

**MS 625, Attachment E, Computation of Overtime for  
Non-exempt Employees**

COMPUTATION OF OVERTIME FOR NON-EXEMPT EMPLOYEES

1. Example 1

a. GS-4/1 @ \$3.46 ph.

Four of duty Sunday, Wednesday through Saturday 11 p.m. to 7:30 a.m. (Lunch 3-3:30 a.m.) Night differential is payable for the scheduled hours that fall between 6 p.m. and 6 a.m. Sunday differential is payable for the entire eight hour regular shift beginning 11 p.m. Saturday, because it ends at 7:30 a.m. on Sunday. The exposure to hazardous duty occurring on Wednesday and Thursday is payable for the entire eight hour shift.

<u>Hours Worked</u>	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>	<u>Total</u>
Regular Hours	8	-	-	8	8	8	8	40
OT	-	-	8	-	-	-	-	8
ND (10%)	6.5	-	-	6.5	6.5	6.5	6.5	32.5
SD (25%)	8	-	-	-	-	-	8	16
HP (25%)	-	-	-	8	8	-	-	16

Computation under Title 5, U.S. Code

\$3.46	x	40	=	\$138.40	Basic Pay
.35	x	32.5	=	11.38	Night Differential
.87	x	16	=	13.92	Sunday Differential
.87	x	16	=	13.92	Hazard Pay
5.19	x	8	=	41.52	Overtime
<b>TOTAL</b>				<u>\$219.14</u>	

Computation under FLSA for the 48 hours actually worked.

\$3.46	x	48	=	\$166.08	Straight Time
.35	x	32.5	=	11.38	Night Differential
.87	x	16	=	13.92	Sunday Differential
.87	x	16	=	13.92	Hazard Pay

(Total Regular Pay) 205.30 - 48 = \$4.28 regular rate

+ 1/2 x \$4.28 x 8 OT = 17.12

\$222.42 Total Payment under FLSA

- b. Conclusion: Computation under FLSA exceeds computation under Title 5. Therefore, the employee is paid under FLSA, for a total of \$222.42 for the week.

2. Example 2

- a. The following illustrates the crediting of the additional 50% overtime referenced in Attachment D.

1/2 x \$3.46 x 8 = \$13.84, under Title 5

1/2 x \$4.28 x 8 = \$17.12, under the FLSA

- b. The difference of \$3.28 is an additional amount due the employee, and would be added to \$219.14, to yield a total payment of \$222.42.