



# The Bank of Kentucky Finds Long-Term Value in HROnline

*Community Bank Benefits from Comprehensive HRIS*

## Client Profile

### Client Information:

**The Bank of Kentucky**

**Number of Employees:**

**330**

**Number of Locations:**

**28**

**Headquarters:**

**Crestview Hills, Kentucky**

**Industry:**

**Banking**

**Web Site:**

**[www.bankofkyhb.com](http://www.bankofkyhb.com)**

**F**ounded in 1990, The Bank of Kentucky has grown to become the largest community bank in Northern Kentucky. With 28 branches and 330 employees, The Bank of Kentucky offers personal and business banking services, mortgages, loans, and investment vehicles. The bank succeeds in part because of its focus on superior customer service and commitment to growing its services to meet the needs of the community. When it comes to its employees, The Bank of Kentucky has the same commitment to service and chooses HROnline from PeopleStrategy to help deliver on that commitment.

### Growth Dictates Change

When The Bank of Kentucky acquired another community bank four years ago, neither organization was using a computerized human resource information system (HRIS). “We rapidly grew from 160 to 230 employees and our system of spreadsheets and paper files was just too cumbersome,” recalls LaDeanna Exeler, HR Generalist for The Bank of Kentucky. “We started researching HRIS and found PeopleStrategy and their HROnline product.”

### Full-Featured Hosted Solution

The product demonstration PeopleStrategy provided impressed the bank’s team. “We liked what we saw. HROnline offered ease-of-use, a full feature set, and a lot of flexibility in one strong package,” Exeler recalls.

While a hosted solution was not an initial requirement, Exeler says the benefits of an online solution have now been proven. “There was a massive power outage last year, and our offices were shut down,” she recalls. “I had power at my home and was able to complete payroll processing for all of our branches. I know our employees appreciated that!”

Another advantage of utilizing HROnline rather than a local, server-based application is the predictable cost structure. “We pay a fixed fee per employee and have no upgrade fees and no additional IT expenses,” Exeler explains. “It makes it simple to budget our HR expenses.”

### Eliminate Paper Time Sheets

HROnline has streamlined the bank’s time and attendance collection system. “Before, we used paper time sheets that managers faxed to the home

### CHALLENGE

The Bank of Kentucky relied on a paper system for managing its HR department. A large acquisition added a significant number of employees, making such a labor-intensive system impractical.

### SOLUTION

HROnline delivers comprehensive HRIS functionality, including time tracking, attendance monitoring, open enrollment, and an interface with the bank’s payroll service provider.

### RESULTS

More than 12 hours per pay period in time sheet processing tasks have been eliminated. A bank-wide vacation calendar facilitates time-off requests. The efficiencies gained have eliminated the need to hire additional HR personnel.

## PeopleStrategy Background

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*PeopleStrategy's HROnline is designed to meet the needs of today's mobile business environment and the changing role of Human Resources. HROnline is custom-tailored to fit your HR workflow processes.*

*Automate your HR functions from benefits to compensation to performance to learning with industry-leading resources while providing your employees secure 24/7/365 self-service access through any Internet connection. But that's only the beginning. HROnline gives small and mid-size businesses the risk management services and workforce productivity tools that were previously out of reach to all but the largest enterprises.*

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office for payroll processing," explains Exeler. "I had to manually go through hundreds of time sheets, adding up the hours and calculating any overtime. It took me all day Monday and Tuesday, often working into the evening."

Now, employees at each of the bank's branches log on to the HROnline secure Web site and enter their hours. Those time sheets are automatically routed to the employees' managers for approval and once approved, to Exeler for final approval. "It's a tremendous time savings," she says. "What was two long days is now down to less than four hours." Once approved, the time records are uploaded directly from HROnline to PayCor, the bank's payroll service provider.

### Effectively Monitor Attendance

In addition to slashing the time spent processing time records, HROnline facilitates attendance tracking and time-off requests. "Employees can make time off requests directly in HROnline," Exeler says. "Before they would make a phone call, write a note, or send an e-mail. That request would have to get written up and passed to the appropriate manager for approval."

With HROnline, time-off requests are automatically routed to the employees' manager. The managers have access to a full vacation calendar within HROnline, enabling them to make informed decisions about staffing levels before approving a request. Once a request is approved, it is automatically added to the vacation calendar.

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HROnline also tracks unscheduled absences, allowing management to detect and address attendance trends and before they become problematic.

### Streamline Open Enrollment

Last year was the first year The Bank of Kentucky moved its annual open enrollment cycle online, utilizing the power and flexibility of HROnline. "It was a success," Exeler says. "We got great feedback from the employees. They loved that they could complete the process from one location and didn't have to enter and reenter the same information on forms for every provider.

"HROnline has totally changed the way our HR department operates. Without HROnline we would have needed to hire more employees to keep up."



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