

## Reviewing Overtime Pay on MassPay Pay Stubs

With the transition to MassPay from ADP, your pay stub will look slightly different. While your rate of pay, pay periods, and pay date has not changed, the way certain items such as overtime is listed on your pay check may look different. Here's a brief example to walk you through how to read your MassPay pay stub should you work overtime.

Statement of Earnings For:											
Employee #:	Location		Period Begin:	4/23/2023	Check Date:	5/5/2023					
Clock Number:	Department		Period End:	4/29/2023	Pay Type:	Hourly					
Company Id:	Federal Filing:		Exemptions:	0	Additional Tax:						
	State Filing:		Exemptions:		Additional Tax:						
Voucher Id	Check Amount	Gross Pay		Net Pay		Check Message					
	\$0.00	\$764.75		\$598.17							
EARNINGS			TAXES			DEDUCTIONS					
Description	Rate	Hrs/Units	Dollars	YTD Hrs/Unit	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Regular	14.0000	49.75	696.50	638.75	8,497.50	SOC SEC EE	47.41	563.72			
Overtime	7.0000	9.75	68.25	9.75	68.25	MED EE	11.09	131.84			
Holiday Worked			0.00	27.00	526.50	FEDERAL WH	75.42	796.77			
						PA WH	23.48	279.15			
						PLYMOUTH TWP	7.65	90.93			
						PA SUI EE	0.53	6.36			
						PLYMOUTH TWP	1.00	18.00			

In the above example, this employee worked 49.75 hours during a pay period. Their rate of pay is \$14 per hour.

- $49.75$  (total hours worked)  $\times$   $14$  (hourly rate) =  $\$696.50$  for their total hours worked.

Since this employee worked 9.75 hour of overtime, they will receive an additional 50% of their hourly rate (\$7 per hour) for those additional 9.75 hours of overtime worked.

- $9.75$  (additional hours of overtime)  $\times$   $7$  (50% of hourly rate) =  $\$68.25$

The employee earned \$14 per hour in the total hours calculation (49.75 hours), so for their overtime hours (9.75 hours) they received an additional \$7 per hour. Therefore, this employee earned \$21 per hour for the 9.75 hours of overtime worked.

In total, this employee earned \$764.75 of gross pay ( $\$696.50 + \$68.25$ ) for this pay period.

In ADP, your pay stub would list the pay breakdown differently, but the total gross wages would be the same. For example:

- Normal hours:  $40$  (hours)  $\times$   $14$  (hourly rate) =  $\$560$
- Overtime hours:  $9.75$  (overtime hours)  $\times$   $21$  (overtime rate of hourly pay) =  $\$204.75$
- Total gross wages:  $\$560 + \$204.75 = \$764.75$