

## Sears Methodist Retirement System

### Innovative Long Term Care Organization Improves Workforce Productivity

After first opening its doors in 1966 in Abilene, Texas, Sears Methodist Retirement System has grown to employ 2,500 employees to serve 1,800 residents at 12 locations throughout West Texas and the Panhandle.



The mission of Sears Methodist is to provide leadership in response to the needs of our aging population. As a result, Sears Methodist focuses on analyzing, developing, and implementing quality long term care services so that older adults can remain as self-reliant and independent as long as possible.

#### **The Need for Workforce Management**

When Sears Methodist began the search for a new workforce management tool there were several features they focused on: employee self-service, benefit accrual management, and biometric data collection terminals. When they came across Legiant, they found the system met all of their criteria and more.

Legiant Timecard was built for more than just collecting, processing and integrating payroll-related data; it was built to provide complete visibility into workforce productivity metrics for HR executives and financial managers. Their employee-self service features include leave requests which can be set to automatically notify supervisors via e-mail. Benefit accruals are calculated in real-time, eliminating problems with employees requesting more time off than they may have available.

Legiant also integrates with one of the most effective biometric terminals in the industry. The HandPunch from Schlage uses three-dimensional hand geometry, so there are never any fingerprints or palm prints taken. The HandPunch system

adjusts to each employee over time, allowing for changes such as weight gain/loss or aging. As a result, "buddy-punching" is eliminated and payroll accuracy is improved.

#### **Implementation and Beyond**

Once the decision was made to select Legiant the implementation team went to work. The professional and experienced team at Legiant ensured all of their complex pay rules could be handled by the Legiant system. Additionally, administrators and supervisors were trained on Legiant Timecard and all 15 HandPunch 3000 terminals were tested before the new system went live. Keith Perry, President of Sears Methodist Retirement System, stated, "After deploying Legiant Timecard last year, we found we were seeing almost immediate savings in labor costs by eliminating errors and streamlining data entry."

The demand for senior living has helped the company expand its services to include home health services integrated with community-based services, enabling seniors to receive an unprecedented level of care at a reasonable rate and to remain at home longer before being admitted to a retirement home. Fortunately Legiant Timecard was already in place to provide support for their growing mobile workforce. "With our expansion into home health services,

Legiant is there for us again with an integrated solution to support our mobile workforce. Ultimately, this will help us improve patient care and reduce the risk to both our company and our patients by ensuring a quality workforce that is on-time and ready to work," said Perry.

With Legiant's robust time and attendance system, Sears Methodist has experienced great results.

**"Legiant made it easy for us to move from a non-supported, obsolete system to a standards-based solution that will grow with us as we grow, and that has made all the difference."**

**Keith Perry, President**



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### **About Sears Methodist Retirement System**

Sears Methodist Retirement System has a rich heritage of commitment and tradition. Named after two West Texas ranching families, Sears Methodist first opened its doors to 30 residents in 1966 in Abilene, Texas. Today, the Sears System has grown to serve 1,800 residents in West Texas and the Panhandle on twelve campuses in eight cities, with continued growth on the horizon.

### **About Schlage**

Schlage offers hand geometry terminals, one of the most widely used biometric technologies, for time and attendance applications. Hand geometry technology uses the size and shape of the person's hand to verify the user's identity. Some of the world's largest providers of time and attendance systems recommend Schlage's HandPunch terminals as part of their total solution. By using biometric technology, corporations reduce payroll costs and eliminate "buddy-punching" fraud.

### **About Legiant**

Legiant is a privately held company based in Austin, Texas that leads development in the web-based time and attendance tracking industry. The Legiant product suite is comprised of Legiant Timecard, Legiant Timesheet, Legiant Touch Data and Legiant Web Timecard. They offer consulting services, professional services and application hosting and can be reached at (877) 760-8463 or via their web site at [www.legiant.com](http://www.legiant.com)