



City of Boynton Beach Agenda Item Request Form

Meeting Date: 04/ 7/2026

Proposed Resolution No. R26-058- Amend and modify the subscription services order form originally approved by the City Manager for \$74,210 to add Smart Automated Testing Services from Kainos WorkSmart, Inc. in the amount of \$298,980 for a three-year term, plus a contingency allowance of \$40,000, bringing the new contract amount to \$413,190, pursuant to the Sole Source Procurement Exemption.

Requested Action: Staff recommends the approval of Proposed Resolution No. 26-058.

Explanation of Request:

The City of Boynton Beach is currently implementing Workday, a cloud-based enterprise resource planning (ERP) platform, to modernize operations across Human Capital Management (HCM), Finance, Security, and Payroll. As part of a successful Workday implementation, comprehensive and structured testing is required to validate system configurations, integrations, and data integrity prior to go-live and throughout ongoing system updates.

To support this effort, staff evaluated automated testing solutions purpose-built for Workday environments. Following that review, staff recommends awarding a contract to Kainos for their **Smart Test** platform. Kainos Smart Test is a Workday-native automated testing tool that enables the City to efficiently validate system changes, reduce manual testing effort, and minimize implementation risk.

This purchase is being made pursuant to the Sole Source Procurement Exemption outlined in Section X, Alternatives to Formal Sealed Bids, of the procurement policy. This section permits sole-source services and purchases when it is determined that only one viable source is available. Such circumstances may include, but are not limited to, repairs or additions from the original equipment manufacturer, exclusive regional suppliers, franchised or licensed distributors, or proprietary items. Kainos has submitted the required documentation to the City, and the Procurement Division has affirmed that the documentation for this purchase meets the Sole Source Procurement Exemption criteria.

The following justification supports this determination:

1. **Unique and Proprietary Solution** Kainos Smart Test is the only Workday-approved automated testing service designed exclusively for the Workday platform. Kainos is the sole developer and exclusive provider of this solution, and no other vendor offers a comparable product capable of meeting the City's requirements. Generic testing tools are not a viable alternative, as maintaining them would require an estimated 100 person-days per week of staff effort to keep pace with Workday's weekly software releases — a burden that is neither practical nor cost-effective for the City.
2. **Workday-Approved and Workday-Integrated** Kainos is the only select software partner authorized by Workday to offer a pre-built automated testing service for the Workday platform. Kainos receives access to Workday's development environment prior to public release, enabling weekly updates to Smart Test that keep the City's testing suite continuously synchronized with Workday updates at no additional maintenance cost to the City.
3. **Existing Sole Source Relationship** The City previously entered into an agreement with Kainos for the first phase of this engagement as a sole source / professional services procurement. This contract represents a continuation and expansion of that existing relationship. Awarding to a different vendor is not feasible, as Kainos is the exclusive provider of the onboarding methodology and services required to deploy and utilize Smart Test.
4. **Sole Source Letter from Vendor** Kainos has provided a formal sole source letter, dated November 2025, signed by Matt Palmer, Vice President of Americas, confirming that no comparative quotations can be obtained and that Kainos is the sole developer and exclusive provider of Kainos Smart Test.
5. **Public Sector Precedent** Kainos Smart Test is currently utilized by over 460 organizations to test their Workday implementations, including numerous public sector institutions. Workday itself uses Kainos Smart Test to validate its own internal Workday environment.

Based on the above, staff has determined that competition for this service is not practicable, and that procurement through a sole source award is in the best interest of the City.

Staff respectfully requests Commission approval to amend the existing agreement with Kainos, currently valued at \$74,210, to incorporate additional Smart Test options. The proposed amendment would increase the contract by \$298,980 over three years, plus a contingency allowance of \$40,000 applied within the same term, resulting in a new contract total of \$413,190.00 over three years.

How will this affect city programs or services? This amendment will have **no negative impact** on City programs or services. In fact, it supports the opposite — by ensuring the Workday implementation is thoroughly tested before go-live, the City reduces the risk of system errors, payroll disruptions, or data integrity issues that could directly affect employees

and day-to-day operations. Automated testing through Kainos Smart Test provides a proactive safeguard that protects the continuity of City services throughout the implementation and beyond.

Account Line Item and Description: TBD

Fiscal Impact: \$413,190.00 over three years

Attachments:

[R26-058 Agenda_Item_4488-2026_Resolution_for_Kainos_Smart_Test_Purchase \(1\).docx](#)

[Exhibit A to Resolution - PID 224173 Subscription Service Additional Order Form](#)

[Kainos Smart Sole Sourced Justification Letter - CBB.pdf](#)

[Order form \\$74,210 2026-2028.pdf](#)

[Name change](#)