Removing the stress of calculating overtime

About Prosperity Bank

Founded in 1983, **Prosperity Bank** is a community bank with branches in Texas and Oklahoma. Their goal is to take care of customers by providing financial solutions to simplify everyday financial needs. Offering a suite of banking services for consumers and business, they are an integral part of their community.

The Problem

Like many companies, **Prosperity Bank** has the regular task of running a complex payroll process. Included in this process is the calculation of overtime and the subsequent adjustment to an employee's pay. This can be particularly tricky, like for **Prosperity Bank**, when different union rates are involved and other exceptions for both worked and non-worked time. Many HCM systems can't accommodate client-specific logic, and semi-monthly pay structures or historical look backs when calculating overtime.

Prosperity Bank's HR Payroll Manager, Kelly Giglio, was looking for a way to efficiently automate their process, while ensuring payroll is accurate and complete to comply with Fair Labor Standards Act (FLSA) guidelines.

The Solution

IDI worked to deliver a solution to complement the current time keeping system. With IDI's proven integration application, the complex calculations are now automated. Each pay period Kelly only needs to push a button to ensure all of the exception logic is factored in. And she has peace of mind knowing Prosperity is in compliance with FLSA guidelines. Removing manual calculations from their process has allowed Kelly's team to spend their time on other tasks.

Other ways IDI can help supplement HCM systems:
- ✓ Accurate pay with a mix of wage and bonuses/incentives.
- ✓ Compliance with FLSA for hourly employees.
- ✓ Visibility into project costing for salaried employees with actual time, not estimates.

PROSPERITY BANK®

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Without IDI, we would not be able to run our payroll because of the way our pay is set up. It's very complicated.

IDI pulls the data and spits it out for us, otherwise we would have no idea of anyone's adjustments and everyone's pay. I really don't know what we would do!

Kelly Giglio
HR Payroll Manager/ Assistant Vice-President Prosperity Bank

Looking for more answers for professional services?

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