CITY OF LOS ALAMITOS
Council Chamber
3191 Katella Ave., Los Alamitos CA 90720

BUDGET STANDING COMMITTEE AGENDA
SPECIAL MEETING

Monday, March 2, 2026 – 4:30 PM

NOTICE TO THE PUBLIC – This Agenda contains a brief general description of each item to be considered. Except as provided by law, action or discussion shall not be taken on any item not appearing on the agenda. Supporting documents, including staff reports, are available for review at City Hall in the City Clerk's Office or on the City's website at www.cityoflosalamitos.org once the agenda has been publicly posted.

Each matter on the agenda, no matter how described, shall be deemed to include any appropriate motion, whether to adopt a minute motion, resolution, payment of any bill, approval of any matter or action, or any other action. Items listed as "for information" or "for discussion" may also be the subject of an "action" taken by the Budget Standing Committee at the same meeting.

Any written materials relating to an item on this agenda submitted to the Budget Standind Committee after distribution of the agenda packet are available for public inspection online at www.cityoflosalamitos.org.

It is the intention of the City of Los Alamitos to comply with the Americans with Disabilities Act (ADA) in all respects. If, as an attendee, or a participant at this meeting, you will need special assistance beyond what is normally provided, please contact the City Clerk's Office at (562) 431-3538, extension 220, 48 hours prior to the meeting so that reasonable arrangements may be made.

1. CALL TO ORDER

2. ROLL CALL

Mayor Tanya Doby
Council Member Shelley Hasselbrink

3. ORAL COMUNICATIONS

At this time, any individual in the audience may come forward to speak on any item within the subject matter jurisdiction of the Budget Standard Committee. Remarks are to be limited to not more than five minutes per speaker.

4. CONSENT CALENDAR

All Consent Calendar items may be acted upon by one motion unless a Committee Member requests separate action on a specific item.

A. Minutes of the Special Meeting of January 12, 2026. (Finance)

Minutes are recorded and represent the business conducted and items discussed at the Special Meeting of January 12, 2026..

Recommendation:

Approve the minutes of the Budget Standing Committee Special Meeting of January 12, 2026.

5. DISCUSSION ITEM

A. Mid-Year General Fund Budget Review and Financial Update for Fiscal Year 2025-26. (Finance)

This report provides the Budget Standing Committee and Council with a review of the Mid-Year General Fund budget for the Fiscal Year 2025-26 and a projection for the fiscal year ending June 30, 2026.

Recommendation:

1. Review the Mid-year General Fund budget for the Fiscal Year 2025-26 and the projection for the Fiscal Year ending June 30, 2026; and

2. Provide direction and comments.

B. UKG Payroll System, Multi-year contract agreement (Finance)

The City has transitioned from a paper-based timesheet system to a comprehensive digital platform through Ultimate Kronos Group (UKG). In light of the successful implementation and operational integration of the system, the City seeks to extend the existing contract for an additional term without initiating a new informal bidding process.

Recommendation:

Authorize staff to enter into a service contract with Ultimate Kronos Group (UKG) for the continued provision of payroll-related services.

6. CLOSED SESSION

A. Conference with Labor Negotiator (Administration)

City Negotiator: Chet Simmons, City Manager
Employee Organization: Executive Management, Non-Represented
Authority: Government Code Section 54957.6

B. Conference With Labor Negotiator (Administration)

City Negotiator: Chet Simmons, City Manager
Employee Organization: Teamsters Local 911
Authority: Government Code Section 54957.6

C. Conference With Labor Negotiator (Administration)

City Negotiator: Chet Simmons, City Manager
Employee Organization: Police Officers Association
Employees Authority: Government Code Section 54957.6

D. Conference with Labor Negotiator (Administration)

Title: City Manager
Authority: Government Code Section 54957

7. ITEMS FROM STAFF AND THE COMMITTEE

At this time, Committee Members and Staff may also report on items not specifically described on the Agenda that are of interest to the community, provided no action or discussion is taken except to provide Staff direction to report back or to place the item on a future Agenda.

8. ADJOURNMENT

I hereby certify under penalty of perjury under the laws of the State of California, that the foregoing Agenda was posted at the Los Alamitos City Hall, 3191 Katella Ave. and online at www.cityoflosalamitos.org not less than 72 hours prior to the meeting.

Craig Koehler, Finance Director
Dated: 2/26/26

MINUTES OF THE BUDGET STANDING COMMITTEE OF THE CITY OF LOS ALAMITOS

SPECIAL MEETING

Monday, January 12, 2026 – 4:30 p.m.

1. CALL TO ORDER

The Budget Standing Committee met for a Special Meeting at 4:35 p.m. on Monday, January 12, 2026, with Mayor Doby and Councilmember Hasselbrink presiding.

2. ROLL CALL

Present:	Committee Members:	Mayor Doby Councilmember Hasselbrink
Absent:	Committee Members:	None
Present:	Staff:	Chet Simmons, City Manager Ron Noda, Assistant City Manager Craig Koehler, Finance Director/City Treasurer Barbara Biscocho, Finance Manager Matt Lighter, Management Analyst

3. Oral Communications

None.

4. CONSENT CALENDAR

A. Approval of Minutes

Motion/Second: Doby/Hasselbrink
Unanimously Carried: The Budget Standing Committee approved the Minutes of the Special Meeting of December 8, 2025.

5. DISCUSSION ITEMS

A. Request for Proposals (RFP) for Comprehensive Banking Services (Finance)

Staff presented the draft RFP for Comprehensive Banking Services for the Budget Standing Committee's review. The Budget Standing Committee suggested that the RFP be run through ChatGPT for accuracy and consistency prior to sending it to Council for approval.

B. Fair Labor Standards Act (FLSA) Audit with Liebert Cassidy Whitmore (Finance)

With the migration of the legacy manual payroll processing to UKG Payroll, staff considered it prudent to conduct an independent audit to ensure the City's compliance with employees' pay in connection with FLSA, overtime, and the new OBBBA reporting requirements.

Libert Cassidy Whitmore, Fair Labor Standards Act Audit Practice, will conduct he audit. The audit will focus on the application of the City's overtime calculation, including the designation of work periods and the use of contract overtime. The estimated time to complete the audit is 60-120 days from receipt of the payroll data documents, and the cost falls within the City Manager's signing authority.

C. Draft 2026 Budget Calendar (Finance)

Staff preented the draft 2026 budget calendar for review. The Budget Standing Committee recommended forwarding to the City Council with the noted changes.

D. Customer Business License Fees Discussion (Finance)

Staff presented the synopsis of a customer's business license account that has incurred penalties due to non-payment status. The Budget Standing Committee provided input and directed staff to contact the customer with the decision, as directed, regarding payment of the amount owed.

6. ADJOURNMENT

The meeting was adjourned at 4:58 p.m. .

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Craig Koehler, Finance Director

City of Los Alamitos

BUDGET STANDING COMMITTEE AGENDA REPORT

MEETING DATE: March 2, 2026 **ITEM NUMBER: 5A**

To: **Budget Standing Committee Members**

Presented By: **Craig Koehler, Director of Finance**

Subject: **Mid-Year General Fund Budget Review and Financial Update for Fiscal Year 2025-26.**

SUMMARY

This report provides the Budget Standing Committee and Council with a review of the Mid-Year General Fund budget for the Fiscal Year 2025-26 and a projection for the fiscal year ending June 30, 2026.

RECOMMENDATION

1. Review the Mid-year General Fund budget for the Fiscal Year 2025-26 and the projection for the Fiscal Year ending June 30, 2026; and

2. Provide direction and comments.

BACKGROUND

On May 19, 2025, the City Council approved and adopted a balanced budget for Fiscal Year 2025-26, totaling $29,112,751 in operating revenues and $ 28,610,726 in operating expenditures.

DISCUSSION

It is important to note that this mid-year report represents a snapshot in time and reflects recorded information through December 31, 2025, or six months of the fiscal year, as well as a projection for Fiscal Year 2025-26. It will provide the Budget Standing Committee and City Council with a mid-year update on the City's General Fund financial status and a projection for Fiscal Year 2025-26.

Economic Update

Several factors remain in play that may have a potential impact on the City's financial position at fiscal year-end. Tariffs are still on the table. They were recently ruled illegal and overturned by the Supreme Court, only to be followed by the President's new action denouncing the ruling and replacing them with a new 10% global tariff under a different authority – Section 122 of the Trade Act of 1974. Section 122 allows for tariffs of up to 15% for 150 days. The new temporary tariffs are to be replaced with longer-lasting tariff authority under Section 301 of the Trade Act.

Another factor is inflation. Although inflation has been high during the first half of the fiscal year, the most recent reading has offered some encouraging signs, with the CPI falling to its lowest level in months at 2.4%, down from a high of 2.9%. According to the latest economic forecasts, restaurant and other eating establishment prices rose 4% from a year earlier. Some energy prices are reflecting a notable deceleration, with gasoline prices falling 7.5%. In contrast, electricity prices have continued to climb sharply, rising 6.3% year-over-year, accompanied by increased demand. The U.S. Energy Information Administration forecasts residential electricity prices to rise by 4% in 2026.

To help curb inflation, the Federal Reserve will likely leave its benchmark interest rate unchanged (3.5% - 3.75%) at this month's meeting, with additional rate cuts anticipated in 2026.

General Fund Revenues

The financial summary below depicts the Adopted Budget for Fiscal Year 2025-26, actual General Fund revenues through December 31, 2025, and a projection to June 30, 2026. Overall, total revenue and transfers are projected to be approximately $142K less than the adopted budget. This is primarily due to lower revenue trends in Licenses & Permits, Fines & Forfeitures, Other Agencies, and Charges for Current Services, offset by higher revenue projected in Other Taxes, as depicted below:

	2025-26 Adopted	Actual 12/31/25	2025-26 Projection	Variance
REVENUE SUMMARY				
PROPERTY TAXES	5,855,905	1,989,606	5,855,345	(560)
OTHER TAXES	12,063,445	3,937,363	12,158,400	94,955
UTILITY USER TAXES	2,900,000	1,187,315	2,900,000	-
FRANCHISE FEES	1,066,500	342,351	1,070,700	4,200
LICENSES & PERMITS	1,451,783	386,827	1,255,500	(196,283)
FINES & FORFEITURES	1,606,000	532,114	1,580,028	(25,972)
INVESTMENT EARNINGS	680,000	454,466	769,419	89,419
OTHER AGENCIES	195,000	3,973	151,000	(44,000)
CHARGES FOR CURRENT SERVICES	959,775	274,991	896,302	(63,473)
MISCELLANEOUS - GENERAL	100,000	-	100,000	-
GRANT OFFSET	148,000	-	148,000	-
TOTAL REVENUE	27,026,408	9,109,006	26,884,694	(141,714)
TRANSFERS IN	2,086,283	1,043,142	2,086,283	-
TOTAL REVENUE & TRANSFERS IN	**29,112,691**	**10,152,148**	**28,970,977**	**(141,714)**

Property Taxes, Sales and Use Taxes, and Measure Y Local Sales Taxes are Los Alamitos's three largest revenue sources and comprise over 70% of all revenue generated and collected by the City.

Property Taxes
Property taxes remain one of the City's largest revenue sources, and the majority are received

in December and April, following the payment due dates. For secured property taxes, the first installment is due November 1 and is delinquent after December 10; the second is due February 1 and delinquent after April 10. A report received from HdL at the end of 2025 indicated a preliminary net value change in property values down by 0.24% over the 2024-25 tax roll, indicating that property taxes are beginning a slowing trend.

Residential properties comprise 60.4% of all values in the City and grew by $94.9 million, or 5.3%. Industrial properties added another $13.6 million, roughly 2.5%. There was a reduction in Unsecured properties and values of -$17.7 million, resulting in a net change of -$7.5 million, or -0.2%. The Unsecured category decrease was largely driven by dropped assessments. Residential prices have continued to respond to lower inventory amidst higher interest rates. The median sale price of a detached single-family residential home in Los Alamitos from December 2024 through August 2025 was $1.39 million. This represents a 7.6% increase in the median sale price over the prior year.

Sales & Use Taxes
A report from Hdl, dated January 27, 2026, presented data for the 3Q25 quarter ending September 2025. Sales were up 10.8%, net of aberrations, compared to the county, showing an increase of 2.2% compared to the same period in 2024. The projection for FY2025-26 is $3.7 million, 0.03% higher than the Adopted Budget.

Measure Y (Local Sales Tax)
Following the passage of Measure Y, Los Alamitos is now benefiting from an additional 1.5% sales tax. This has now become the largest source of revenue, accounting for approximately 21% of total revenue collected by the City. Fiscal Year 2025-26 projections are $6.3 million, representing a 0.1% increase from the Adopted Budget.

The Other Taxes category, which includes Sales Tax and Measure Y Local Sales Tax, TOT, and Business Licenses, is projected to be $95K higher than the Adopted Budget, primarily due to the higher trend to the adopted budget for TOT.

Utility Users Tax
Utility Users Tax (UUT) is a usage tax imposed on utilities, including electricity, natural gas, telephone, and water. The rates for Los Alamitos are currently 6%, except for telecommunications, which is 5%. The projections for FY2025-26 are trending at budget.

Fines & Forfeitures
Fines & Forfeitures, including red-light camera violations, parking fines, and other moving violations, are trending slightly below budget with lower projected parking fines.

Use of Money & Property (Investment Earnings)
The City’s investment portfolio and investment earnings are dependent on changes in the market and interest rates. General Fund revenues for FY2025-26 are projected to exceed the Adopted Budget, as a result of an accounting change that captures market value fluctuations in the custody account.

General Fund Expenditures

The financial summary below reflects the Adopted Budget General Fund Expenditures for Fiscal Year 2025-26, actual expenditures through December 31, 2025, and a projection to June 30, 2026.

	2024-25 Adopted	Actual 12/31/24	2024-25 Projection	Variance
EXPENDITURE SUMMARY				
CITY COUNCIL	38,421	11,699	38,421	-
ADMIN - CITY MGR, CITY CLK, HR	1,636,520	954,430	1,636,520	-
FINANCE	1,029,017	581,991	1,029,017	-
CITY ATTORNEY	226,000	140,304	226,000	-
POLICE	9,471,396	4,288,818	9,471,396	
DEVELOPMENT SERVICES	7,436,584	3,046,800	7,436,584	-
RECREATION	4,335,590	1,503,500	4,048,360	(287,230)
NON-DEPARTMENTAL	1,277,199	635,100	1,277,199	-
TOTAL EXPENDITURES	25,450,726	11,162,642	25,163,497	(287,230)
TRANSFERS OUT	3,160,000	1,580,000	3,160,000	-
TOTAL EXPENDITURES & TRANSFERS OUT	**28,610,726**	**12,742,642**	**28,323,497**	**(287,230)**

For the most part, department expenditures are trending in line with the Adopted Budget. The most significant variance is in Recreation. In addition, additional appropriations for General Fund transfers to other funds are needed, as detailed below.

City Council
Council department expenditures are projected to align with the Adopted Budget.

Administration (City Manager, City Clerk, Human Resources)
Expenditures for Administration are projected to be at the adopted budget.

Finance
Finance expenditures are trending mid-year and are expected to remain within the adopted budget.

City Attorney
Expenditures for the City Attorney are projected to be at the budget.

Police
The Police budget is trending with the adopted budget. An additional appropriation of $75,813 is required for year 1 of a five-year contract to purchase Body Worn Cameras, which was approved by Council on November 17.

Development Services
Expenditures for Development Services are projected to be within the adopted budget.

Recreation
Recreation is trending with the Adopted Budget. However, an additional appropriation of $218,230 is needed for an EV Transportation matching grant that was awarded and approved

by the City Council on June 9. Recreation is projected to realize potential savings overall from a vacancy in not filling the Deputy Director position and from lower Sunburst Field staffing and supply costs resulting from the delayed opening.

<u>Non-Departmental</u>
Non-departmental costs are not included in departmental expenses. They consist of contractual services, pre-employment expenses, credit card fees, health insurance costs for retirees, and capital expenditures funded by the General Fund. Additional appropriations of $52,000 will be needed to fund the Soroptimist Park renovation, approved by the City Council on July 21.

FISCAL IMPACT

If approved by the BSC and Council, the additional cost appropriations of $1,670,043, consisting of $346,043 in General Fund (Recreation, Police, Non-departmental), and $1,324,000 for Other Funds (Gas Tax, Self Insurance), are summarized below:

General Fund

- Recreation - $218,230 EV transportation match (CC 6/9)
- Police - $75,813 BWC (CC 11/17)
- Non-departmental - $52,000 - Soroptomist Park renovation additional funding required (CC 7/21)

Other Funds

- Gas Tax (Fund 20) $674,000 - Oak Street PY not carried over, GF trans t/c project costs.
- Self Insurance (Fund 54) $650K - higher PY actual premium costs (Property $298K, GL $88K). WC and GL settlements paid $264K (Liability $206K, WC $58K), GF trans to cover costs, and balance fund.

Additional Appropriations Mid-Year FY25-26

	Budget	CC Approval	Additional Appropriation	Explanation/Justification	Account	
General Fund						
Recreation	4,335,590	06/09/25	257,115	Citywide On-Demand EV Transportation (grant)	10-558.5355	EV Transportation matching
		6/9/2025	(38,885)	Budgeted $296,000, offset to applied to 5344	10-558-5354	EV Transportation grant matching
			218,230			
Police	9,471,396	11/17/25	75,813	Body Worn Cameras - 5-year contract $379,063	10-522.5201	Supplies & Safety Equipment
Non-departmental	1,277,199	7/21/25	52,000	Soroptimist Park Renovation	10-570-5501.2504	Soroptimist Park Renovation
			52,000			
Subtotal General Fund			**346,043**			
Other Funds						
Gas Tax (Fund 20)	664,202	1/20/26	310,000	Oak Street budgeted prior year, not carried over (Gas Tax)	20-570-5501.2501	Transfer from Gen Fund
			364,000	Oak Street budgeted prior year, not carried over (SB-1)	20-570-5501.2502	Transfer from Gen Fund
			674,000			
Self Insurance (Fund 54)	1,152,000	N/A	650,000	Higher than anticipated PY costs which drewdown fund balance: 1) higher premiums $386K (GL $298K, Property $88) 2) claim settlements $264K (WC $58K, Liability $206K)	54-4910	Transfer from Gen Fund
Subtotal Other Funds			**1,324,000**			
Total Additional Appropriations			**$ 1,670,043**			

Attachment: None

City of Los Alamitos

BUDGET STANDING COMMITTEE AGENDA REPORT

MEETING DATE: March 2, 2026 ITEM NUMBER: 5B

To: Budget Standing Committee Members

Presented By: Matthew Lightner, Management Analyst

Subject: UKG Payroll System, Multi-year contract agreement

SUMMARY

The City has transitioned from a paper-based timesheet system to a comprehensive digital platform through Ultimate Kronos Group (UKG). In light of the successful implementation and operational integration of the system, the City seeks to extend the existing contract for an additional term without initiating a new informal bidding process.

RECOMMENDATION

Authorize staff to enter into a service contract with Ultimate Kronos Group (UKG) for the continued provision of payroll-related services.

BACKGROUND

As part of the City's ongoing efforts to modernize operations and improve efficiency, staff conducted an informal bidding process to outsource payroll services and transition from a paper-based payroll system to a fully digital platform. The City received proposals from ADP, Paychex, and UKG through this process. Following a competitive evaluation process, a one-year agreement was awarded to UKG to provide payroll services.

Since implementation, staff has successfully integrated the UKG platform into daily operations and determined that its services are essential to streamlining and digitizing the City's payroll processes.

DISCUSSION

Over the past year, staff has implemented UKG across the payroll function, transitioning the City from manual, paper timesheets to a comprehensive digital system. The platform now supports timekeeping, scheduling, leave management, benefits administration, and related payroll functions within a centralized system.

The implementation of UKG has significantly improved efficiency, accuracy, and accessibility within the City's payroll administration processes. The platform has become an essential component of the City's broader efforts to modernize internal operations and strategically advance its technological infrastructure.

Given the competitive procurement process previously conducted and the substantial system integration and operational reliance now established, staff recommends continued utilization of the UKG platform without initiating an additional informal bidding process.

FISCAL IMPACT

The contract extension would be an estimated not-to-exceed amount of $155,000 for a three-year period.

Attachment:
1. UKG - Payroll - Agreement (2025)
2. UKG - Ready HR - Agreement (2025)

UKG

ORDER FORM

Order Type: Quote
Date: 18 Oct, 2024

Quote#: Q-288515
Expires: 31 Oct, 2024
Sales Executive: Joe Puccini
Effective Date: Effective as of the date of last signature of this Order

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Customer Legal Name:
CITY OF LOS ALAMITOS

Customer Legal Address:
3191 KATELLA AVE, LOS ALAMITOS, CA 90720-2335 USA

Bill To: CITY OF LOS ALAMITOS
3191 KATELLA AVE
LOS ALAMITOS, CA 90720-2335 USA

Bill To Contact:

Ship To: CITY OF LOS ALAMITOS
3191 KATELLA AVE
LOS ALAMITOS, CA 90720-2335 USA

Ship To Contact: Matt Lightner

Ship to Phone: 5624313538
Ship to Mobile:
Contact: Matt Lightner
Email: mlightner@citylosalamitos.org

Currency: USD
Customer PO Number:
Solution ID: 6209325
Initial Term: 12 months
Uplift Percent: 8 %

Shipping Terms: Shipping Point
Ship Method: FedEx Ground
Freight Term: Prepay & Add
Renewal Term: 12 months
Payment Terms: Net 30 Days

Billing Start Date: 90 Days from the Effective Date

Subscription Services

Billing Frequency: Monthly in Arrears

Subscription Services	Quantity	PEPM	Monthly Price
UKG READY TIME	150	USD 5.70	USD 855.00
UKG READY ACCRUALS MANAGER	150	USD 0.95	USD 142.50
UKG READY LEAVE	150	USD 1.43	USD 214.50

Subscription Services	Quantity	PEPM	Monthly Price
UKG READY SCHEDULER	150	USD 2.38	USD 357.00
UKG READY BENEFITS	150	USD 5.23	USD 784.50
UKG READY PAYROLL	150	USD 5.70	USD 855.00
UKG READY ACA MANAGER	150	USD 0.48	USD 72.00
UKG READY INTEGRATION HUB	1	USD 0.00	USD 0.00
UKG READY PAYROLL SERVICES	150	USD 1.75	USD 262.50
Total Price			**USD 3,543.00**

One Time Setup Fee

Billing Frequency: Billed 100% upon signature of the order form

Item	Total Price
One Time Setup Fees	**USD 17,600.00**

Quote Summary

Item	Total Price
Minimum Monthly SaaS Service & Equipment Rental Fee	USD 3,543.00

Item	Total Price
Minimum Annual SaaS Service & Equipment Rental Fee	USD 42,516.00

Item	Total Price
Total One Time Fees	USD 17,600.00

Order Notes:

After the Initial Term, the Subscription Fee shall increase per annum by the Uplift amount set forth above.

GENERAL TERMS:
This Order is subject to and governed by the terms and conditions of UKG's Master Services Agreement ("Agreement") located at: www.ukg.com/msa [USA]

UKG will provide the Services in accordance with the Services Descriptions and Statements of Work ("SOW") located at the following link, except if an SOW is attached to this Order, then the attached SOW shall control over the link SOW: www.ukg.com/services-descriptions

All Customer Data (as defined in the Agreement) will be secured and protected as set forth in the Technical and Organizational Measures of UKG's Data Processing Addendum. Any personal data provided to UKG through the Subscription Services will be processed in accordance with UKG's Data Processing Addendum located at: www.ukg.com/ukg-unified-dpa

The applicable Subscription Fees are due monthly in arrears based on the actual number of employees subject to the Minimum Quantity as set forth in this order and invoiced on or about five (5) days following the end of each month commencing on the billing start date. Customer agrees that UKG shall direct debit its designated bank account for the applicable invoice amount on or about the twenty first (21st) day of Customer's receipt of invoice. Customer shall provide UKG with banking information and all other required information needed to facilitate the invoicing process within five (5) days from the effective date.

In addition, all other billings such as Professional Service fees (including the UKG Launch Fixed Fee) or Print Services will also be subject to direct debit.

The monthly subscription amount (number of employees multiplied by the applicable Subscription Fee) may increase or decrease if the number of employees increases or decreases, but in no event shall the monthly Subscription Fee be calculated on less than the Monthly Minimum Quantity above.

IN WITNESS WHEREOF, the parties have caused this Order to be executed by their authorized representatives and shall be effective as of the date of the last signature below.

CITY OF LOS ALAMITOS		**Kronos SaaShr, Inc.**	
Signature:		Signature:	
Name:	Chet Simmons	Name:	
Title:	City Manager	Title:	
Date:	10/23/24	Date:	

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. If you are tax exempt, please email a copy of your "Tax Exempt Certificate" to TaxExemption@ukg.com along with the quote number otherwise this order is subject to applicable taxes. The actual tax amount to be paid by Customer will be shown on Customer's invoice.

UKG

ORDER FORM

Order Type: Amendment
Date: 08 May, 2025

Quote#: Q-337366
Expires: 06 Jun, 2025
Sales Executive: Joe Puccini
Effective Date: Effective as of the date of last signature of this Order

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Customer Legal Name:
CITY OF LOS ALAMITOS

Customer Legal Address:
3191 KATELLA AVE, LOS ALAMITOS, CA 90720-2335 USA

Bill To: CITY OF LOS ALAMITOS
3191 KATELLA AVE
LOS ALAMITOS, CA 90720-2335 USA

Ship To: CITY OF LOS ALAMITOS
3191 KATELLA AVE
LOS ALAMITOS, CA 90720-2335 USA

Bill To Contact:

Ship To Contact:

Ship to Phone:
Ship to Mobile:
Contact:
Email:

Currency: USD
Customer PO Number:
Solution ID: 6209325
Term: Co-Term
Uplift Percent: 8 %

Shipping Terms: Shipping Point
Ship Method: FedEx Ground
Freight Term: Prepay & Add
Renewal Term: 12 months
Payment Terms: Net 30 Days

Billing Start Date: Upon Signature of Order Form

Subscription Services

Billing Frequency: Monthly in Arrears

Subscription Services	Quantity	PEPM	Monthly Price	Annual Price
UKG READY HR	150	USD 0.00	USD 0.00	USD 0.00
Total Price			**USD 0.00**	**USD 0.00**

Professional Services - Fixed Fee

Billing Frequency: Billed 100% upon signature of the order form

Professional Services - Fixed Fee	Billing Role	Quantity	Unit Price	Total Price
UKG READY LAUNCH FIXED FEE	Grouped	1	USD 0.00	USD 0.00
Total Price				**USD 0.00**

Quote Summary

Item	Total Price
Minimum Monthly SaaS Service & Equipment Rental Fee	USD 0.00

Item	Total Price
Minimum Annual SaaS Service & Equipment Rental Fee	USD 0.00

Item	Total Price
Total Fixed Fees	USD 0.00

Order Notes:

After the Initial Term, the Subscription Fee shall increase per annum by the Uplift amount set forth above.

GENERAL TERMS:
This Order is subject to and governed by the terms and conditions of UKG's Master Services Agreement ("Agreement") located at: www.ukg.com/msa [USA]

UKG will provide the Services in accordance with the Services Descriptions and Statements of Work ("SOW") located at the following link, except if an SOW is attached to this Order, then the attached SOW shall control over the link SOW: www.ukg.com/services-descriptions

All Customer Data (as defined in the Agreement) will be secured and protected as set forth in the Technical and Organizational Measures of UKG's Data Processing Addendum. Any personal data provided to UKG through the Subscription Services will be processed in accordance with UKG's Data Processing Addendum located at: www.ukg.com/ukg-unified-dpa

The applicable Subscription Fees are due monthly in arrears based on the actual number of employees subject to the Minimum Quantity as set forth in this order and invoiced on or about five (5) days following the end of each month commencing on the billing start date. Customer agrees that UKG shall direct debit its designated bank account for the applicable invoice amount on or about the twenty first (21st) day of Customer's receipt of invoice. Customer shall provide UKG with banking information and all other required information needed to facilitate the invoicing process within five (5) days from the effective date.

In addition, all other billings such as Professional Service fees (including the UKG Launch Fixed Fee) or Print Services will also be subject to direct debit.

The monthly subscription amount (number of employees multiplied by the applicable Subscription Fee) may increase or decrease if the number of employees increases or decreases, but in no event shall the monthly Subscription Fee be calculated on less than the Monthly Minimum Quantity above.

For Initial Term of agreement, Subscription Services on this Order Form will be at no charge. If Customer elects to renew after Initial Term, it will be at mutually agreed upon rates.

IN WITNESS WHEREOF, the parties have caused this Order to be executed by their authorized representatives and shall be effective as of the date of the last signature below.

CITY OF LOS ALAMITOS		Kronos SaaShr, Inc.	
Signature:		Signature:	
Name:	Chet Simmons	Name:	
Title:	City Manager	Title:	
Date:	5/8/2025	Date:	

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. If you are tax exempt, please email a copy of your "Tax Exempt Certificate" to TaxExemption@ukg.com along with the quote number otherwise this order is subject to applicable taxes. The actual tax amount to be paid by Customer will be shown on Customer's invoice.