



*McKeever's Price Chopper
reduces payroll processing
by 25% and reduces costly
software maintenance by 90%*



McKeever's Price Chopper Grocery increased scheduling capability, management accountability and productivity, as well as employee time tracking resulting in tremendous cost savings using Attendance Enterprise.



About McKeever Enterprises

McKeever Enterprises consists of nine Chopper grocery stores located in the metropolitan Kansas City area. They have 1,000 employees paid weekly and run a 24-hour operation. Like most stores in the retail grocery market, profit margins are thin and reducing operational expenses is imperative. McKeever relates a portion of their success to their unending search for the best vendors and suppliers. Realizing they had time and attendance needs that were unmet, McKeever turned to the labor management experts at PayTime, Inc. (Kansas City, KS)

“One way we are able to compete is to find cost effective solutions that help us run the business more efficiently,” says Jeff Blobaum, CFO. “Changes we make that work the best are

with suppliers who take the time to understand our specific needs at the outset and continue to communicate with us over time to help us with improving our processes.”

Limited Access to Employee Schedules

Each McKeever grocery store has multiple departments such as floral, produce, meat, and so on. One supervisor for each department is responsible for the scheduling of their respective employees.

Each store had only three user accounts under their previous time and attendance system because individual user licenses were cost prohibitive. This resulted in supervisors logging into shared accounts. Availability of the scheduling system was limited due to everyone needing it at the same time. Supervisors, often pressed for time, simply copied existing schedule into the next pay period rather than schedule based on need. This created over and under scheduled staffing problems. When a discrepancy arose in the schedule, it was impossible to track the supervisor that was responsible and accountability was a challenge.

Compromised Security Access

McKeever used biometric time clocks in their locations but found them to be inadequate. Biometric time clocks use a hand scan to identify the employee and prevent buddy punching, where one employee knowingly punches for another. They used these devices for security access as well as time and attendance and needed reliability and accuracy.



Environmental conditions such as wet hands from frequent hand washing made employee identification difficult. In order for employees to access the facility or punch, the threshold had to be set so low that a new problem emerged: the device accepted nearly anyone attempting to use it, defeating its purpose.

In addition, the biometric time clocks did not allow for department transfers at the store level. Supervisors had to wait until the end of each payroll period to submit transfers and edits to the corporate office. Employees at the corporate office then made adjustments manually.

Payroll Processing and Maintenance Costs — Too High

With payroll being processed each week, five employees in the corporate payroll office found themselves spending two full days, every week, tallying up hours, making adjustments requested by individual stores, and distributing paychecks. They saw 40% of their weekly hours devoted entirely to processing payroll.

Another problem was unscheduled and unbudgeted software updates required for the system to properly run. Each software module was purchased separately and required integration to pass information back and forth. When the time and attendance company updated its software, it rendered McKeever's integration and connectivity useless. This resulted in a forced software update and reconfiguration, with McKeever footing the bill.

Adding fuel to the maintenance fire, McKeever often had to wait days for software support, resulting in lost productivity.

A Better Way

McKeever Enterprise called on the experts at PayTime, Inc. to implement Attendance Enterprise, a seamless and cost effective solution. McKeever purchased affordable Attendance Enterprise licenses for all eighty of their supervisors. This gave accountability and empowerment to each supervisor for managing their employees.

Grocery stores must run efficiently to remain profitable and margins are slim. With labor being the predominate cost, overtime is watched closely. There is no room for overtime due to mismanagement of labor. Attendance Enterprise offered each supervisor the ability to maintain efficient schedules that reduced employee overtime.

“Attendance Enterprise has been such a significant savings,” says McKeever CFO Jeff Blobaum. “There has been an immediate return on investment.”

After implementing Attendance Enterprise, they also realized a reduction in manual adjustments at the corporate level. Supervisors within the stores managed their own employees’ hours and departmental transfers more effectively, eliminating the need for support from the corporate office. Attendance Enterprise has shaved overall time dedicated to payroll by 25%, freeing up personnel for other tasks.

McKeever found time clocks with proximity card readers better suited their needs. Waving a badge in front of the clock provides security access and time tracking capability without compromising information integrity. The time clock resists wear and tear as there are no moving parts or any need to physically touch the clock.

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Full Package Advantages

Attendance Enterprise includes schedules, time tracking and supervisor edit trails, and archived attendance data. It also includes a reporting engine and integration. McKeever is pleased with this solution as it eliminates not only independent module updates, but also the cost of these updates and reconfiguration of the software.

McKeever tracks employee vacation time in their payroll software and sends it to Attendance Enterprise. This allows supervisors to provide information to employees about vacation and paid time off. Integration between the two systems is critical for a seamless process and for empowering supervisors to better manage their employees.



With PayTime's knowledge and expertise in Attendance Enterprise, support calls have been minimized and response time is quick.

"It's just so much easier and the response time is so much faster than before and the difference is immeasurable," said Blobaum.

McKeever used to pay a high annual software maintenance fee for their time and attendance system. With Attendance Enterprise, they have seen a 90% decrease in their annual maintenance costs.

Training Is a Breeze

Attendance Enterprise is easy to use and intuitive. McKeever found the change to their new time and attendance system to be painless.

"It's been so easy to train our employees on Attendance Enterprise," says Janice Pearson, a key McKeever bookkeeper. With eighty supervisors learning the system, ease of use is critical. "We often train new employees right over the phone."

Smart Shopping

McKeever Enterprises has been using Attendance Enterprise for over three years. All told, they have achieved operational efficiency and savings such as easy roll-out and implementation, a simple training process, measurable cost savings without losing features, an increase in productivity, and a decrease in wait time for product support.

As Jeff Blobaum put it, "Attendance Enterprise became something we simply had to do."

About PayTime, Inc.

PayTime, Inc. started offering InfoTronics time and attendance products to the Kansas City area in 1997. The firm works with companies ranging from 10 to 5,000 employees to customize labor-tracking to their specific needs. It has helped companies deal with a wide variety of labor tracking issues, from union contracts to employees requesting time off through self-service portals. The combination of great products, great service and great value has allowed PayTime, Inc. to grow into one of Kansas City's largest independent time and attendance dealers. More information can be found at www.paytimeinc.com.

About InfoTronics, Inc.

InfoTronics, Inc., is a technology company with more than 30 years of expertise in developing employee time and attendance solutions that provide businesses of all sizes with a cost-effective, easily deployed workforce management system. Attendance Enterprise is the flagship product and provides advanced features for managing labor data — calculating pay rules, scheduling employees, budgeting labor, automating benefit accruals, tracking attendance-based merit points— while meeting the scalability, reliability and security requirements of large organizations. An extensive North American dealer network has helped more than 20,000 organizations use InfoTronics products to reduce labor expenses and improve decision-making. www.infotronics.com