

## Automating FLSA-compliant overtime rates for hourly employees' receiving premium pay

### About J.G. Boswell, Inc.

Headquartered in Pasadena, California, **J.G. Boswell** works within two core industries: real estate and agriculture. Founded in 1925, they produce, process, and market crops, such as cotton, tomatoes, wheat, and seed crops, and develop innovative plant biotechnology and livestock operations practices. With over 2,000 employees, they are a very busy member of the agricultural industry.



### The Problem

**J.G. Boswell's** employee base is made up of salaried and hourly employees. The hourly employees are often completing seasonal work and are compensated for a variety of jobs throughout the pay period. Certain shifts also require premium pay, which resulted in complex payroll processes to assign the correct overtime rates per FLSA guidelines.

Because the hourly employees required manual calculations based on job and shift in order to determine the correct overtime rate, Danny Vang, **J.G. Boswell's** HRIS Analyst, was looking for ways to automate their process and save his team time each payroll.

### The Solution

IDI worked with the HCM provider to eliminate the need for manual processes in **J.G. Boswell's** payroll process. Now **IDI's integration application** retrieves information from the timecard and compares the date and job with an override rate table, along with any premium rate modifications. The results are imported into Payroll.

Danny and his team now have an efficient, accurate process to ensure both hourly and salaried employees are being paid correctly and in accordance with FLSA guidelines.



The IDI solution has definitely been very helpful, especially if you have clients in the ag [agriculture] industry or that work in a factory that have employees that don't get paid a set rate. It is a really good solution.

**Danny Vang**  
Human Resource IS Analyst

Looking for more answers?

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