

Resolution 2026-045

A RESOLUTION AUTHORIZING ACCEPTANCE OF A PROPOSAL FROM TCP Software FOR A TIMEKEEPING AND WORKFORCE MANAGEMENT SYSTEM FOR FRANKLIN TOWNSHIP

The Board of Trustee of Franklin Township, Franklin County, Ohio, met in person in a Regular Meeting at 6:00 p.m. on Thursday, March 19th, 2026, at 2193 Frank Road, Columbus, Ohio. The Trustee marked below made a motion for the adoption of the following resolution:

Trustee Fleshman

Trustee Blevins

Trustee Fuller

WHEREAS, Franklin Township has identified inefficiencies and audit risks associated with manual payroll processing, complex pay rules, and outdated time collection methods; and

WHEREAS, the Township has determined the need for a modern, centralized timekeeping system to improve accuracy, efficiency, and operational oversight; and

WHEREAS, TCP Software has submitted a proposal including implementation, training, support, and maintenance services; and

WHEREAS, the proposal includes an annual recurring cost of \$1,035.00 and a one-time implementation cost of \$1,680.00, for a total initial cost of \$2,715.00, under OMNIA Contract R250903, which provides a \$500 discount if accepted in the month of March 2026;

NOW THEREFORE BE IT RESOLVED by the Board of Trustees of Franklin Township, that:

1. The proposal submitted by TCP Software for a timekeeping and workforce management system is hereby accepted.
2. The Payroll Specialist is authorized to execute any agreements and documents necessary to implement this solution.
3. The Township acknowledges that this system will improve payroll accuracy, reduce manual processing, enhance compliance, and provide better operational visibility across departments.

BE IT FURTHER RESOLVED that all formal actions of the Board concerning and relating to this Resolution were passed in an open meeting of the Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in a meeting open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

BE IT FURTHER RESOLVED that this Resolution shall be in full force, effective immediately upon its adoption.

The following trustee marked below seconded the motion:

Trustee Fleshman

Trustee Blevins

Trustee Fuller

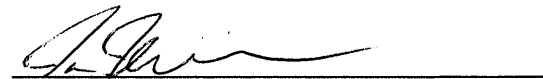
Roll was called for the adoption of the resolution, and the vote was as follows:

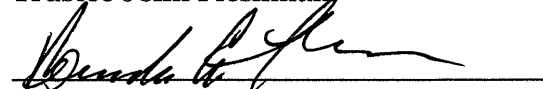
Fleshman: YES/ NO

Blevins: YES/ NO

Fuller: YES/ NO


Trustee Mike Blevins


Trustee John Fleshman


Trustee Brenda Fuller

Time & Attendance Proposal for Franklin Township

Christian LaFoy, Account Executive



March 4, 2026

Robyn Watkins
Franklin Township
2193 Frank Rd
Columbus, Ohio 43223

RE: TCP Software proposal

Thank you for the opportunity to present our proposal to Franklin Township. We appreciate your consideration and are eager to demonstrate how TCP Software's proven experience and innovative solutions can support your goals.

For more than 37 years, TCP Software has been dedicated to improving workforce management through precision, automation, and adaptability, qualities that align perfectly with Franklin Township's search for a modern time & attendance system.

Today, over 27,100 organizations trust TCP Software to simplify complex workforce processes through advanced yet intuitive solutions. This confidence reflects our ongoing commitment to delivering exceptional value and fostering lasting partnerships built on integrity and results.

Our platform integrates with over 400 Payroll and ERP systems, ensuring accurate data exchange across existing business operations. This interoperability empowers managers with the comprehensive insights they need for effective analysis and decision-making.

Central to our success, and to what we propose for Franklin Township is our well-established implementation methodology. Drawing on decades of experience and informed by best practices, our process ensures a customized, efficient, and smooth transition from planning to deployment. Throughout, our team provides dedicated guidance and responsive support to guarantee your satisfaction.

Our experience the government sector, and a wide range of clients across other industries, has equipped us with the depth of knowledge and adaptability required to deliver solutions that meet the specific challenges of your organization.

We welcome the opportunity to discuss this proposal further and answer any questions you may have. I am available at your convenience and look forward to the possibility of collaborating with you and your team.

Sincerely,

Christian LaFoy
Account Executive
(901) 519-4876 | clafoy@tcp.com

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Franklin Township's Solution Requirements

Here is a breakdown of the key solution requirements you have shared with our team, along with a description of how TCP Software addresses each challenge.

Identified Challenges:

- Manual payroll processing across four departments with different CBAs requires Robyn to validate complex overtime, differential, and leave rules manually.
 - **This increases payroll review time, creates audit risk, and places heavy reliance on individual knowledge to ensure accuracy.**
- Payroll corrections must be handled immediately due to late discoveries and manual entry errors.
 - **This increases payroll review time, creates audit risk, and places heavy reliance on individual knowledge to ensure accuracy.**
- Outdated time collection methods (punch cards, ESO, manual transfers) limit visibility and efficiency.
 - **This leads to manual data handling, higher error potential, and lack of centralized control across departments.**

Implementation & Support Overview

TCP Software helps organizations simplify employee time tracking and workforce management with reliable, easy-to-use solutions. Our Professional Services team follows a structured train-the-trainer implementation approach, shaped by thousands of successful projects, to ensure accurate setup and a smooth rollout tailored to your environment and goals.

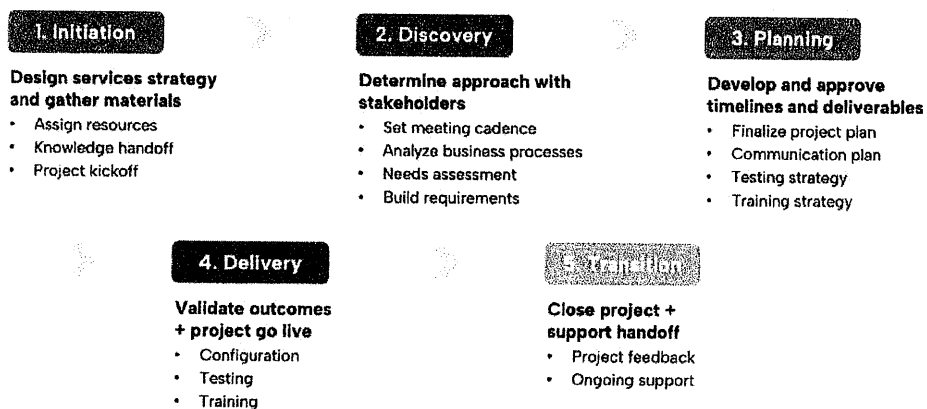
Franklin Township will work with our Services team, who will act as your primary implementation partner. They collaborate with your account team to:

- Define requirements and success criteria
- Configure and test the system
- Coordinate training and change management
- Guide your organization through go live

Their experience with large, complex deployments helps ensure your solution is configured correctly and ready to deliver value quickly.

TCP SERVICES

Implementation phases



After go-live, our Support team continues to help you get the most from your TCP solution. They provide fast, knowledgeable assistance for questions, troubleshooting, and best-practice guidance, so your team can stay focused on operations rather than system issues.

In 2025, our Support team delivered:

- 177,787 support cases resolved
- 97.7% Customer Satisfaction (CSAT)
- 74.2 Net Promoter Score (NPS)
- Average response times of under 45 seconds by phone and under 15 seconds by chat

These results reflect our commitment to being a dependable, long-term partner, supporting Franklin Township from implementation through ongoing daily use.



Pricing

TCP Software is pleased to present Franklin Township with the following proposal:

Item Description	Per Unit Cost	Quantity	Charge Type	Order Total
TimeClock+ Enterprise License	\$45.00	23	Recurring	\$1,035.00
TimeClock+: Professional Services	\$210.00	8	One-Time	\$1,680.00
			Recurring Total	\$1,035.00
			One-Time Total	\$1,680.00
			Order Total	\$2,715.00

Special Terms

- Includes: Implementation, Training, Support & Maintenance
- OMNIA Contract: R250903

Return on Investment

6.4 Months

Payback Period

\$32,666

Average Annual Savings

20.5x

5-Year Return

\$162,540

5-Year Savings

Annual Savings by Category



Payroll Efficiency

\$2,252



Error Prevention

\$18,836



Lost Time

\$11,508



Scheduling Efficiency



Overtime Reduction

Investment & Savings Breakdown

Year 1 Investment

\$2,715

Year 1 Savings

\$32,595

Net Year 1 Benefit

\$29,088

Year 1 Return

9.7x

Cost Comparison: Status Quo vs TCP Solution

Current Annual Cost

Manual Payroll Processing	\$3,002
Payroll Errors	\$25,115
Time Theft / Lost Time	\$15,344
Manual Scheduling	
Unplanned Overtime	
Total	\$43,460

Annual Cost with TCP Software

Manual Payroll Processing	\$751
Payroll Errors	\$6,279
Time Theft / Lost Time	\$3,836
Manual Scheduling	
Unplanned Overtime	
Total	\$10,865

Cumulative 5-Year Savings Breakdown

Year 1

\$29,088

Year 2

\$61,360

Year 3

\$94,353

Year 4

\$128,077

Year 5

\$162,540

Assumptions

Assumes payroll staff collectively spend 3.0 hours each pay period to calculate and finalize payroll for all employees.

Assumes a 2.0% payroll error rate, which falls within the commonly referenced 1-8% range reported by the American Payroll Association.

Assumes each employee loses an average of 5.0 minutes of paid time per day due to rounding, late punches, and other time-tracking gaps.

TCP Team Members

At TCP Software, we pride ourselves on assembling a team of exceptional professionals dedicated to delivering unparalleled service and support. Our diverse team brings together expertise from various departments to ensure the success of our clients. Meet a few of the individuals driving our mission forward:

- **Christian LaFoy**
 - Account Executive
 - (901) 519-4876
 - clafoy@tcp.com

- **Samantha Martinez**
 - Solutions Consultant II
 - (325) 223-9500
 - smartinez@tcpsoftware.com

- **James Messing**
 - Mid-Market Sales Manager
 - (325) 223-9500
 - jmessing@tcpsoftware.com

- **Zackery Hoag**
 - VP of Mid-Market Sales
 - (325) 223-9500
 - zhoag@tcpsoftware.com