

## Fair Labor Standards Act (FLSA) Calculation in OneUSG Connect

### INFORMATION

#### 1. Earnings eligible for FLSA are configured in OneUSG Connect

The requirements for computing overtime pay pursuant to FLSA regulation section 7(g)(2) are prescribed in 29 CFR 778.415-778.421. There are two situations when FLSA computation may affect the overtime rate:

1. Earnings may be determined on a piece-rate, salary, commission, or some other basis, but in all such cases the overtime pay due must be computed based on the average hourly rate derived from such earnings. This is calculated by dividing the total pay for employment in any workweek by the total number of hours actually worked.
2. Where an employee in a single workweek works at two or more different types of work for which different straight-time rates have been established, the regular rate for that week is the weighted average of such rates. That is, the earnings from all such rates are added together and this total is then divided by the total number of hours worked at all jobs.  
<https://www.dol.gov/whd/regs/compliance/whdfs23.pdf>

#### 2. Earnings Code that have an effect on FLSA are configured in OneUSG Connect

Only certain Earnings Codes are configured in OneUSG Connect to have an effect on FLSA calculation. In general, regular earnings, overtime earnings, Supplemental Pays, and Shift Differentials have an effect on FLSA.

The following configured Earnings Codes have an effect on FLSA:



Earnings Code	Description	Associated NRA Earnings Code	Associated Retro Earnings Code
REG	Regular	A17, A18, A19	RTP
ADH	Admin Non-Instructional Staff		
AST	Additional Straight Time	AS7, AS8, AS9	RAS
ENS	Extra Pay - PT Staff	ES7, ES8, ES9	
OVT	Overtime	OV7, OV8, OV9	RTO
TWH	Teleworking Non-Exempt		RTW
S10	Shift Differential 10%		
S50	Shift Differential 0.50		
S75	Shift Differential 0.50 OT		
SGC	Shift Diff- GCSU		
SNS	Supp Pay Non-Ret Elig Staff		
STI	Stipend		
STU	Student Pay		

**EXAMPLES**

Examples of FLSA calculations based on four different scenarios:

- FLSA One Job with Overtime
- FLSA One Job with Additional Pay
- FLSA Multiple Jobs with Overtime
- FLSA Multiple Jobs with Overtime and Additional Pay

**1. FLSA One Job with Overtime**

There is no special calculation but the overtime rate will appear on the paycheck as the FLSA Rate.

Employee Record Number	Type of Pay	Hourly Rate	FLSA Rate	Hours	Amount Paid
0	REG	15.00		40.0	600.00
0	OVT		15.00	5.0	112.50



Paycheck Earnings		Paycheck Taxes		Paycheck Deductions	
Empl ID	Name				
Company 090	Pay Group 09H	Pay Period End 10/07/2017	Page 32	Line 1	Separate Check
<b>Paycheck Information</b>				<b>Paycheck Totals</b>	
Paycheck Status Calculated		Paycheck Option Check		Earnings	712.50
Issue Date 10/13/2017		Paycheck Number		Taxes	78.10
<input type="checkbox"/> Off Cycle	<input type="checkbox"/> Reprint	<input type="checkbox"/> Adjustment	<input type="checkbox"/> Corrected	<input type="checkbox"/> Cashed	
				Deductions	36.00
				Net Pay	598.40
<b>Earnings</b>					
Begin Date 10/01/2017		End Date 10/07/2017		Add Line Nbr 2	
Empl Record 0		Benefit Record 0		Reason Not Specified	
<a href="#">Additional Data</a>					
<b>Salaried</b>		<b>Hourly</b>		<b>Overtime</b>	
Hours	0.00	Hours	0.00	Hours	0.00
Rate	15.000000	Rate	0.000000	Rate	0.000000
Earnings	0.00	Earnings	0.00	Earnings	0.00
		Rate Code		Rate Code	
Rate Used Hourly Rate		Shift Not Applicable		Shift Rate	
State GA		Locality			
<b>Other Earnings</b>					
Other Earnings Details 1		Other Earnings Details 2			
Code	Description	Rate Used	Hours	Rate	Amount Source
OVT	Overtime	FLSA Rate	5.00	15.000000	112.50
REG	Regular	Hourly Rate	40.00	15.000000	600.00

## 2. One Job Record with Overtime and Additional Pay with Effect on FLSA

The FLSA Rate includes the amount of Additional Pay when determining the employee’s rate for overtime premium calculation. This is the FLSA rate.

Employee Record Number	Type of Pay	Hourly Rate	Hours	Amount with Effect on FLSA Calculation	Amount Paid
0	REG	15.00	40.00	600.00	600.00
0	EXS			100.00	100.00
0	OVT	15.00	5.00	75.00	118.06*
Total			45.00	775.00	818.06



\*To calculate the FLSA rate used to determine FLSA Premium Rate:

Total Amount with Effect on FLSA	Divided by Total Hours with Effect on FLSA	FLSA Rate	FLSA Premium Rate (.50 time)
\$775.00	45.00	\$17.222222	\$8.611111

To calculate the total overtime paid:

1.0 Time Overtime Straight Rate x OVT Hours	.50 Time Overtime Premium Rate x OVT Hours	FLSA	Total Overtime Paid
\$75.00	\$43.06		\$118.06

The screenshot displays a payroll system interface with the following sections:

- Paycheck Information:** Shows 'Paycheck Status' as Calculated, 'Paycheck Option' as Check, and 'Issue Date' as 10/13/2017. It also includes checkboxes for Off Cycle, Reprint, Adjustment, Corrected, and Cashed.
- Paycheck Totals:** A summary table showing Earnings (818.06), Taxes (92.50), Deductions (36.00), and Net Pay (689.56).
- Earnings:** A section with tabs for Salaried, Hourly, and Overtime. The Overtime section shows 5.00 hours at a rate of 17.222222, resulting in earnings of 86.111110.
- Other Earnings:** A table listing various earnings components:
 

Code	Description	Rate Used	Hours	Rate	Amount	Source
EXS	Extra Pay Annualized - Staff	Hourly Rate			100.00	
OVT	Overtime	FLSA Rate	5.00	17.222222	118.06	
REG	Regular	Hourly Rate	40.00	15.000000	600.00	



How this appears on the Employee's Paycheck:

### 3. Employees with Multiple Jobs with Different Regular Rates

(Blended/Weighted Average of the Straight-time Rates)

Employee Record Number	Hourly Rate	REG Hours	REG Amount	OVT Hours	OVT Amount at Straight Rate
0	9.00	11.40	102.60	7.60	68.40
1	15.00	11.40	171.00	7.60	114.00
2	7.50	9.60	72.00	9.40	70.50
3	15.00	7.60	114.00	11.40	171.00
		40.0	459.60	36.0	423.90

Calculation of FLSA Rate (Blended/Weighted Average):

Total Hours Worked (REG + OVT)	Total Amount with Effect on FLSA (REG + OVT)	Calculation of FLSA Rate (Amount/Hrs)
76.00	\$883.50	\$11.625000

To calculate the overtime:

Employee Record Number	1.0 Time Overtime Straight Rate x OVT Hours	.50 Time Overtime x FLSA Premium Rate x OVT Hours	Total Overtime Paid
0	\$68.40	\$44.18	\$112.58
1	\$114.00	\$44.18	\$158.18
2	\$70.50	\$54.64	\$125.14
3	\$171.00	\$66.27	\$237.26



See Screenshots for how this will appear on the Employee's Paycheck. Use Employee Record Number fields from above tables to compare:

**Employee Record 0**

Paycheck Earnings | Paycheck Taxes | Paycheck Deductions

Empl ID [redacted] Name [redacted]

Company 090 Pay Group 09T Pay Period End 10/07/2017 Page 470 Line 1 Separate Check

Paycheck Information		Paycheck Totals	
Paycheck Status	Calculated	Earnings	1,092.76
Paycheck Option	Check	Taxes	91.57
Issue Date	10/13/2017	Deductions	0.00
Paycheck Number		Net Pay	1,001.19
<input type="checkbox"/> Off Cycle	<input type="checkbox"/> Reprint		
<input type="checkbox"/> Adjustment	<input type="checkbox"/> Corrected		
	<input type="checkbox"/> Cashed		

**Earnings** Find | View All First 1 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 2 Reason Not Specified

Empl Record 0 Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 9.000000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
State GA Locality

**Other Earnings** Personalize | Find | View All | First 1-2 of 2 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	7.60	11.625000	112.58	
REG	Regular	Hourly Rate	11.40	9.000000	102.60	

**Employee Record 1**

**Earnings** Find | View All First 2 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 5 Reason Not Specified

Empl Record 1 Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 15.000000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
State GA Locality

**Other Earnings** Personalize | Find | View All | First 1-2 of 2 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	7.60	11.625000	158.18	
REG	Regular	Hourly Rate	11.40	15.000000	171.00	



Employee Record 2

▼ Earnings Find | View All First 3 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 8 Reason Not Specified  
 Empl Record 2 Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 7.500000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
 State GA Locality

Other Earnings Personalize | Find | View All | First 1-2 of 2 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	9.40	11.625000	125.14	
REG	Regular	Hourly Rate	9.60	7.500000	72.00	

Employee Record 3

▼ Earnings Find | View All First 4 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 11 Reason Not Specified  
 Empl Record 3 Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 15.000000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
 State GA Locality

Other Earnings Personalize | Find | View All | First 1-2 of 2 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	11.40	11.625000	237.25	
REG	Regular	Hourly Rate	7.60	15.000000	114.00	



**4. Employee with Multiple Jobs with overtime and FLSA Eligible Additional Pay**

Employee Record Number	Hours	REG Rate	REG Amt	OVT Hours	OVT Amt at Straight Time Rate	Additional Pay STU	Earnings with Effect on FLSA Rate
0	11.40	9.00	\$102.60	7.60	\$68.40		
1	11.40	15.00	\$171.00	7.60	\$114.00		
2	9.60	7.50	\$72.00	9.40	\$70.50	\$100.00	
3	7.60	15.00	\$114.00	11.40	\$171.00		
Total	40.0		\$459.60	36.0	\$423.90	\$100.00	\$983.50

Calculation of FLSA Rate (Blended/Weighted Average):

Total Hours Worked (REG + OVT)	Total Amount with Effect on FLSA (REG + OVT + STU)	Calculation of FLSA Rate (Amount/Hrs)
76.0	\$983.50	\$12.940789

To calculate the overtime:

Employee Record Number	1.0 Time Overtime Straight Rate x OVT Hours	.50 Time Overtime x FLSA Premium Rate x OVT Hours	Total Overtime Paid
0	68.40	49.17	\$117.58
1	114.00	49.17	\$163.17
2	70.50	60.82	\$131.32
3	171.00	73.76	\$244.76





See Screenshots for how this will appear on the Employee's Paycheck

Employee Record 0

Paycheck Earnings | Paycheck Taxes | Paycheck Deductions

Empl ID [redacted] Name [redacted]

Company 090 Pay Group 09T Pay Period End 10/07/2017 Page 470 Line 1 Separate Check

Paycheck Information		Paycheck Totals	
Paycheck Status	Calculated	Earnings	1,216.44
Issue Date	10/13/2017	Taxes	111.36
Paycheck Option	Check	Deductions	0.00
Paycheck Number		Net Pay	1,105.08

Off Cycle 
  Reprint 
  Adjustment 
  Corrected 
  Cashed

**Earnings** Find | View All First 1 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 2 Reason Not Specified  
 Empl Record 0 Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 9.000000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
 State GA Locality

**Other Earnings** Personalize | Find | View All | First 1-2 of 2 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	7.60	12.940789	117.58	
REG	Regular	Hourly Rate	11.40	9.000000	102.60	

Employee Record 1

**Earnings** Find | View All First 2 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 5 Reason Not Specified  
 Empl Record 1 Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 15.000000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
 State GA Locality

**Other Earnings** Personalize | Find | View All | First 1-2 of 2 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	7.60	12.940789	163.18	
REG	Regular	Hourly Rate	11.40	15.000000	171.00	



Employee Record 2

**Earnings** Find | View All First 3 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 8 Reason Not Specified  
**Empl Record 2** Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 7.500000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
 State GA Locality

**Other Earnings** Personalize | Find | View All | First 1-3 of 3 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	9.40	12.940789	131.32	
REG	Regular	Hourly Rate	9.60	7.500000	72.00	
STU	Student Pay	Hourly Rate			100.00	

Employee Record 3

**Earnings** Find | View All First 4 of 4 Last

Begin Date 10/01/2017 End Date 10/07/2017 Addl Line Nbr 11 Reason Not Specified  
**Empl Record 3** Benefit Record 0 Original Paygroup 09T Additional Data

Salaried	Hourly	Overtime
Hours 0.00	Hours 0.00	Hours 0.00
Rate 15.000000	Rate 0.000000	Rate 0.000000
Earnings 0.00	Earnings 0.00	Earnings 0.00
	Rate Code	Rate Code

Rate Used Hourly Rate Shift Not Applicable Shift Rate  
 State GA Locality

**Other Earnings** Personalize | Find | View All | First 1-2 of 2 Last

Code	Description	Rate Used	Hours	Rate	Amount	Source
OVT	Overtime	FLSA Rate	11.40	12.940789	244.76	
REG	Regular	Hourly Rate	7.60	15.000000	114.00	

