



# A Real Time View

## Time Tracking Service Helps Cut Overtime Costs by 70%

### ABOUT RENTALMAX

RentalMax is the largest general equipment rental chain in Chicago, Illinois. The company maintains an extensive inventory in each of their 10 locations to serve contractors, businesses, community organizations and others.

### MANUAL METHODS

Previously, RentalMax tracked time and labor data for their nearly 100 hourly workers with a manually-intensive process. Hourly employees clocked in and out using a retail business software system. However, to prepare for bi-weekly payroll, the store managers used a homegrown spreadsheet to assemble end-of-payroll totals.

At the end of each pay period, each of the 10 stores then emailed the spreadsheets to the administrative office, where the HR manager again rekeyed the totals to prepare for payroll. It was time consuming, since the administrative office had to manually key and review 10 separate pay batches each period to cut checks.

### AN ADMINISTRATIVE CHALLENGE

A key limitation with the previous methods was the time it took to track time and



### At a Glance:

- A rental equipment company reduced overtime by 70%, virtually eliminating any unnecessary overtime throughout 10 locations.
- The company cut in half the effort once needed to schedule and track employee labor.
- Key to these achievements is Attendance on Demand that tracks employee labor and wage information over the internet.
- The online service monitors employee tardies, overtime, missed punches and other labor activity in real time.

labor data. Notes Karen Laccone, RentalMax HR Manager, “Essentially, the process was only efficient at punch in. After that, we were forced into duplicate-data entry, chasing down missed punches, and double checking balances by store location each payroll period.”

In addition, there was no easy way for store managers to review or monitor exceptions such as tardies or missed punches. Overtime trends were hard to spot, and any problem behaviors were only noticed several weeks after they occurred.

### A NEW APPROACH

To overcome these and other limitations, RentalMax partnered with Midwest Time Recorder, a leading provider of time and attendance solutions. The experts at Midwest Time Recorder suggested Attendance on Demand, a web-hosted time and attendance service that automates time and labor management.

RentalMax appreciated the fact that there is no software to buy, no upfront investment in licenses, no servers or hardware, and no need for costly maintenance.

The per employee subscription fee was also cost effective. Mid-



west Time Recorder worked with RentalMax to best configure the system to meet the company's unique needs.

Attendance on Demand tracks employee labor and wage data for nearly 100 hourly employees located in 10 locations securely over the web, and streamlines what was once a manually intensive process.

#### **PUNCH TO PAYROLL**

Now, employees still clock in and out at PCs at each of the location, but the Attendance on Demand system automates the entire process from punch to payroll. Instead of duplicate data entry, the system

exports payroll totals to the payroll system each period without any manual intervention.

Notes Laccone, "In past years it took 5 hours each pay period to review the emailed spreadsheets for missed punches or other problems before I could calculate totals for the payroll system. Now, Attendance on Demand exports the totals directly from each location, and I'm confident paid time off and other exceptions are tracked accurately."

#### **IMPROVED COST CONTROL**

RentalMax is also better able to manage payroll costs. A simple dashboard highlights important information such as overtime per location, allowing the company to easily drill down to take

action before the pay period ends. This real-time view has helped the company reduce overtime 70%, virtually eliminating any unnecessary overtime.

Another big plus is automating employee time off requests at each store location, which eliminates the paperwork and confusion of past methods.

Accurate scheduling also helps maximize the effectiveness of the RentalMax workforce. Improved scheduling means supervisors can schedule both effectively and quickly, matching staffing levels to the activity of each store.

#### **REAL SAVINGS**

In all, the improved methods translate into real costs savings. RentalMax estimates that the reduction in unnecessary overtime alone helps them easily get a return on the affordable per-employee monthly Attendance on Demand subscription fees. ■

## **Solution Profile**

Industry leading Attendance on Demand is a hosted time and attendance service with no software to buy or upfront hardware costs.

Attendance on Demand offers affordable monthly, per-employee billing.

- On-demand labor management tools
- Scheduling
- Timekeeping
- Accruals
- Absence management
- Budgets

