October 6, 2023 Payroll Changes

The University of Utah Payroll Office

Overtime Calculation Questions

1. My overtime rate isn't showing as 1.5x as it was in the past. Why?

The **earnings column** accurately reflects your earnings, including your 1.5x overtime wages.

The **rate column** reflects your FLSA regular rate of pay. It does not reflect the 1.5x rate multiplier.

To calculate your overtime rate, start with the earnings amount, then divide by hours worked. The result will an hourly overtime rate.

We understand this change is confusing and different than our past paystubs. Our payroll vendor, PeopleSoft HCM, has indicated this method of showing the "FLSA regular rate of pay" aligns with FLSA technical compliance for displaying earnings. Payroll is exploring if other display options are possible.

2. My overtime rate changes from week to week. Why?

When calculating overtime wages, under the Fair Labor Standards Act (FLSA), when hourly non-exempt employees work more than the standard 40 hours in a workweek, they are entitled to an overtime rate of 1.5 times their "regular rate of pay."

The "regular rate of pay" is more than an employee's normal hourly wage. It can encompass other earnings, like shift differential, on-call pay, call-back pay, or a lump-sum payment. Since premium pay and hours worked can change from week to week depending on the earnings, the "regular rate of pay" can change from week to week.

More information on calculating the "regular rate of pay" is available at: [Fact Sheet #56A: Overview of the Regular Rate of Pay Under the Fair Labor Standards Act (FLSA) | U.S. Department of Labor (dol.gov)](#)

3. I don't see any overtime for the third week of the pay period. Why?

You will not see overtime until the <u>end</u> of the FLSA week. The University FLSA week begins on Saturday and ends on Friday. If the 3rd week of work crosses a pay period and the week ends on Friday which is the next pay period, the overtime will pay in that next pay period.

4. I receive a paper paycheck and do not see details of all my earnings. How do a see that detail?

Employees can visit https://cis.utah.edu and login using their uNID credentials. Under the Employee category, select "View Paycheck." To view the full detail of earnings.