maribor	<ul style="list-style-type: none"> No Fire, Police Experience Slovenia Based
Tyler Technologies	Tyler Technologies Narrative		Yes	\$51,409	City of Chico; Aurora Public Library; City of Buffalo, NY; City of Chaska; City of Mankato; City of Mesquite	
Ultimate Kronos Group	UKG Narrative	Proposing UKG Dimensions WFM	Yes	\$72,912-\$242,760	City of Houston; City / County of Denver Fire Department; City of Chicago Fire Department; City of Mesa	<ul style="list-style-type: none"> Seeks to address AFD RMS in unified system
Visual Computer Solutions	VCS Narrative	Proposing Police Officer Scheduling; Firefighter scheduling, Civilian / Municipality WFM	Yes	\$189,000	Lee County, FL; Linden, NJ; Norfolk, VA	
WorkForce Software	WorkForce Narrative		Yes	\$75,600	Cook County, IL; City of Omaha; NE, City of Burlington, Canada	

Solution Details

Contract / Experience

Company	# Customers	Use Case Gaps	References	Reference Links
American Filing Solutions	1-10		City of Denver; City of Roseville	
Ascentis	25-100		City of Naperville, Bolingbrook Park District, City of Billings	
Care Systems Inc	1-10	No Fire and EMS	Travis County Sherriff's Office, TX, Missouri Department of Mental Health and Strafford County, NH	Care Systems References
CentralSquare Technologies / TCP	100 or more		Calhoun County, SC; City of Idaho Falls, ID; Village of Glendale Heights, IL; City of Fremont, NE	Central Square / TCP References
Ceridian HCM, Inc.	100 or more		City of Columbus, OH; City of Pittsburgh, PA; Archdiocese of Philadelphia	Ceridian References Reference Document
Cyfuture Inc.	10-25	No EMS; Fire; Police; Public Works	J&K Gramin Bank; The Hassan District Co-operative Bank; Uranium Corporation of India; Paschim Banga Gramin Bank; Odisha Gramya Bank	Cyfuture References
Infor Public Sector, Inc.	100 or more		United States Capitol Area Police Department; Fairfax County Public Schools, VA; County of San Mateo, CA	Infor References
IntelliTime Systems Corporation	25-100		City of Olathe, KS; City of St. Clair Shores, MI and City of St. Paul, MN.	IntelliTime References
International Software Systems, Inc.	25-100	No EMS	The City of Boise, City of Carlsbad, City of Cedar Rapids	ISSI References
Spica international	25-100	No Fire; Police	Municipality of Celje, Municipality of Koper, Municipality of Maribor	Spica References
Tyler Technologies	100 or more		City of Chico; Aurora Public Library; City of Buffalo, NY; City of Chaska; City of Mankato; City of Mesquite	Tyler Tech References Tyler Tech Bidder Form
Ultimate Kronos Group	100 or more		City of Edmonton; City of Calgary; City of Ottawa; North and West Vancouver; City of Houston; City and County of Denver Fire Department; City of Chicago Fire Department; City of Mesa; California Dept of Corrections and Rehabilitation	UKG References
Visual Computer Solutions	100 or more		Lee County, Florida 1800 employees: Linden, New Jersey 500 employees: Norfolk, Virginia 800 employees	VCS References
WorkForce Software	25-100		Cook County (IL), City of Omaha (NE), City of Burlington (Canada)	WorkForce Bidder Form WorkForce References

Functional and Technical Summary

Company	Mobile Ready	Approve / Adjust Time	Configurable for shift / scheduling	Agencies or Unions Use?	Integrate with Central Square	Cloud Based
American Filing Solutions	<ul style="list-style-type: none"> • Mobile Application 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based
Ascentis	<ul style="list-style-type: none"> • Mobile Application • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based
Care Systems Inc	<ul style="list-style-type: none"> • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based • On Site
CentralSquare Technologies / TCP	<ul style="list-style-type: none"> • Mobile Application • Mobile Optimized Site 	Yes	Yes	Yes		<ul style="list-style-type: none"> • Cloud Based
Ceridian HCM, Inc.	<ul style="list-style-type: none"> • Mobile Application 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based
Cyfuture Inc.	<ul style="list-style-type: none"> • Mobile Application 	Yes	Yes	Yes	No	<ul style="list-style-type: none"> • Cloud Based • On Site
Infor Public Sector, Inc.	<ul style="list-style-type: none"> • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based • On Site
IntelliTime Systems Corporation	<ul style="list-style-type: none"> • Mobile Application • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based • On Site
International Software Systems, Inc.	<ul style="list-style-type: none"> • Mobile Application 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based
Spica international	<ul style="list-style-type: none"> • Mobile Application • Mobile Optimized Site 	Yes	Yes	Yes	No	<ul style="list-style-type: none"> • Cloud Based
Tyler Technologies	<ul style="list-style-type: none"> • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based • On Site
Ultimate Kronos Group	<ul style="list-style-type: none"> • Mobile Application • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based
Visual Computer Solutions	<ul style="list-style-type: none"> • Mobile Application • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based
WorkForce Software	<ul style="list-style-type: none"> • Mobile Application • Mobile Optimized Site 	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> • Cloud Based

Pricing

Company	Pricing Model	Price Drivers	Implementation / One-Time Costs	Annual Costs	Pricing Links
American Filing Solutions	SaaS	Can provide upon further discussion	<ul style="list-style-type: none"> one time implementation support contract after go-live 	Can provide upon further discussion	
Ascentis	SaaS	PIPM Per Individual Per Month	One-Time Fee Estimate: \$15,000-\$18,000	Annual Cost Estimate: \$90,000-\$115,000	
Care Systems Inc	SaaS	<ul style="list-style-type: none"> Number of Users (Licenses) Range of Functionality (Additional Modules?) Complexity of Implementation Requirements System Customizations/Enhancements Complexity Interfacing Requirements 	One-Time Fee Estimate: \$75,000 - \$95,000	Annual Cost Estimate: \$25,000 - \$35,000	
CentralSquare Technologies / TCP	SaaS	<ul style="list-style-type: none"> Simplified pricing model based on org size (# of active employee licenses) and allows customers to utilize and pay for only the tools within the solution that your organization requires or chooses to implement. 	<p style="text-align: right;">N/A</p> Pricing includes Go-Live implementation services	Annual Cost Estimate: \$94,380	Central Square / TCP Pricing
Ceridian HCM, Inc.	SaaS	<ul style="list-style-type: none"> PEPM based on # of employees + modules elected Implementation based on total scope of project (modules, feeds, specialized training, consulting, etc.) 	One-Time Fee Estimate: \$84,020 <i>Implementation Fee: \$69,020</i> <i>Instructor Led Training (3 Days): \$10,200</i> <i>Education Consulting Services (24): \$4,800</i>	Annual Cost Estimate: \$127,344 <i>Dayforce Subscription Fee: \$7.58 PEPM</i>	Ceridian Pricing
Cyfuture Inc.	SaaS	<ul style="list-style-type: none"> City Size, User Number, Flat fee etc 	One-Time Fee Estimate: \$5,000	Annual Cost Estimate: \$40,000-\$52,500 <i>License Fees for Attendance: \$40,000</i> <i>License Fees for Mobile App: \$12,500</i>	Cyfuture Pricing
Infor Public Sector, Inc.	SaaS	"EM" = Employee - The total number of individuals who are or have been employees of Licensee	One-Time Fee Estimate: \$600,000 +/- 20% <i>The above estimate does not include travel expenses (estimate 20% of total consulting fees) Able to provide consulting services on both fixed fee and T&M</i>	Annual Cost Estimate: \$175,086	Infor Pricing

Pricing

Company	Model	Price Drivers	Implementation Pricing	Annual Pricing	Pricing Links
IntelliTime Systems Corporation	SaaS	<ul style="list-style-type: none"> # of concurrent user licenses for timekeeping and advanced scheduling, along with the amount of configuration, project management and training time required for a full turnkey implementation. Adjust our pricing to include any additional project requirements such as hardware, IVR, interfaces etc. 	<ul style="list-style-type: none"> Turnkey, fixed-price implementation for COA Includes the full cost of the proposed timekeeping and scheduling software solution, configuration, project management, training and annual licensing/support 	Annual Cost Estimate: \$72,000 - \$80,000	IntelliTime Pricing
International Software Systems, Inc.	SaaS	<ul style="list-style-type: none"> Our license pricing is based on the number of users of the system, in Aurora's case, 1,400 users. Implementation is based on specific requirements and complexity of the project 	<ul style="list-style-type: none"> Implementation is a one-time fixed fee 	Annual Cost Estimate: \$27,500	ISSI Pricing
Spica international	SaaS	<ul style="list-style-type: none"> PEPM Model; annual subscription plan offered as well 	One-Time Fee Estimate: \$3,000	Annual Cost Estimate: \$15,000	Spica Pricing
Tyler Technologies	Other	<ul style="list-style-type: none"> # of employees processed in ExecuTime/sent to Payroll Offer a stand on-premise one-time license w/ annual maintenance or annual AWS Cloud option (yearly fee) Implementation services fees billed as incurred and this amount does not include any related travel fees that may be desired by City as part of implementation 	One-Time Fee Estimate: \$46,944	Annual Cost Estimate: \$51,409 <i>Optional pricing for time clocks range from \$1,895 – \$3,010</i>	Tyler Technologies Pricing Tyler Technologies Time Clocks
Ultimate Kronos Group	SaaS	<ul style="list-style-type: none"> PEPM: # of active users, and functional requirements 	One-Time Fee Estimate: \$65,000-\$175,000	Annual Cost Estimate: \$72,912 - \$242,760 <i>\$4.34-\$14.45 PEPM</i>	UKG Proposal UKG Additional Information
Visual Computer Solutions	SaaS	# of employees who will use the system	One-Time Fee Estimate: \$28,200 <i>Payroll Writer: \$3,000 Onsite Training: \$25,200 Travel expenses not included Optional Onboarding: \$50/user - \$70,000</i>	Annual Cost Estimate: \$189,000 Software Bundle \$135 PEPY / \$11.25 PEPM	VCS Pricing
WorkForce Software	SaaS	<ul style="list-style-type: none"> PEPY model. Price locked in for duration of the agreement (3Y-5Y) Implementation: # of Employees, # of policy profiles 	One-Time Fee Estimate: \$158,625- \$189,000	Annual Cost Estimate: \$75,600 Includes T&A; Advanced Scheduling	WorkForce Pricing WorkForce Additional Information WorkForce Implementation WorkForce Integrations

Implementation

Company	Timeline	Pilot Approach
American Filing Solutions	6 to 8 weeks	We will walk thru the methodology, your team contribution needed, data and scenarios needed and list of deliverables.
Ascentis		Ascentis will provide a real-time demonstration with an engineer of the entire suite related to this project. A test environment can be provided.
Care Systems Inc	5 months	Regularly provides demonstrations to show how our system will best meet needs. We encourage potential clients to provide as much real data as they can as this makes for a more realistic and meaningful demo and system configuration. With such data, we could provide a demo remotely, so that representatives can better understand our systems capabilities. Also provide the same conditions for a short term test, with access provided to City staff, once confirmed as finalist.
CentralSquare Technologies / TCP	90 days	Yes, TCP will be happy to customize a demonstration for the City, using scrubbed user data or “dummy” user data we have available in demo databases. With a quick discussion on the workflow preferences and function processes you wish to have demonstrated, and perhaps a day (or two based on complexity desired) to set it up, we would be thrilled to demonstrate how powerful, yet easy to use our solution is.
Ceridian HCM, Inc.	6 months	A pilot is possible; As for a demo, that cannot be accomplished with ‘real data’. We will use our demo database.
Cyfuture Inc.	1 month	Understand AS IS flow; Prepare a TO BE Document; Demonstrate current Software; Identify GAP; Customize the GAP; Undertake UAT; Pilot Rollout; Customize any point during Pilot; Rollout
Infor Public Sector, Inc.	27 weeks	Infor and our implementation partner, Axsium, welcome the opportunity to demonstrate the robust functionality of our Workforce Management solution and the benefits it can offer the City of Aurora. However, to adequately plan and execute a successful demonstration or conference room pilot that addresses all the city's requirements, much more specific information would be required. Both Infor and Axsium would require detailed discussions with the city before beginning to plan a solution demonstration; a "deep dive" into some of the following areas.
IntelliTime Systems Corporation	90 days	provide a demonstration of our solution as well as a guided pilot test using a sandbox system. We maintain demonstration systems with seed data
International Software Systems, Inc.	4-5 Months	Should the City wish to proceed with our SumTotal solution, we will embark on a dialogue that will flesh out and scope your project—from needs to requirements, from business processes to workflows, from technical requirements to desired business outcomes. Once we gain a more detailed view of your processes and workflows, we require approximately 1–2 weeks to tailor the demo environment and can schedule the demonstration for approximately 90 minutes. We will enter into a paid engagement for a short-term test. Any configuration, data mapping, test scripts, etc., development during this engagement can be reused and credited should the City decide to implement SumTotal WFM.
Spica international	3 weeks	Our consultancy and implementation team helps each customer to test and pilot solution with real data. 2 - 4 weeks are usually enough to import test group of employees, define goals of pilot and what should be in focus, set-up and configure software, invite team to test and prepare reports.
Tyler Technologies	4 months	Conducts live software demonstrations of its proposed ExecuTime software solution using real data. We suggest an initial 90-minute online demonstration. Tyler’s standard Implementation Approach includes analysis, training, and parallel processing using the client’s actual data.
Ultimate Kronos Group	6-8 Months	UKG can provide a custom demonstration pilot to better showcase the solution's capabilities. This custom demo would include configurations and business rules of importance to your organization. If travel or onsite restrictions, a "sandbox" with a Guided Lab is another option for consideration.
Visual Computer Solutions	90-120 days	VCS has, and frequently uses, a test database that we can populate with some of Aurora’s data, including shifts, rotations, employees etc. We can use this database to provide your team with a very realistic and relevant example of how your final product will appear.
WorkForce Software	27 Weeks	We provide a live, relevant solution demonstration. Also a sandbox environment to become familiar with some of the basic functions.

Solution Overview

Company	Business Designation	Company Type
American Filing Solutions	<ul style="list-style-type: none"> • MOB • WOB • Small Business • Local to Aurora, Illinois 	Authorized Partner/Reseller
Ascentis		Manufacturer/Maker
Care Systems Inc	<ul style="list-style-type: none"> • Small Business 	Manufacturer/Maker
CentralSquare Technologies / TCP		Authorized Partner/Reseller
Ceridian HCM, Inc.		Manufacturer/Maker
Cyfuture Inc.	<ul style="list-style-type: none"> • WOB 	Manufacturer/Maker
Infor Public Sector, Inc.		Manufacturer/Maker
IntelliTime Systems Corporation		Manufacturer/Maker
International Software Systems, Inc.	<ul style="list-style-type: none"> • MOB • Small Business 	Manufacturer/Maker
Spica international		Manufacturer/Maker
Tyler Technologies		Manufacturer/Maker
Ultimate Kronos Group		Manufacturer/Maker
Visual Computer Solutions		Manufacturer/Maker
WorkForce Software		Manufacturer/Maker

Project Overview

BUSINESS CHALLENGE

The City of Aurora currently has both an automated time attendance for police and a manual time and attendance process for all other departments that involves each department loading summaries directly into the payroll system prior to each pay cycle. Many departments track on spreadsheets with a couple of the larger departments, such as Fire and Public Works, using more complex offline processes.

PROJECT BACKGROUND

The City of Aurora is seeking a Time and Attendance solution for their employees citywide to replace manual process and integrate with their payroll system. The core aspect of the system is a low friction solution to track, manage, control and report on employee time. With this solution the city wants to minimize the time and error in entry.

Scope and Key Functionality Review

Key Functionality	<ul style="list-style-type: none">• Integration to existing Central Square Payroll system, CST version 20.3• Capability to handle specific shift, time off, overtime and <u>other rules associated with Police and Fire department contracts.</u>
Key PD Needs	<ul style="list-style-type: none">• Workdays vs shifts?• Salaried vs hourly workforce? Unions?• Time off, overtime, part-time• Shift swaps / time trades
Key Fire Needs	<ul style="list-style-type: none">• Workdays vs shifts?• Salaried vs hourly workforce? Unions?• Time off, overtime, part-time• Shift swaps / time trades?• Kelly Days• Call-back needs?• AFD vacation pick rules

Timeline

4/15	Finalize Scope and Key Functionality with Power Users
4/22 – 5/13	Post RFQ
5/26	Vendor Response Analysis Review
<i>5/17 – 5/21</i>	<i>Vendor Response Review & Scoring</i>
<i>6/1- 6/21</i>	<i>Vendor Meetings</i>
6/25	<i>Finalize RFP Document</i>
7/15	<i>RFP Response Due</i>
<i>7/20- 8/15</i>	<i>Vendor Pilots</i>
8/20	<i>Recommendation and Decision</i>