EMERGENCY MEDICAL SERVICES AUTHORITY

Date: September 15, 2026

To: EMSA Board of Trustees
Johna Easley, President & CEO

From: Lora Conger, CFO

Subject: UKG HRIS Renewal Agreement

EMSA is renewing its agreement with **UKG, Inc.**, the provider of EMSA's HRIS platform. The agreement is a 3-year term with a total contract value of $913,025.81. EMSA utilizes UKG for several critical business functions including payroll processing, timekeeping, scheduling, talent acquisition, performance management, benefits administration, and workforce analytics. UKG was first implemented at EMSA in 2022. Since implementation, EMSA has continued to build out the system to meet EMSA-specific operational requirements and continues to invest in further development.

This expenditure is a budgeted operational expense.

EMSA Purchasing Policy A3 requires that all purchases exceeding $100,000 be approved by the EMSA Board of Trustees. EMSA plans to renew this agreement as a non-competitive purchase under Section 9, part C of the Purchasing Policy. A transition to a new HRIS system would have significant impact to EMSA by creating operational disruptions and requiring significant investment of time and money. EMSA is requesting Board approval of the renewal of the UKG contract.

HR, Pay, & Workforce Management

RENEWAL ORDER FORM

Quote#: Q-487365

Date:03 Sep, 2026

Customer Legal Name:
EMERGENCY MEDICAL SERVICES AUTHORITY

Customer Legal Address:
1417 N LANSING AVE, TULSA, OK 74106-5905 USA

Ship To: EMERGENCY MEDICAL SERVICES AUTHORITY
1417 N LANSING AVE
TULSA, OK 74106-5905 USA

Bill To: EMERGENCY MEDICAL SERVICES AUTHORITY
1417 N LANSING AVE
TULSA, OK 74106-5905 USA

Bill To Contact:

Payment Terms: Net 30 Days
Customer PO Number:
Renewal Term: 12 months
Billing Frequency: Monthly
Billing Type: Arrears

Currency:USD
Solution ID: 6064235

Order Notes:

Customer may not terminate the Subscription Services during the Renewal Term as set forth herein. After the Renewal Term, the Subscription Services shall automatically renew for successive renewal terms of one (1) year each.

This is a **36-month** contract with a **2%** uplift in Years **1**, **2** and **3**. Thereafter, any increase shall not exceed **5%** per annum.

- Year 1 ~ 11/01/2026 – 10/31/2027 ~ **$298,335.45**
- Year 2 ~ 11/01/2027 – 10/31/2028 ~ **$304,302.16**
- Year 3 ~ 11/01/2028 – 10/31/2029 ~ **$310,388.20**

A **3-year** commitment with obligation of Minimum Contract Value ("MCV") of **$913,025.81** is required. If support is reduced or cancelled within the committed term, the financial obligation not yet satisfied, (MCV) will be due. Proposed pricing reflects current products and is, therefore, not reflective of future purchases.

Contract Summary

Contract Period Start Date: 11/1/2026 12:00:00 AM
Contract Period End Date: 10/31/2027 12:00:00 AM

Total Minimum Price: USD 298,335.45

The Total Minimum Price is the total billable amount (pre-tax) for the contract period listed above.

Subscription Services

Subscription Services	Monthly Minimum Quantity	Employee Type	Subscription Fee Per Employee Per Month	Start Date
UKG PRO COMPENSATION	700	Compensated Employees	USD 2.16	11/01/2026
UKG PRO TALENT UKG PRO PERFORMANCE REVIEWS UKG PRO SUCCESSION	700	Compensated Employees	USD 4.21	11/01/2026
UKG HRSD DOCUMENT MANAGER	700	Compensated Employees	USD 1.26	11/01/2026
UKG READY TIME AND SCHEDULING UKG READY ATTESTATION UKG READY INTEGRATION HUB UKG READY ACCRUALS MANAGER UKG READY TIME **UKG PRO PAY AND PEOPLE CENTER** UKG PRO MODEL MY PAY UKG PRO DATA EXCHANGE SERVICES UKG PRO PAYMENT SERVICES UKG PRO CHECK PRINTING UKG PRO WAGE ATTACHMENT DISBURSEMENT UKG PRO TAX FILING SERVICES UKG PRO BASIC SSO UKG PRO PEOPLE CENTER UKG PRO ACA SERVICES UKG PRO PAY **UKG PRO RECRUITING** **UKG PRO ONBOARDING** **UKG PRO DOCUMENT ACKNOWLEDGMENT TOOL** **UKG PRO LIFE EVENTS** **UKG PRO OPEN ENROLLMENT** **UKG PRO IMPORT TOOL** **UKG PRO MANAGER SELF SERVICE** **UKG PRO CAREER DEVELOPMENT** **UKG READY LEAVE**	700	Compensated Employees	USD 27.88	11/01/2026
UKG PRO WALLET - US UKG PRO WALLET - EWA US UKG PRO WALLET - PAYCARD UKG PRO WALLET - TIPS AND MILEAGE UKG PRO WALLET - OCTP	1	Fixed	USD 0.00	11/01/2026
UKG PRO LIMITED ACCESS	0	Limited Access Employees	USD 0.00	11/01/2026
UKG PRO GLOBAL EMPLOYEES **UKG PRO HR ONLY**	0	HR Only / Global Employees	USD 4.46	11/01/2026

EMERGENCY MEDICAL SERVICES AUTHORITY		UKG Inc.	
Signature:	_____	Signature:	_____
Name:	_____	Name:	_____
Title:	_____	Title:	_____
Date:	_____	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.