

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the slide, framing the central text. The overall aesthetic is clean and modern.

# Labor Tracking Evolution at Singer Farms

If All I ever wanted to do was track hours worked...



# Old TimeClocks

- ▶ Advantages;
  - ▶ Simple
  - ▶ Cheap
- ▶ Disadvantages
  - ▶ Time in the office to calculate hours
  - ▶ Assumes everyone does a 1 hour lunch or they have to come back to punch in and out
  - ▶ Everyone has to come to the office no matter where they are working
  - ▶ Trust that others don't punch their co-workers card if they aren't there.
  - ▶ Can't allocate the hours to blocks, jobs, crop, etc. Thus no enterprise budgeting

# Mini Probes

From Agricultural Data Systems



# Mini Probe

## Advantages

- ▶ Piece rate by the bag with our teams
- ▶ Used as timeclock when they started working in the field
- ▶ Lunch time accurate based of when they picked their bags
- ▶ QC person ran each crew to operated the probe thus increased pack outs
- ▶ Auto calculates the hours and counts.
- ▶ only used as piece rate picking in apples.

# Mini Probe

## Disadvantages

- ▶ Had to have a person per crew using a probe
- ▶ What's a 'full' bag
- ▶ Cost of hardware and upkeep
- ▶ Hours daily in the office to allocate the data points to block and variety
- ▶ California based thus no AM help when I needed it.
- ▶ Probes couldn't handle wet badges or sensors.
- ▶ Was only use in picking apples.
- ▶ We stopped using these during Covid to decrease people in the orchard. We went back to time cards.

# Next steps for labor tracking

## Goals

- ▶ Easy to use for workers
- ▶ Easy to get the data for payroll
- ▶ Enterprise tracking
  - ▶ Block, variety, task
- ▶ More off the shelf equipment
- ▶ Traceability for GAP
- ▶ QC controls

# Hectre

- ▶ Every worker uses the app on their phone ( can use tablet and teams but we do not)
  - ▶ Multilingual- uses phone or tablet language setting for the app
- ▶ Individual clock use, task input etc
- ▶ Forced us to have better orchard ID signs and simplify our ID system
- ▶ On farm training
- ▶ Quick IT help
- ▶ We don't need to manually transfer information anymore - timesheets and payroll are automated.
- ▶ grading with pics
  - ▶ Can track pickers QC changes
- ▶ Bin tags printed in the field with geo-tracking
  - ▶ We can see bin counts from the office. Great for bin planning and trucking
  - ▶ Options for info on the tags- bin #, block, QR code, pickers, grade, date.....
- ▶ Enterprise tracking at end year to excel is a couple clicks away.



DAILY WEEKLY

DB David Bittner In: 6:36 AM Out: 4:36 PM Total: 9h15m

**Hauling** Edit

Kinyon  
Block: 8 Area: NY-1  
In: 6:36 AM Out: 12:00 PM 5h24m

**Lunch break**

In: 12:00 PM Out: 12:45 PM 0h45m

**Hauling** Edit

Kinyon  
Block: 8 Area: NY-1  
In: 12:45 PM Out: 4:36 PM 3h51m

Profile Actions

DAILY WEEKLY

DB David Bittner In: 6:36 AM Out: 4:36 PM Total: 9h15m

**Hauling** Edit

Kinyon  
Block: 8 Area: NY-1  
In: 6:36 AM Out: 12:00 PM 5h24m

**Lunch break**

In: 12:00 PM Out: 12:45 PM 0h45m

**+ ADD JOB** Edit

**LUNCH BREAK**

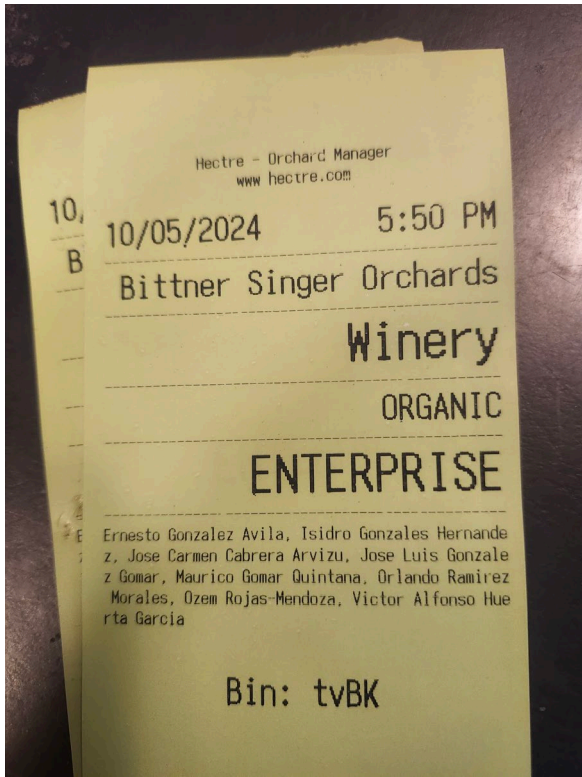
**SICK** 4:36 PM 3h51m

**ON LEAVE**

Profile Actions

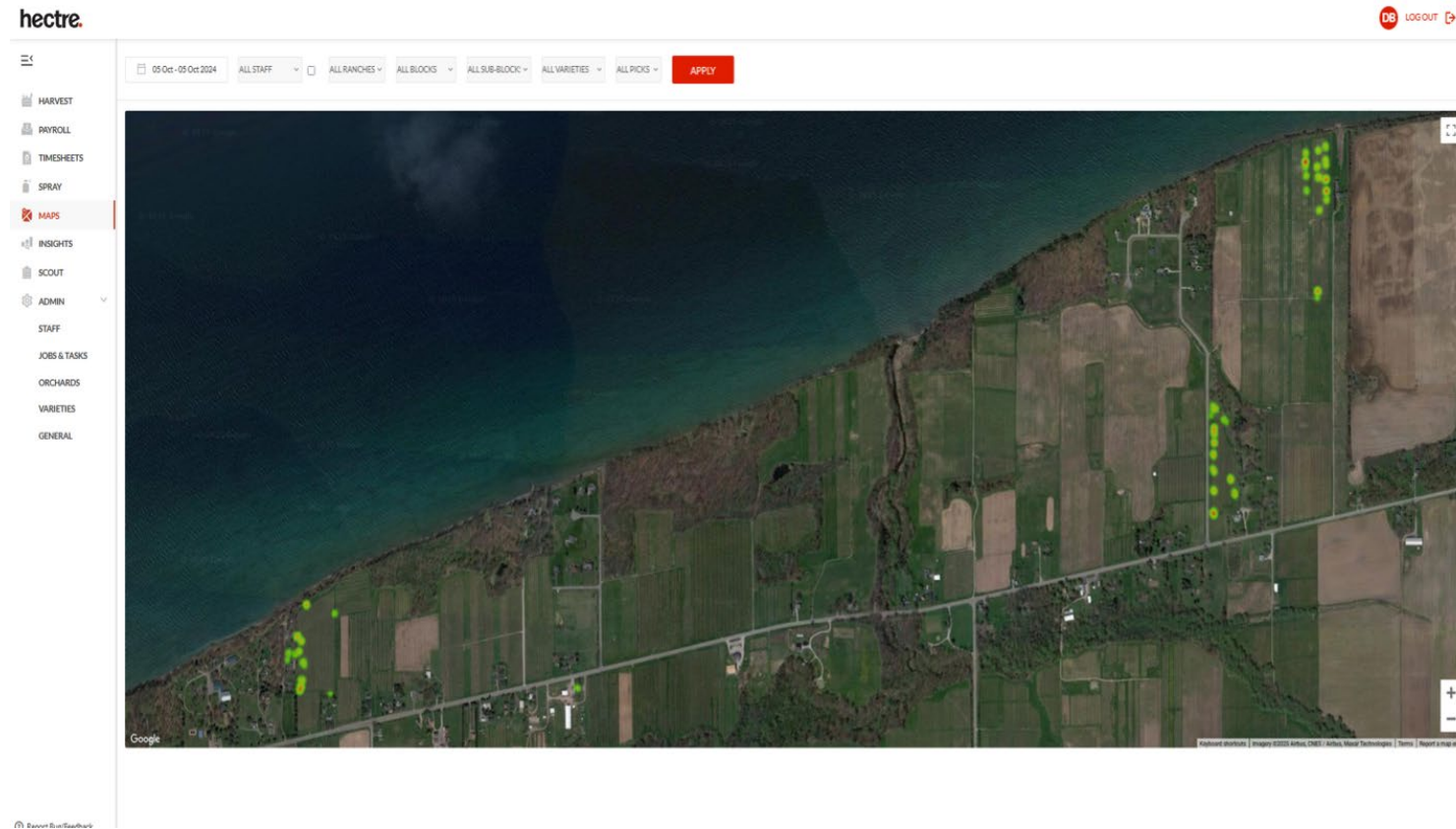
Search

- Select a job followed by location and time
- RECENT JOBS
- GENERAL
- Other Jobs
- BUILDING AND GROUNDS
  - CANKER REMOVAL
  - DELIVERY
  - DESCUATE/THINNING
  - EMPACAR/PACKING
  - EQUIPMENT OPERATOR
  - GRAFTING
  - SELECT LOCATION



#	Date	Orchard	Variety	Block Code	Picker	QC Name	Pick Type	Volume	Submission Profile	Retain?	Smart fresh?	Bin Rate	Latitude	Longitude	Bin Id	Bin Id last 4 digits	External Bin Id
86	10/5/2024	Winery	ENTERPRISE ORGANIC		Ernesto Gonzalez Avila, Isidro Gonzales Hernandez, Jose Carmen Cabrera Arvizu, Jose Luis Gonzalez Gomar, Mauricio Gomar Quintana, Orlando Ramirez Morales, Ozem Rojas-Mendoza, Victor Alfonso Huerta Garcia	Vanessa Berardi	1	1	Organic	No	No		0 43.35089	-78.64	vBK	tvBK	O8TeFUSb N96029Rt

# GPS points of where the bin tags where created.





# Insight data for 2024

Orchard	Block	Varieties	Staff	Hours	Labour Cost
Phillips	1 Organic	CORDERA, CRIMSONCRISP, ENTERPRISE, GOLDRUSH	32	1,198	\$21,039

Orchard	Block	Varieties	Job	Staff	Hours	Labour Cost
Phillips	1 Organic	CRIMSONCRISP, ENTERPRISE, GOLDRUSH	Picking	17	429	\$7,630

Orchard	Block	Varieties	Job	Staff	Hours	Labour Cost
Phillips	1 Organic	CRIMSONCRISP, ENTERPRISE, GOLDRUSH	Spraying	3	36	\$641

Date	Em Name	Job	Orchard	Block	Areas	Rc V Rate	Hours	Start	End	Comment
01 Feb 2024	Kevin Bittner	Equipment Operatc	Phillips	1 Organic			2.40	09:36 AM	12:00 PM	hedger
01 Feb 2024	Kevin Bittner	Equipment Operatc	Phillips	1 Organic			3.45	01:00 PM	04:27 PM	hedger
28 Mar 2024	Randy Brownlee	Spraying	Phillips	1 Organic			1.85	08:33 AM	10:24 AM	
03 Apr 2024	Jose Luis Gonzalez Gor	Poda/Pruning	Phillips	1 Organic			3.33	08:40 AM	12:00 PM	
03 Apr 2024	Jose Luis Gonzalez Gor	Poda/Pruning	Phillips	1 Organic			0.00	01:00 PM	01:00 PM	
03 Apr 2024	Juan Luis Canales Gom	Poda/Pruning	Phillips	1 Organic			3.35	08:39 AM	12:00 PM	
03 Apr 2024	Juan Marcos Gomar So	Poda/Pruning	Phillips	1 Organic			3.35	08:39 AM	12:00 PM	
03 Apr 2024	Juan Marcos Gomar So	Poda/Pruning	Phillips	1 Organic			0.00	01:00 PM	01:00 PM	
03 Apr 2024	Mario Lopez Ramirez	Poda/Pruning	Phillips	1 Organic			3.53	08:28 AM	12:00 PM	
03 Apr 2024	Maurico Gomar Quinta	Poda/Pruning	Phillips	1 Organic			3.37	08:38 AM	12:00 PM	
03 Apr 2024	Maurico Gomar Quinta	Poda/Pruning	Phillips	1 Organic			0.00	01:00 PM	01:00 PM	

# Challenges we've have with Hectre

- ▶ Some H2a workers had never updated their phones once they bought them.
- ▶ Once trained, making sure everyone takes the time to switch block, variety, task, etc as they change what or where they are.
- ▶ Insight data is only good as what you put in. Junk in =Junk out
  - ▶ Challenge to get all the data points setup easy- more options= more errors- block ID, jobs,

# Next goals with Hectre Or next software

- ▶ Geo-fencing-
  - ▶ REI notification
  - ▶ Auto fill data where they are working
    - ▶ Less mistakes of where they are or forgetting to change it.
- ▶ Spray records tied with labor tracking
  - ▶ Hectre is testing spray record system
  - ▶ Auto fill in spray records tied in with our Agleader sprayer control system?
- ▶ Add piece rate by the bag on top of the current system
- ▶ Allocate task via the app.
- ▶ Record keeping for GAP/other training and certs