



City of Ann Arbor	CITI1009
-------------------	----------

UKG Pro Renewal Date	6/30/2025
UKG Pro Deadline Date	5/2/2025

Product Description	Current PEPM	Current Min	Renewal Term End Date	Actual EE - City's Analysis
UKG PRO PAY AND PEOPLE CENTER & PERFORMANCE REVIEWS & RECRUITING & SQL ACCESS TOOLS	\$12.48	775	6/30/2025	1100
UKG PRO ACA SERVICES	\$1,269.95	1	6/30/2025	1
UKG PRO TIME & ATTENDANCE (LM) Tier 1 (0 - 775)	\$4.95	775	6/30/2025	775
UKG PRO TIME & ATTENDANCE (LM) Tier 2 (776 - 1225)	\$2.74		6/30/2025	325
UKG PRO TIME & ATTENDANCE (LM) Tier 3 (1226+)	\$4.95		6/30/2025	0
UKG PRO ONBOARDING	\$1.62	775	6/30/2025	1100
UKG PRO HCM NPRD (TESTING SERVICES)	\$1,148.43	1	6/30/2025	1
HR ONLY	\$1.50	400	6/30/2025	1100

Estimated amounts based on minimum employee counts. System rounding and/or increase/decrease to employee counts will impact amounts.

3-Year Renewal									
Annual Uplift:									
Module Description		Current		Year 1: 5%		Year 2: 0%		Year 3: 0%	
Type		Module	Annual	Module	Annual	Module	Annual	Module	Annual
UKG PRO PAY AND PEOPLE CENTER & PERFORMANCE REVIEWS & RE	PEPM	\$12.48	\$164,736.00	\$13.10	\$172,972.80	\$13.10	\$172,972.80	\$13.10	\$172,972.80
UKG PRO ACA SERVICES	PEPM	\$1,269.95	\$15,239.40	\$1,333.45	\$16,001.37	\$1,333.45	\$16,001.37	\$1,333.45	\$16,001.37
UKG PRO TIME & ATTENDANCE (LM) Tier 1 (0 - 775)	PEPM	\$4.95	\$46,035.00	\$5.20	\$48,336.75	\$5.20	\$48,336.75	\$5.20	\$48,336.75
UKG PRO TIME & ATTENDANCE (LM) Tier 2 (776 - 1225)	PEPM	\$2.74	\$10,686.00	\$2.88	\$11,220.30	\$2.88	\$11,220.30	\$2.88	\$11,220.30
UKG PRO TIME & ATTENDANCE (LM) Tier 3 (1226+)	PEPM	\$4.95	\$0.00	\$5.20	\$0.00	\$5.20	\$0.00	\$5.20	\$0.00
UKG PRO ONBOARDING	PEPM	\$1.62	\$21,384.00	\$1.70	\$22,453.20	\$1.70	\$22,453.20	\$1.70	\$22,453.20
UKG PRO HCM NPRD (TESTING SERVICES)	PEPM	\$1,148.43	\$13,781.16	\$1,205.85	\$14,470.22	\$1,205.85	\$14,470.22	\$1,205.85	\$14,470.22
HR ONLY	PEPM	\$1.50	\$19,800.00	\$1.58	\$20,790.00	\$1.58	\$20,790.00	\$1.58	\$20,790.00
0	PEPM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Estimated Annual Total			\$291,661.56		\$306,244.64		\$306,244.64		\$306,244.64
					-\$5,833.23		\$3,179.11		\$12,461.82
								Total Savings:	\$9,807.70
								Total Costs	\$918,733.91