



SUCCESS STORY



My Biggest Helper

Breckenridge Materials Success Story.

Breckenridge Materials Corporation is a family-owned and operated company that has called St. Louis home for over 80 years. It is one of the largest ready-mix suppliers in Missouri. Debbie Richards, Payroll Manager at Breckenridge, joined the company 13 years ago. When she joined, they had only 100 employees and nearly everything related to payroll was manual.

Approximately 8 years ago, as Breckenridge's employee count continued to grow, ABRA payroll was added to help automate the payroll process, but time and labor tracking remained manual. The company had, and still has, 2 unions and 7 different union contracts. "There were a multitude of exceptions to each contract" says Debbie. The rules for each employee had to be reviewed for accuracy on each and every payroll. She created a spreadsheet to track contract rules and exceptions related to time and job type for each employee. In addition to maintaining the spreadsheet, the payroll department had to check each employee's manually added time card, correct errors and then convert the time from hours to decimals. The results of the time and contract rules were then manually entered into ABRA payroll. Since Breckenridge runs payroll weekly, all of this adding, checking and manual entry happened every week.

Industry:

Ready Mix Concrete and Building Materials

Customer:

Breckenridge Material Company

Number of Locations:

20+

Number of Employees:

250

Systems Represented:

SAGE ABRA HRMS,

BAS TimeZone, BAS Integration

Problem:

BMC was manually managing time and labor data with no capability to track and manage labor data necessary to improve operations and control costs.

Solution:

BAS TimeZone with Labor Allocation and Scheduling was implemented with 22 biometric data collection terminals. BAS Integration to Abra HRMS completes the solution.

Result:

Time is captured on location, Union Rules are applied, labor costs are distributed, schedules control costs and data is shared with ABRA HRMS. All automatically with integration and reporting by BAS.

Once Breckenridge reached the 250 employee level, the company faced a choice, hire more staff to assist with payroll or implement a time and labor management system that would interface with ABRA. They decided to acquire a time and labor system. Debbie says that they looked at many systems but Curtis Anderson, their long-time ABRA consultant, advised them to consider BAS TimeZone because of BAS' history with Breckenridge. After needs analysis, rules qualification and a solutions presentation by Business Automation Specialists, they did a thorough review of proposed solutions and BAS TimeZone was selected as the chosen solution.

Debbie says it was a huge challenge to learn to talk about labor management in software terms and to ensure that all of the contract pay rules and exceptions were translated accurately into TimeZone. Rules related to regular hours, overtime hours, shift, premium pay, holiday pay, funeral pay, health and welfare rules, probation period rules and the contract term all had to be captured and translated into TimeZone and ABRA. "Diane Sector, BAS Partner and Project Manager, was great; she was exceedingly patient and was good at finding ways to translate my word description of the contract rules to the BAS TimeZone software." System testing occurred over a period of weeks, running parallel payrolls and checking results. Week by week changes were made and new rules added. Since payroll is run weekly, there "was not a whole lot of time to waste. BAS was great, if something didn't work right, they changed it immediately. During all the testing we never missed a payroll", says Debbie proudly.

Overall Debbie describes the implementation like this "The whole thing was so amazing once you get over the anxiety of 'will it work?'. We had a timeline and stuck to it. Diane would always tell me 'it's okay, we will adjust it' and they did – every time!" Asked about her ongoing relationship with BAS, she says "whenever I have a question they are very good at answering, teaching us and explaining as we go along"

How has TimeZone impacted Debbie and Breckenridge? Debbie names two things immediately. She no longer has to add up and convert time by hand "Just the adding up of time is a god-send to me" and Breckenridge now has enough time in the payroll cycle to allow direct deposits for employees. Debbie also enjoys that increased accuracy that TimeZone affords. An unexpected benefit is the documentation the system creates related to employees' time records. This allows managers to have clear and informed discussions about Breckenridge labor performance. Debbie sums up the TimeZone system like this "It is the biggest help to me in all the years I've been here at Breckenridge!"

About Business Automation Systems

BAS provides integration expertise and solutions for time and attendance, workforce management, and advanced Payroll/HR interfaces for accounting and costing for users of Sage Software: Abra HRMS, Timberline, MAS 90/200/500, MIP and AccPac.

Clients, Consultants, VARs, Verticals, and Software Publishers working in various industries and many types of organizations throughout North America and the Caribbean have relied on **BAS** - since 1984.



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