



CASE STUDY: DERBY LANE

HR MANAGEMENT
PAYROLL SERVICES
BENEFIT ADMINISTRATION

With a need to run faster, Mangrove kept pace

Derby Lane, a greyhound racetrack and poker room in St. Petersburg, Florida, employs 250 full-time employees and another 390 part-timers during the racing season. All of them are eligible for paid time off, and keeping track of that was becoming overwhelming for Larry Streur, PHR, Human Resource Director.

The Challenge

Larry Streur wanted to change the way he accounted for paid time off from separate banks for sick and vacation to a comprehensive paid time off policy, and he asked his existing payroll provider to help him make the change. "They worked on it for 18 months before I finally threw my hands up," Streur said. "I was manually correcting the time off for 500 employees, which took 10-15 hours a week." But rather than just find a new time and attendance package, Streur decided to find a new vendor for payroll and HR benefits, too. "I had lost confidence in the old system."

The Mangrove Solution

Streur wanted a system he could keep in-house, one that could handle federal tax reporting, had timely updates, and could produce report packages easily. The integrated HR package needed to track attendance and be flexible enough to handle various benefit plans. Streur also wanted a user-friendly system that could be modified to fit Derby Lane's needs, and the vendor had to have a total support package. He looked at several vendors, including ADP and Kronos, but chose Mangrove because only the Mangrove solution could deliver all he needed. "Mangrove...could write anything we needed," Streur said. "(It's) very strong and very flexible."

Results

Automatic reporting, dependent status tracking and customized software eliminated nearly 40 hours previously spent on bi-weekly payroll. Mangrove's team had Streur up and running in two months, faster than he anticipated. Streur immediately eliminated the 10 to 15 hours he was spending manually correcting vacation time.

Mangrove's HR software also tracks the status of dependents, eliminating the five hours an HR team member spent updating a separate spreadsheet. In addition, "payroll is also much quicker," he said, and so is reporting. That's because Mangrove's software automatically runs built-in reports. "I don't have to go in and manually run individual reports."

"Typically a company uses one HR person per 100 employees," he added. "We have 4 for 600 employees, because Mangrove frees up time for our payroll person and benefits person to help in other areas of HR."

"And Mangrove's technical support is top-notch," Streur said. "I personally spent 10 hours a week on Time and Attendance arguing with my previous provider," he said, and "I was very frustrated with them." Now, "If I talk to Mangrove for an hour a week, that would be a lot," Streur

THE INTEGRATION OF BUSINESS AND TECHNOLOGY

Customer:
Derby Lane
Number of Employees:
650
Industry:
Amusement and
Recreation

- Key Benefits:
- Cut 40 hours on bi-weekly payroll
 - Freed team members for other tasks
 - Boosted Productivity
 - Gained top-notch customer support

"Mangrove's software is very strong and very flexible."

- Larry Streur,
Derby Lane

