

## Automating unique pay rates and adjusting prior pay periods

### About Denali, A Division of Nuvision Federal Credit Union

Denali is a division of Nuvision Federal Credit Union. As a company, they serve more than 160,000 members with branches in Alaska, Arizona, California, Washington and Wyoming. In addition to checking and savings accounts, Denali offers members home loans, insurance, investment services, and business and lending services.



### The Problem

Employees of Denali work on different projects with unique rates which influences their weekly overtime rate of pay. They also have a group of overtime eligible employees who receive monthly bonuses. Denali needed the ability to determine the average of weekly overtime hours for the current period AND to “look back” and adjust prior pay periods overtime pay when they had a bonus/ commission when earnings were from a prior period. These two needs were critical for Denali to stay in compliance with FLSA guidelines.

### The Solution

IDI and our HCM partner worked to configure our data integration engine to sit in between time and payroll with logic to manage the current period and retro lookbacks and make the overtime adjustments based on average weighted rate. With our Retro FLSA Solution we were able to ensure that Denali is compliant with FLSA regulations and avoids lawsuits.

“ IDI’s current and retro average weighted rate solution saves me hours’ worth of work of having to do the calculation of our one and two month look backs for company bonuses.”

**Angela Turner,**

Payroll Accounting Specialist, Denali,  
a Division of Nuvision Federal Credit Union

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