



# State Auditor of Alabama

THE STATE CAPITOL  
Montgomery, Alabama

**Jim Zeigler**  
STATE AUDITOR  
POST OFFICE BOX 300200  
MONTGOMERY, AL 36130-0200

334.242.7010  
334.242.7650 FAX  
[www.auditor.alabama.gov](http://www.auditor.alabama.gov)  
[jim.zeigler@auditor.alabama.gov](mailto:jim.zeigler@auditor.alabama.gov)

July 12, 2016

Dr. Joanne Hale, Director of Information Technology  
Mr. Bill Newton, Acting Finance Director  
Mr. Tom White, State Comptroller

Re: eStart Implementation for State Auditor's Office

Dear eStart Committee:

I am submitting this letter to you regarding the implementation of the eStart time and attendance system for the State Auditor's Office. We were contacted by Valisha Kirkland the first of January 2016 regarding scheduling a meeting with Matt Holmes to coordinate training and other information necessary to move our employees to eStart. Kathie Lynch, my Chief Clerk and State Auditor Administrative Officer verified with Matt that she had the necessary applications to access eStart.

Kathie was not contacted again until the first of June regarding scheduling a meeting to discuss implementation. During the months between the first contact and the last contact, Kathie had attended several Personnel Manager meetings and became aware of various issues and problems other agencies were having with accuracy of data maintained in eStart. At one of the meetings, legal staff from State Personnel stated they were withdrawing from eStart and returning to GHRIS which is the system of record for time and attendance due to continued and increasing issues with eStart.

The State Auditor's Office is a small office with limited financial and human resources. With the pending changes in Fair Labor Standards Act (FLSA) laws, most of our employees will move from exempt status to non-exempt status. However, those who will be changing are our auditors who rarely are in the office and sometimes in remote areas where they would not have access to clock in through their personal smart phone. We do not have the financial resources to add any new equipment, purchase phones or software licenses to implement eStart.

Because our financial resources are limited, our auditors work four 10-hour work days in order to allow drive time to and from an audit location, but they are not able to stay overnight. This causes

them to sometimes work longer than their normal 10-hour work day, which will mean they will start accruing compensatory time. There are also times where they may finish the day prior to working a full 10 hours which will cause them to need to use compensatory time. This is going to be hard to maintain once the new FLSA laws go into effect, but even harder to maintain accuracy within eStart based on many conversations with Personnel Legal staff and HR managers from other agencies.

With State Personnel and other agencies withdrawing from the eStart project because of the numerous issues agencies have encountered, the State Auditor's Office cannot implement a system that will decrease efficiencies and increase work load for the two support staff we have remaining in our office. Currently, I have part-time staff learning STAARS because we could not replace our accountant/IT employee who transferred to Finance the end of 2015. We do not have the financial or human resources to add another system to our ailing budget. The State Auditor's Office will not be implementing the eStart system.

Sincerely,



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Jim Zeigler  
State Auditor