

# Stimulus Optimization Solutions for State and Local Governments

## KEY BENEFITS

- Control labor costs by automatically tracking time, attendance, and absenteeism
- Automate grant reporting to improve accuracy and avoid overspending
- Meet accountability requirements with detailed workforce reporting and analytics
- Quickly identify and resolve workforce-related problems with enhanced visibility and control

## Make the Most of ARRA-Funded Jobs with Kronos

The \$787 billion American Recovery and Reinvestment Act (ARRA) is providing much-needed funds to state and local governments. To jump-start the economy. Create and save millions of jobs. And address long-neglected challenges so the U.S. can thrive in the 21st century. With stimulus funds on the way, state and local governments are developing strategies for putting the money to good use. Modernizing infrastructure. Enhancing energy independence. Expanding educational opportunities. Improving access to affordable healthcare. And lessening the impact of budget shortfalls.

But the ARRA requires proof that you're investing in innovative, cost-effective initiatives that make a real difference. Every taxpayer dollar spent on economic recovery will be subject to unprecedented levels of transparency, accountability, and oversight. Considering that as much as 40 percent of state and local government operational budgets are tied to labor costs, it stands to reason that you'll need to track all ARRA job-related expenses. Down to the penny.

### Track new workers and control labor costs

When it comes to tracking labor costs, manual processes just don't cut it. They leave too much room for error. And they don't provide a detailed audit trail. Kronos solutions automate time and attendance tracking to reduce payroll inflation. And they consistently enforce work and pay policies at the time of punch to minimize compliance risk.

Kronos solutions also align employee schedules with work volume to avoid unnecessary overtime. They take the guesswork out of scheduling and provide tools for optimizing workforce deployment. The results? Fewer project delays due to insufficient staffing. Less wasteful overstaffing. And continuity of high-level public services going forward. Kronos helps you put the right people in the right place at the right time for higher productivity at a lower cost.

### Eliminate grant reporting effort through automation

Many ARRA jobs are being funded through special grant projects. Manual tracking of grant-related data too often results in inaccuracies that set off red flags for further auditing. And that jeopardizes the future flow of stimulus funds. Kronos solutions enable you to automatically track workers by project or activity code for accurate reimbursement and reconciliation.

Real-time visibility into workforce data shows exactly how grant-funded positions are being utilized. You can track expenditures in real time and disable labor accounts as grant funds approach zero. No more overspending. No more surprises. Just cost-effective use of taxpayer dollars.

### Meet transparency and accountability requirements

Kronos solutions provide complete automation — with full audit trail capabilities — to support accountability and transparency. Intelligent data collection eliminates data entry errors and enforces pay, attendance, and union policies at the time of punch. Reducing system abuse. And improving payroll accuracy. Centralized policy administration enables consistent application of pay and work rules associated with union contracts and government regulations. So employees work the hours they should. No more. No less.

Kronos rich reporting environment leverages a central database of real-time labor-related information. You can even drill down into data for further analysis and more detailed reporting on stimulus-related spending. Enabling you to meet federal government transparency requirements. And keep taxpayers up to date on how their money is being used.

### Gain greater visibility and control

Kronos solutions provide real-time, high-quality information for unparalleled visibility and control. Management dashboards, views, and reports give you at-a-glance visibility into workforce performance for valuable operational insight. Real-time alerts for critical labor-related Key Performance Indicators allow you to proactively spot trends and identify labor-related problems. And root cause analysis lets you figure out the source of the problem for prompt, effective resolution.

Overtime concerns? Kronos can break down the aggregate total into its components parts. The data can be inspected by agency, department, supervisor, operation, and employee. You can even see the specific punches that caused the overtime to occur. So you can minimize wasteful spending. And maximize the impact of ARRA-funded jobs on economic recovery and future growth.

### Partner with the workforce management leader

Kronos helps organizations manage their most valuable, and most expensive, strategic asset — the workforce. How? By providing tools to help control labor costs. Minimize compliance risk. And improve workforce productivity. Our easy-to-own workforce management solutions make complete automation and high-quality information realities. With thousands of installations in organizations of all sizes, Kronos is proving that workforce management doesn't have to be so hard.



TIME & ATTENDANCE

SCHEDULING

ABSENCE MANAGEMENT

HR & PAYROLL

HIRING

LABOR ANALYTICS

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