Sample Calculations for Overtime

First: The employee must maintain a time record that lists the daily total of hours worked in each classification, totaled daily hours worked, and weekly total hours worked. These hours must be recorded in the employee’s own handwriting.

Second: The fringe benefit rate is to be paid at straight time for all hours worked, including hours in excess of 40 per week.

Third: Premium overtime, at one and one-half times the employee’s average rate of pay must be paid for all hours “worked” in excess of 40 per week. The overtime premium is not paid on the fringe benefit rate.

Fourth: Average rate is determined by taking the total straight time wages and dividing by total hours worked. Premium overtime rate is one-half the average rate.

Example 1. EMPLOYEE WORKS ALL HOURS ON PREVAILING WAGE
(No fringe benefits provided)

Cook II prevailing wage rate: $12.55 base + $3.77 fringe = $16.32

Employee’s regular hourly rate: $10.00/hour

Weekly payroll:
- Prevailing Rate Hours: Base 45 x $12.55 = $564.75
- Fringe Benefit 45 x 3.77 = 169.65
- Overtime (½ x 12.55 = 6.275)5 x 6.275 = $31.38

Total Wages Due: $588.72

Example 2. EMPLOYEE WORKS A COMBINATION OF RATE AND NON-RATE HOURS
(No fringe benefits provided)

Cook II prevailing wage rate: $12.55 base = $3.77 fringe = $16.32

Employee’s regular hourly rate: $10.00/hour.

Weekly payroll:
- Regular hours: 24 hours x $10.00 = $240.00
- Prevailing Rate Hours: Base 20 x 12.55 = $251.00
- Fringe Benefit 20 x 3.77 = $ 75.40
- Overtime 4 x 5.58 = $ 22.32

Total Wages Due: $588.72

Overtime Calculations:
$240.00 + $251.00 = $491.00 divided by 44 hours = $11.16
Average Hourly Rate = $11.16
Overtime Premium Rate = $5.58 (½ times $11.16)