



***Ethica Health delivered skilled nursing when people needed it most.  
Stromberg kept the focus on patient care by automating time and attendance.***

Ethica Health operates several skilled nursing facilities in Georgia. Ethica's comprehensive medical care programs offer cost-effective alternatives to rehabilitation in hospitals. Under the direction of physicians and licensed healthcare administrators, Ethica associates share the goal of providing the best possible care for patients and their families.

Both management and skilled care professionals need to know that the services they deliver are accurately recorded for correct compensation. "We're about patient care; that's why we're here," says Debbie Vonier, Information Services Manager for Ethica. "But when our associates have a better feeling about their time and attendance records, they're free to provide better care for our residents."

***Challenge: Manual time cards and slow processing***

Before Stromberg became involved, Ethica used a mechanical punch card system to record time and attendance. Twice a month, payroll clerks manually recorded time card data for more than 6,000 associates in 26 locations.

With semi-monthly pay periods, payroll clerks had to calculate and record "carry-forward" hours from one pay period to the next by manually transferring these hours onto a separate timesheet. Only then could the data processing department key in all the information needed to make payroll.

"There were too many opportunities for mistakes to occur," notes Vonier. "We also had problems with the manual time clocks. Times were sometimes punched on top of one another, making it impossible to read. Payroll clerks had the full responsibility for reading and recording correct time and attendance."



*I'm thankful the technical support is there! The Stromberg people have been wonderful to work with because we have a dedicated technical support representative.*

***Solution: Automated data collection and faster payroll processing***

Stromberg's Enterprise system eliminated problems with multiple, incorrect, and illegible time card punches. With Stromberg, the time clock displays *Thank you. Punch accepted*, to show associates that their time and attendance information is accurately recorded. More importantly, associates can be confident that their time will be accurately reflected in their paychecks.

Stromberg's Enterprise system also significantly reduced payroll processing time and labor. A single associate was able to process payroll in just one day. Formerly, it took two associates three full days to complete the task. "We made much better use of our corporate data processing department. It became more efficient and we gained speed and accuracy," states Vonier.

**Industry: Long-Term  
Healthcare**  
**Employees: 6,000**  
**Interface: CDH**



**STROMBERG**

ENTERPRISE SOLUTIONS FOR TIME AND EMPLOYEE MANAGEMENT



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### *The tools needed for auditing*

With Stromberg, Ethica was able to compile accurate statistics on employee time and attendance, a particularly important benefit for auditing purposes. "From a corporate perspective," claims Vonier, "I feel very confident that our hours are correct when audits are conducted." The ability to handle payroll electronically also freed up resources to work on other important responsibilities in each of the 26 facilities.

### *Reports designed to manage labor costs*

Ethica also used the Wages Paid, Time Card, and Approaching Overtime reports provided by the Enterprise system to track labor costs and manage overtime wisely. Facility managers can easily identify staffing problems due to illness, planned vacations, and employee turnover.

Vonier knows first-hand how valuable Stromberg's features can be. She now supports Ethica's facilities from her home office via remote access using Stromberg software.

### *Discover why 10,000 organizations choose Stromberg*

Stromberg is a leading provider of time and attendance software solutions for mid- to large-size businesses. Based in Lake Mary, Florida, Stromberg is the only time and labor management vendor that offers free version upgrades, fixed price implementation, and a 99.7% client retention rate.

Stromberg has helped more than 10,000 organizations to analyze and control labor costs, prepare accurate and timely payrolls, and integrate human resources data.

### *Make the right decision. Call Stromberg today.*

The right data at the right time is crucial in managing fluctuating labor costs. Stromberg solutions make budgeting easier by helping managers keep track of labor costs and make better decisions about staffing and business hours based on accurate, up-to-date information.

Stromberg has earned recognition from thousands of companies worldwide. Give Stromberg a call at 800.910.0211 to see how they can help you better manage your staffing and labor requirements.

