

# Success Story

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Clemens Gärtner  
Head of the IT department  
Rhine-Neckar district, Heidelberg



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## Rhine-Neckar district, Heidelberg



### **New business model for time and attendance for the municipal sector: leasing instead of buying**

With a population of more than 533,000, the Rhine-Neckar district is the district in the state of Baden-Württemberg with the most inhabitants. It covers an area of 1,062 square kilometers and a third of it is protected landscape or under conservation. There are charming landscapes along the Badische Bergstraße (a mountainous theme route in the Baden region), in Kraichgau and in Odenwald, the Rhine plateau and the romantic Neckar valley, but there are also important industries. Between the Rhine and the Bergstraße, numerous special cultures can flourish

such as vegetables, asparagus, tobacco and hops due to the mild climate. Interesting sights also make the Rhine-Neckar district an insider tip for tourists. Castles, palaces and monasteries, historical villages and other attractions can be found in the heart of the Electoral Palatinate. The seat of the administrative district office is Heidelberg; branches are found in six other towns in the district. The authority carries out central administrative tasks for the people in the Rhine-Neckar district. Around 1,750 district employees deal with the concerns of the district's population, covering issues as diverse as waste disposal and the registration of cars.

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In 2000, in the area of finances, the Rhine-Neckar district was the first administrative district in Germany to use the DZ-Kommunalmaster® DOPPIK on the basis of SAP for Public Sector and also to consistently extend the reforms to personnel management.

At the Heidelberg administrative district office, the decision was taken for the DZ Kommunalmaster® Personnel of the Baden-Württemberg data center, a system pre-configured specifically for the public sector for payroll accounting, time management and personnel management. The system is based entirely on SAP ERP HCM.

Not the administrative district office, but rather the KIV Baden-Franken data center operates the SAP system and provides the Rhine-Neckar district with the application as a service. Through this outsourcing to the municipal data center, the administrative district office was able to save IT infrastructure. To optimize personnel management, an employee portal was introduced in which employees and managers have access to the applications and information relevant for them, based on their roles. The employees of the administrative district office have been recording their working times at Kaba terminals for a long time. Clemens Gärtner, Head of the IT department of the district has had nothing but positive experience with the Kaba hardware. 'We now have the fourth generation of terminals from Kaba in use and are highly satisfied with the equipment.'



**Sinsheim branch**

Up to two years ago, the data were processed by a time management software that handed over the adapted data to the outsourced SAP system. In the process, data had to be continuously entered by hand and master data adjusted. A situation that the administrative district office wanted to change. 'We wanted to improve these processes and make better use of the SAP system,' explains Nils Drescher, Head of the Personnel Administration department. The managers at the administrative district office thus set about finding a better solution.

The goal was to have as many functions and activities as possible directly in the SAP system. They found it at Kaba again. For the communication solution offered, B-COMM for Use with SAP ERP, can be integrated completely and in automated form into the SAP system and ensures a smooth exchange of data. The proposed leasing model was also interesting: Kaba leases the solution to the KIV Baden-Franken data center and the administrative district office can purchase it from the data center as a service. Only a monthly cent amount then needs to be paid per employee.



**Veterinary Office of the Rhine-Neckar district**

This convinced the managers. 'This solution is cost-effective for all sides,' emphasizes Nils Drescher. 'Today, we have the advantages and disadvantages of a classical outsourcing solution. In the past, we had the data sovereignty, but had to have the know-how and hardware available and we did not have any integrated procedure.

Today, these activities are located in the SAP system, thus relieving the workload on the employees in the IT and HR departments.' Major advantage for the administrative district office: It is no longer necessary to maintain the software, the application is always up-to-date and all wage agreement regulations are constantly updated.

To date, there have not been any problems with the data security of the outsourcing solution. The system has been running very stably since it was started. 'The solution runs smoothly and saves time. We would go down exactly the same path again,' emphasizes Nils Drescher. The money saved through the leasing model and the reduction in personnel costs can be spent elsewhere, for instance to promote health among the district employees.