

Time Clock Usage in Selected Tennessee Cities Survey

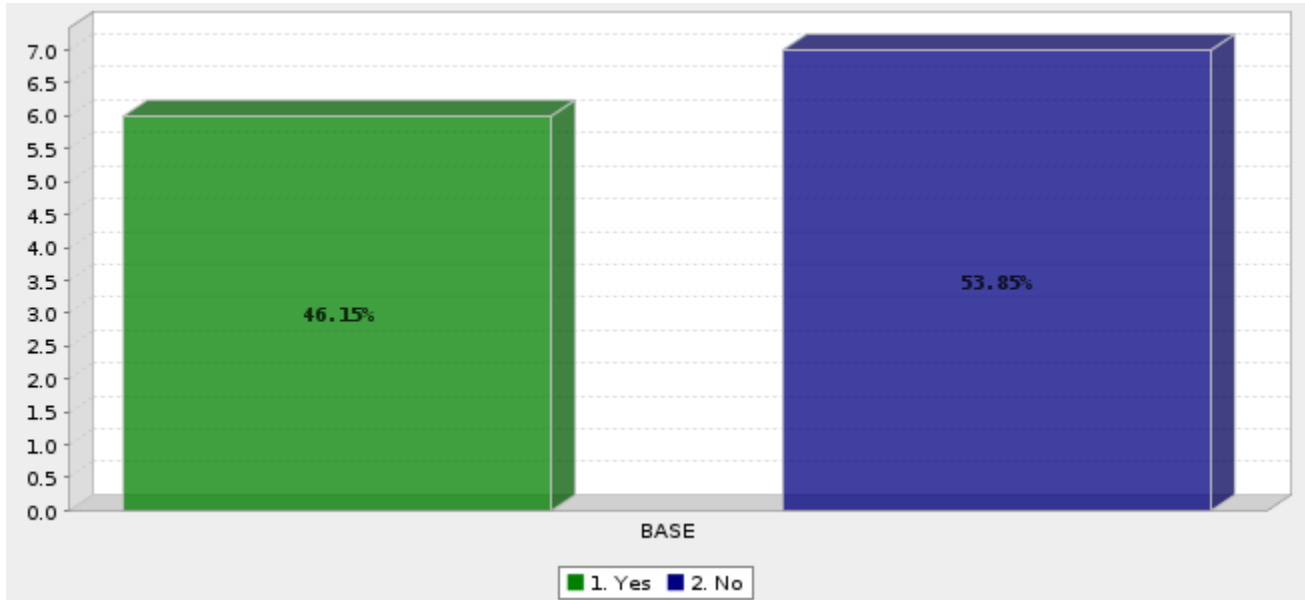


MTAS Research and Information Center | February 2022

The MTAS Research and Information Center was asked to conduct a survey of cities with approximately 150 employees regarding their usage of time clocks and associated payroll systems.

Invitations were sent to 22 municipalities and 11 completed surveys for a 50% response rate.

1. Does your city use a time clock for employees to track their daily time?



	Answer	Count	Percent
	1. Yes	4	36.36%
	2. No	7	63.64%
	Total	11	100%

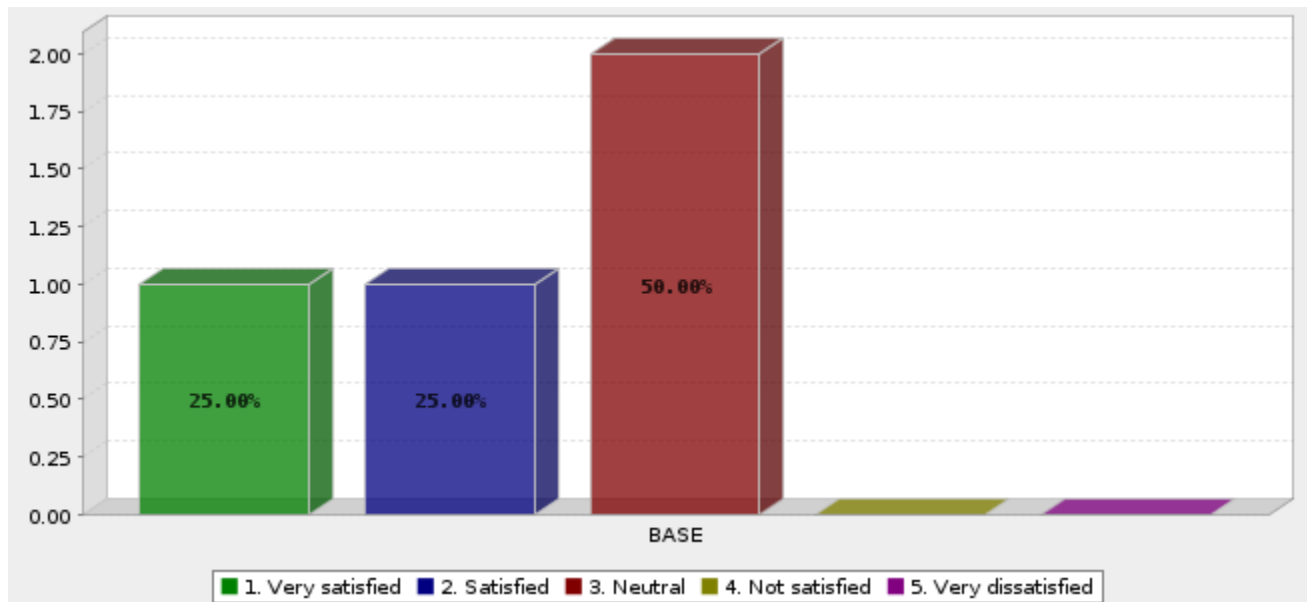
2. Which departments use time clocks?

Greeneville	Public Works
Bristol	Parks and Rec and Public Works
Mt. Juliet	All Departments
Goodlettsville	City Hall, Parks, Public Works, Fire, dispatch, public works. Most all but police officers.

3. What system are you using? (Brand, model, etc.)

Greeneville	Kronos
Bristol	various timeclocks are being used. Timecard data is then put into a spreadsheet which is entered into our payroll system which is a Tyler product.
Mt. Juliet	Paycor Time and Attendance System.
Goodlettsville	Manual time clock purchased from Sams club. Key total hours into INCODE software.

4. How satisfied are you with this product?



	Answer	Count	Percent
1.	Very satisfied (Mt. Juliet)	1	25.00%
2.	Satisfied (Greeneville)	1	25.00%
3.	Neutral (Bristol, Goodlettsville)	2	50.00%
4.	Not satisfied	0	0.00%
5.	Very dissatisfied	0	0.00%
	Total	4	100%

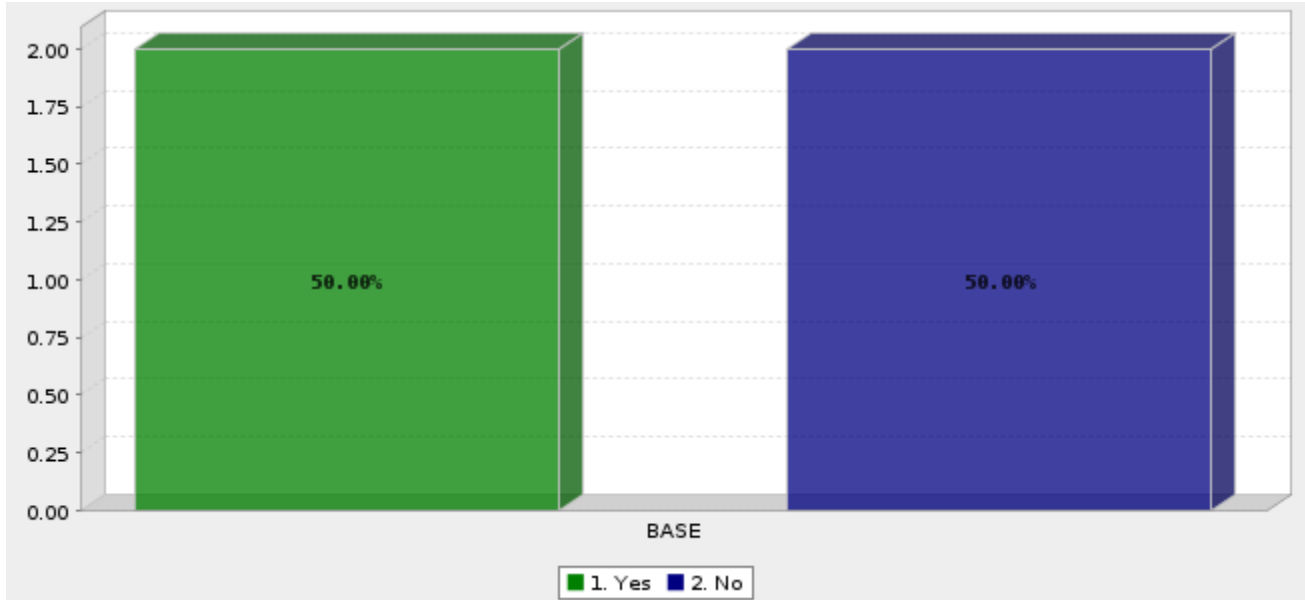
5. Could you provide a few specific aspects of the product that you particularly like?

Mt. Juliet	The system can be used with a smart phone app for those who go out in the field before coming into the office. You can punch in on any of the facilities clocks as there is a clock at each location. The Supervisors can see clocking for all of their employees in real time and can enter any changes or updates. This minimizes the work that has to be done on payroll day. Once time is approved, the payroll department can pull the information in, to be sent for payments which are all direct deposit.
Goodlettsville	Inexpensive

6. Are there any improvements to the product that you would suggest?

Bristol	We would like to have a timeclock system that feeds directly into our payroll system
Mt. Juliet	No.
Goodlettsville	More automated

7. Does your time clock system tie directly into your payroll system?

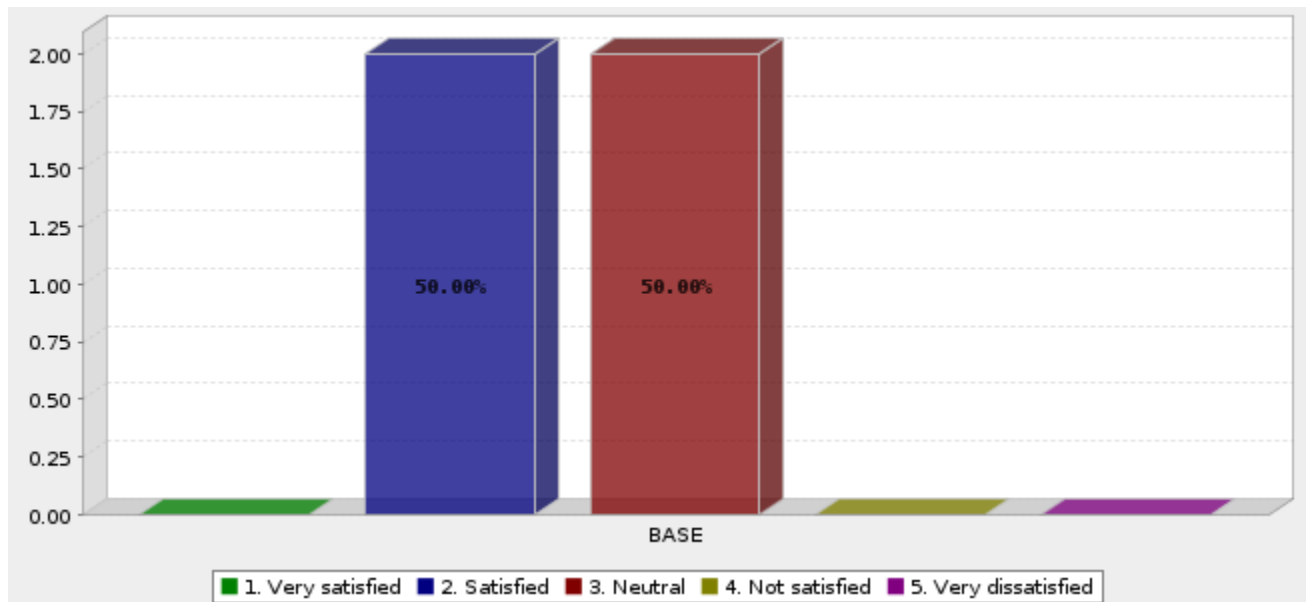


	Answer	Count	Percent
1.	Yes (Greeneville, Mt. Juliet)	2	50.00%
2.	No (Bristol, Goodlettsville)	2	50.00%
	Total	4	100%

8. What payroll system do you have in use now? (Brand, model, modules, etc.)

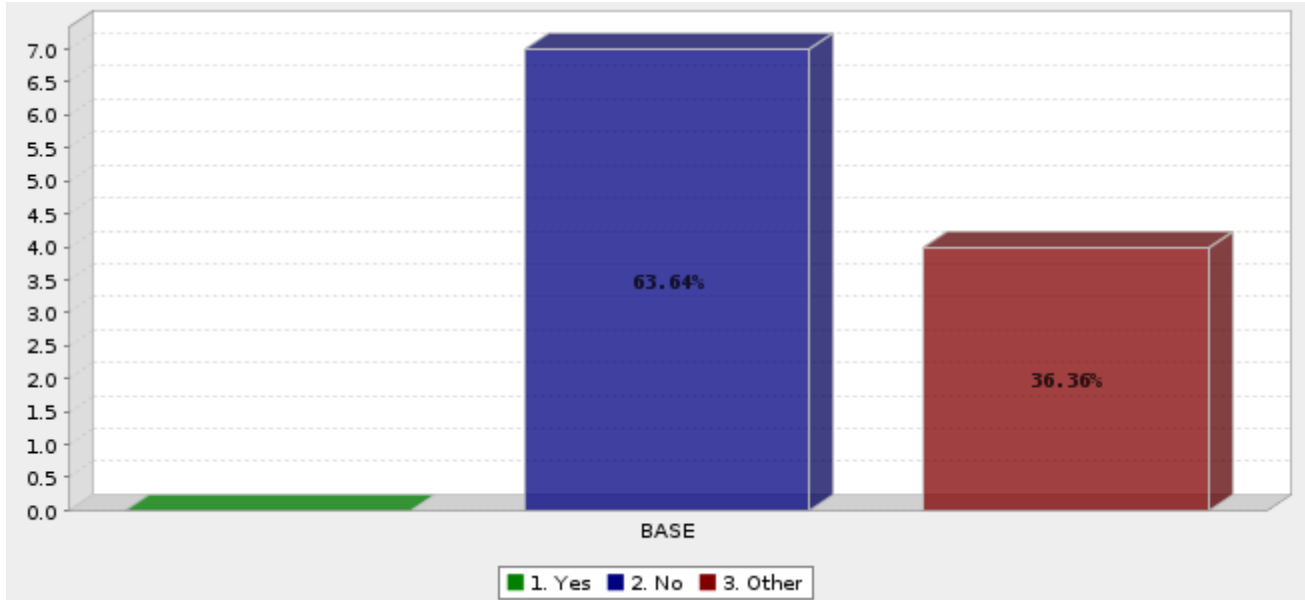
Greeneville	Local Government
Bristol	Tyler ERP system
Mt. Juliet	Paycor
Goodlettsville	Time entry where we key total hours transfers into INCODE payroll system. But the time clock does not feed to it.

9. How satisfied are you with this product?



	Answer	Count	Percent
1.	Very satisfied	0	0.00%
2.	Satisfied (Greeneville, Mt. Juliet)	2	50.00%
3.	Neutral (Bristol, Goodlettsville)	2	50.00%
4.	Not satisfied	0	0.00%
5.	Very dissatisfied	0	0.00%
	Total	4	100%

10. Do you have plans to implement the use of time clocks in the future?



	Answer	Count	Percent
1.	Yes	0	0.00%
2.	No	7	63.64%
3.	Other	4	36.36%
	Total	11	100%

11. Any additional comments or suggestions:

Morristown	We do not have immediate plans but have been discussing the possibility.
Covington	This is topic that has been thrown around, but a decision to move forward with implementation has not been presented.
Goodlettsville	We are looking at Executime that will directly feed into INCODE.