



ExecuTime Tackles the Tough Time Sheets for Police, Fire, Sheriff, and Public Works

When a city or county government contemplates replacing an outdated, manual time and attendance system with an electronic solution, one of the major stumbling blocks is handling the many complexities for police, fire, sheriff and public works departments.

Many products promise seamless automation, integration, and big time and cost savings. That's not a huge hurdle if all your employees are straight-time staff who work a standard 40-hour week. But the true litmus test of an electronic time and attendance system in a city or county government environment is how the product addresses these questions with regards to intricate, department-specific policies:



Can your solution be configured to automate complex policies for overtime, shift differentials, personal time accrual, 24 hour shifts etc., as seamlessly as it does for straight time employees?

To accomplish this automation, will your solution require major changes to our IT systems or to how our staff operates?

What will it cost to put any customizations in place?

From the beginning, Executime has provided a solution that tackles the challenges outlined in these questions while remaining the most cost-effective product on the market. How Executime accomplishes these goals can be seen in cities like Kirkwood, MO, and Rock Springs, WY. Both cities had previously used cumbersome, paper-based systems to track time and attendance, and both suffered as a result.

"It was horrible," says John Adams, Director of Finance in Kirkwood. "It was archaic. There was a lot of manual entry. It was time consuming to balance, prepare, and get time sheets to finance."

Gina Davis, Computer Support Specialist in Rock Springs, recalls the specific challenges for the person who managed their police department's time tracking. "Our police time keeper spent 24 hours per pay period transferring information and doing data entry."

Both cities needed an automated system, but they both had to make sure they weren't exchanging one headache for another when it came to their police, fire, sheriff and public works departments. Both cities also needed a solution that offered a flawless integration with their SunGard® Public Sector Payroll Application.

After researching and viewing demos of multiple products, Rock Springs and Kirkwood each selected ExecuTime to accomplish their goals while keeping expenses down. In addition to providing the best benefit-to-cost, both cities saw a big advantage in ExecuTime being a certified SunGard® partner. "In the end, it made more sense to go with ExecuTime because of their partnership with SunGard® Public Sector," says Gina Davis. In Kirkwood, John Adams agrees, "We felt that ExecuTime's partnership with SunGard® would be better than having two separate vendors."

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-John Adams, City of Kirkwood, MO

The paper savings are good and human error is way down. The flexibility in ExecuTime is outstanding.

-Gina Davis, City of Rock Springs, WY



POLICE, FIRE, SHERIFF & PUBLIC WORKS

Having chosen ExecuTime, the next hurdle was to install the solution and address the complicated policies within police, fire, sheriff and public works, along with the rest of the cities' departments. In Kirkwood, these challenges turned out to be non-issues. "We went through each of these departments during implementation," recalls Adams. "ExecuTime addressed the challenges and resolved them. The electric department has different time and attendance rules for an outage. They went through a storm while using ExecuTime. What would have taken us about two to three days to reconcile got done in a morning. It's truly incredible."

For Gina Davis in Rock Springs, she was most impressed by ExecuTime's ability to work with their unique physical and policy-driven requirements. "ExecuTime built an interface with our police CAD system," says Davis. "When officers call on or off duty from their patrol car, that's logged as their clock-in and clock-out." Through the integration with the SunGard Public Sector CAD application, ExecuTime took a current process and turned it into an effortless and accurate way to track time. "Execu-

Time was less expensive than their competitors, but the biggest thing was that they tailored our installation to suit our needs."

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Davis also stresses that ExecuTime accomplished all of this without forcing her city to make major changes. "We didn't want to change our payroll program. We didn't want any big upheavals. We just wanted to track time electronically. So, implementing ExecuTime has been smooth because we left the major things alone. The other vendors we talked to have their own system and they want you to fit into their system. They don't tailor their system into how you operate."

For both cities, the benefits have been significant and immediate. Paper time cards as well their hassle and expense has been eliminated. Both cities have employees clock in and out using a mix of user-friendly tools including web-browsers, smart time clocks, and other interfaces that allow them to accurately track time and apply complex rounding policies automatically and without manual intervention.

Requests for time off are submitted, moderated, and managed all within ExecuTime. Both staff and supervisors can view and manage benefit time, such as vacation and sick time, and other information through a web browser interface without bogging down clerks and supervisors with multiple requests for updates. In Kirkwood, the fire department staff has become so adept at using ExecuTime that John Adams wants to give them the ability to enter the specific codes that designate the type of shift and pay rate they worked. "So then all the supervisor has to do is verify that code" says Adams. "It will save even more time."

According to a post-implementation analysis performed in Kirkwood, John Adams knows statistically that purchasing ExecuTime was a good idea. "Errors are reduced. The time it takes to reconcile payroll is reduced. That's dramatically improved for everybody city wide."

"The paper savings are good and human error is way down," says Gina Davis in Rock Springs. "The flexibility in ExecuTime is outstanding." And the employee who used to take 24-hours per pay period to reconcile time and attendance for the police department now accomplishes the same task in half the time.

In Kirkwood, MO, and Rock Springs, WY, implementing ExecuTime for police, fire, and public works, as well as all other departments, produced solid, measurable benefits without forcing these city governments into making major changes to their current systems. "ExecuTime has been really easy to work with," says Gina Davis. **"Everything that we really needed, they found a way to do it."**