Florida golf course curbs overtime costs with biometric HandPunch®.

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- Martha Drescher, Controller, Bay Colony Golf Club

**Summary**
Bay Colony Golf Club in Naples, Florida, controls hourly employee payroll costs with HandPunch® biometric readers from Schlage.

**Business need**
Bay Colony Golf Club, located within Naples, Florida’s Pelican March community, uses hourly employees on its golf course and in its clubhouse. In the high season, from November to May, the hourly staff numbers 85. That number drops to 50 in the off season. As a way to control payroll costs, the club wanted department managers to assume more accountability for worker time and attendance.

**Challenges**
The club needed a system to stop time clock misuse that inflated payroll costs. If hourly workers arrived late or left early, friends could take their time cards and punch them in or out. Automatic rounding was another problem. If an employee punches in up to seven minutes after the official shift start or punches out up to seven minutes after shift end, the clock records an on-time arrival or departure. Clock-watching employees could punch out eight minutes late and earn overtime.

**Statistics**

- **Industry**: Hospitality
- **Application**: Time and attendance
- **Biometric**: HandPunch®
- **HandReaders**: 5
- **Users**: 50 to 85
- **Geography**: United States
Solution
Two years ago, Bay Colony Golf Club installed two HandPunch® biometric readers from Schlage, one at the golf course and one at the clubhouse. The HandPunch eliminates the expenses associated with lost or stolen time cards and prevents buddy punching. Instead of filling out or punching time cards, employees place their hands on the HandPunch. It automatically takes a three-dimensional reading of the size and shape of the employee’s hand, compares it with a template stored in the system, and verifies the user’s identity in less than a second.

The HandPunches connect via a Microsoft® Exchange Server to the golf club's time and attendance and payroll software.

“Managers can better manage their departments because the software is connected to their desktops and they deal with it on a daily basis,” said Martha Drescher, the golf club’s controller.

Result
Operating problem-free since 2002, the HandPunch readers have helped the golf club better manage staff and reduce overtime. As a result, the club has eliminated full-time equivalents (FTE)—a way for counting workers where part-time employees are reported as some fraction of a full-time position.

“By employing hand geometry biometrics with our payroll software, we are utilizing new technology to control payroll costs, eliminating buddy punching and watching the clock for rounding punches,” Drescher reported.

Bay Colony Golf Club
Bay Colony Golf Club is located on approximately 300 acres bordering the Cocohatchee Strand Nature Preserve just within the gated entrance of the Pelican Marsh community in Naples, Florida. Designed by Robert von Hagge, the 18-hole championship golf course, designed with a traditional Southern theme, also offers practice facilities for driving, putting and chipping.