DEFINITION: An employee classified as salaried non-exempt (SNE) is paid a set salary each pay period. In addition, if the employee works more than 40 productive hours in a week, any productive hours over 40 are considered overtime. The overtime is paid at a regular rate (determined by taking all eligible compensation divided by the total hours worked) times 1.5. The overtime amount is added to the set salary.

Rate of Pay: $16.00

Scheduled Hours: 75 hours per pay period (37.5 hours per week)

Weekly Salary: $600.00

WEEK #1

Hours Worked Week #1 of Pay Period: 44

Hours of Overtime Week #1: 4

Average Rate Calculation: $600.00 divided by 44 hours =$13.64 (Average rate must = or be greater than minimum wage of $7.25/hr or adjustment must be made).

Minimum wage adjustment calculation: No Adjustment Needed

Overtime Calculation: $13.64 times 1.5 times 4 hours = $81.84

Total payment owed Week #1: $600.00 (Weekly Salary) + $0 (Minimum Wage Adjustment) + $81.84 (Overtime Calculation) = $681.84

WEEK #2

Hours Worked Week #2 of Pay Period: 50

Hours of Overtime Week #2: 10

Average Rate Calculation: $600.00 divided by 50 hours =$12.00 (Average rate must = or be greater than minimum wage of $7.25/hr or adjustment must be made).

Minimum wage adjustment calculation: No Adjustment Needed

Overtime Calculation: $12.00 times 1.5 times 10 hours = $180.00

Total payment owed Week #1: $600.00 (Weekly Salary) + $0 (Minimum Wage Adjustment) + $180.00 (Overtime Calculation) = $780.00

Gross Total for Pay Period: $1,461.84