

## Automating unique pay rates and adjusting prior pay periods

### About Denali Federal Credit Union

Serving communities throughout Alaska and Washington, Denali Federal Credit Union is a non-profit financial cooperative, headquartered in Anchorage with the backdrop of the natural beauty of Alaskan mountains. In addition to checking and savings accounts, Denali Federal Credit Union offers members home loans, insurance, investment services, and business and lending services.



### The Problem

Employees of Denali Federal Credit Union 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 Federal Credit Union 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 Federal Credit Union to stay in compliance with FLSA guidelines.

### The Solution

IDI worked with our Time&Attendance partner to configure our data integration engine to sit in between Time and Attendance 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 Federal Credit Union is compliant with FLSA regulations and avoids lawsuits.

“ IDI’s Time Bank 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 Federal Credit Union

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