

Niemeyer Brothers Plumbing Picks WorkMax TIME for Precise Payroll and Job Costs



1462%

RETURN ON INVESTMENT



5% - 10%

REDUCED OVERTIME



\$40,000

TOTAL COST SAVINGS



Industry
Commercial
& Residential
Plumbing



Location
Phoenix, AZ



Employees
32



Integrations
ProContractor by
Viewpoint & ADP



Solution
WorkMax TIME

Paper was Killing Accuracy and Efficiency

Niemeyer Brothers Plumbing struggled with getting accurate paper time cards from their mobile field employees. Instead of keeping track of their time and tasks each day, employees waited until the end of the pay period to write down their time and tasks from memory. Which led to employees estimating their time and not documenting their actual hours worked. Niemeyer Brothers Plumbing knew they were overpaying employees on estimated hours compared to their actual worked hours. With paper time cards, they also didn't have a way of knowing if the employee was really on the job site where they were assigned to work for the day when they wrote down their clock IN or OUT. They also had employees write their start times before their scheduled work hours. Employees also had one paper time card per foreman that they worked for in a week. Throughout a week they typically would work for three or more foremen at multiple job sites. This meant that employees were turning in at least three separate time cards for each week. The payroll staff had to manage the multiple time cards and contact the employees if one of the time cards was missing.

In addition to incorrect labor hours, they also had inaccurate job costs. Employees were only concerned with receiving their 40-hour paycheck and were not accurately tracking their time to the correct activity or project. They would code 40 hours to domestic water even though they had been working on compressed air piping. They didn't understand that their time and task tracking impacted how Niemeyer Brothers Plumbing estimated similar future projects. They knew employees should be assigning their hours to multiple cost codes, but they were not documenting it on the paper time cards. When they would look back on past projects to create a new estimate to bid on a project, the labor associated with domestic water line tasks were over budget. During which other activities/tasks had zero labor hours associated with them. It made estimating future projects more difficult.

Key WorkMax Features That Increased Accuracy & Payroll Processing



Face Recognition



Clock In/Out in Real Time



Expedited Payroll Processing



GPS Location on Clock In or Out



Improved Bid Accuracy

Timely submission of the paper time cards was always an issue. To pay employees the hours they worked. The receptionist would call each employee with missing time cards to get them to turn them in. The first challenge was getting the time cards. The second challenge was entering the data manually into ProContractor by Viewpoint and ADP from illegible handwritten time cards with inaccurate job costs. Additionally, the executives at Niemeyer Brothers Plumbing lacked visibility into their labor and job costs which affected their bottom line. They were unsure if they would end their year with profits or losses.

A Modern Web-Based Cloud Solution with WorkMax TIME

Niemeyer Brothers Plumbing selected cloud-based WorkMax TIME for their employee time tracking solution. They wanted an easy-to-use solution that would be adopted quickly by their field staff using their mobile devices in the field. WorkMax TIME's clean user interface was easy to use and didn't overwhelm the users with extra options that were not relevant to them. Even though WorkMax TIME was easy to use, Niemeyer Brothers Plumbing anticipated push back from their employees. Even with inaccurate job costs on their paper time cards, the employees still were paid their 40 hours. When they rolled out WorkMax TIME to their employees, they received strong direction from their executive leadership President, Rick Niemeyer. When he received complaints that it took too long or was too complicated, he told them if they wanted to get paid, they had to track their time and activities in WorkMax TIME. After they got into WorkMax TIME and started using it, they saw how simple it was.



Did the guys buck the system? Yes! We heard every excuse until we said, 'This is the way you're going to get paid. You'd better figure it out fast'

- All of a sudden they saw how simple it was.

Rick Niemeyer,
President



Niemeyer Brothers Return On Investment



Year 1 License & Setup Costs	
WorkMax	\$2,560
Year 1	\$40,000
Total Savings	\$40,000



Increased Efficiencies and Profits Through Streamlined Payroll Process and Accurate Job Labor Costs

WorkMax TIME simplified the payroll processing experience. Because employees submitted a separate time card for each foreman they worked for in a week. The payroll staff would receive multiple paper time cards per employee. With WorkMax TIME the payroll team can see in real-time, the summarized total hours per employee no matter how many foremen they worked for in a week eliminating the multiple paper time cards. These summarized totals per employee are automatically calculated and easily found in the WorkMax Control Center.

Another WorkMax TIME feature that helped simplify the payroll processing experience is User Notes. Employees can enter User Notes directly related to a time entry, eliminating the need to send a separate email to payroll. Everything for payroll is all in one place in the WorkMax Control Center. Saving the employees' and payroll team's time because they didn't have to go back and forth between emails and WorkMax TIME to ensure an employee's time was correct before processing payroll.

WorkMax TIME's GPS feature helped to reduce the overestimated time by employees for accurate labor costs. With GPS location services, they could see where employees were when they clocked IN and OUT. They no longer had employees clocking IN or OUT when they weren't at the job site. But if they did, they could address the situation before they processed payroll. The group clock IN feature also helped reduced overestimated employee hours because the foreman clocked IN the crew as soon as they started work and clocked them OUT at the end of work for the day.

WorkMax TIME integrated with ProContractor by Viewpoint to automatically push labor hours and tasks to the right jobs and cost codes for accurate job cost accounting. They also used ADP to process their payroll a simple export of the data from WorkMax TIME which easily imported it into ADP via their website. There was no longer a need to manually enter information into ProContractor by Viewpoint or ADP for accurate labor hours. The pick lists in WorkMax TIME for the employees' activities and project names and numbers ensured that all the right job cost information was assigned to the right cost centers for accurate job costing and better estimating. It was also easy to import jobs and employees from ProContractor by Viewpoint into WorkMax TIME to keep both systems synced and accurate.

We reduced overtime by 5% - 10% and saved \$40,000 annually with WorkMax TIME's GPS and real-time data collection.

Colleen Villari,
Project Coordinator

With WorkMax TIME, Niemeyer Brothers Plumbing captured their employees' time, tasks, and projects in real-time. Executives in the office didn't need to wait until the end of the week to see if they were going to be over or under on labor hours for a project. The real-time data collection helped the payroll team process payroll faster. Because the mobile app was the only way employees could enter their time and had to be done in real-time, the payroll team was no longer making calls from the office to tell them to turn in their time cards. With paper time cards they could never process payroll in the week that the hours were worked because they were always hunting down employees to collect the multiple paper time cards per employee. With WorkMax TIME, when all the hours were submitted by 3 PM on a Friday, they processed payroll on Friday before the close of business.

The mobile app collected employees' time in real-time and made it easy for employees to switch their tasks or projects in real-time for accurate job costing. In the past, they would assign their tasks to one generic task each day. With WorkMax TIME, Niemeyer Brothers Plumbing began relying on historical labor costs to create more accurate estimates to bid more competitively on projects to win more business.

GPS and Real-Time Data Collection Saves \$40,000

WorkMax TIME streamlined the entire payroll process making it much more accurate and efficient. It reduced the payroll processing time by four hours per week by removing the need to track down multiple time cards per employee and manually entering them into ADP for payroll processing or job cost tracking in ProContractor by Viewpoint. The number of special payrolls for missing hours or late time card submissions dropped significantly after implementing WorkMax TIME.

With WorkMax TIME, job cost accuracy dramatically increased because employees were switching tasks and project numbers multiple times throughout the day in real-time instead of marking the day with one generic task or cost code.

Labor hours accuracy also increased with WorkMax TIME's GPS feature and real-time data collection. There were no more estimated hours; employees entered their start and stop times in real-time. This led to a reduction in overtime by 5% - 10% and a cost savings of \$40,000 annually. With an annual cost of \$2560 for 32 employees for WorkMax TIME, the investment gain was \$37,440 with an ROI of 1462%.

Streamline Billing & Payroll Processes

WHILE INCREASING ACCURACY

SCHEDULE A DEMO
844.967.5629

WorkMax
by AboutTime Technologies

CS
COMPLETE SUITE

TIME

FORMS

ASSETS