Automating FLSA overtime calculations for bonuses paid in a prior period

About JD Bank

For over 70 years, **JD Bank** has offered 21 full-service branches in the Jeff Davis Parish area of Louisiana. They offer financial services to individuals and businesses through both physical and digital channels. They care deeply about the community they serve and "believe community service goes hand-in hand with customer service."

The Problem

Many companies like **JD Bank** pay their employees bonuses and commissions. These payments can cause extra work during payroll processing and create additional compliance risk. In order to stay compliant with FLSA overtime guidelines, for overtime eligible employees, **JD Bank** needed to perform multiple "look backs" when bonuses or commissions paid in one period need to be applied against a prior period. Because many HCM systems can accommodate adjustments within the current period, but not historical, or prior periods, these calculations were a time-consuming manual process for Keyaire Robertson and her payroll team at **JD Bank**.

The Solution

IDI worked with our HCM partner to deliver a solution to automatically calculate the overtime rate for each employee in compliance with FLSA guidelines. IDI's integration application retrieves the time and labor information from the time system, performs lookbacks, and assigns the specific rates of pay, including any premiums and benefit earnings. With a few clicks, Keyaire and her team can pass the results to payroll and have confidence employees are being paid correctly and in compliance with government regulations.

Other ways IDI can help supplement HCM systems:

- ✓ Compliance with union guidelines and bi-monthly payroll requirements.
- ✓ Visibility linto project costing for salaried employees with actual time, not estimates.

> " Our implementation resource checked in with us constantly. He was very helpful.
>
> Now our Retro-FLSA solutions is doing what it's supposed to do and saving us time!

Keyaire Robertson
HR Administrator

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