DEPARTMENT OF LABOR OVERTIME RULE:

In the final rule, the Department is:

- Raising the "standard salary level" from the currently enforced level of $455 per week to $684 per week (equivalent to $35,568 per year for a full-year worker)
- Raising the total annual compensation requirement for "highly compensated employees" from the currently enforced level of $100,000 per year to $107,432 per year
- Allowing employers to use non discretionary bonuses and incentive payments (including commissions) paid at least annually to satisfy up to 10% of the standard salary level, in recognition of evolving pay practices
- Revising the special salary levels for workers in the U.S. territories and motion picture industry

The final rule is effective on January 1, 2020.

WHAT TO DO:

Option 1: Move salaried employees to hourly in the Employee Demographics Screen, this will allow them to receive overtime.

Please note: Screen shots shown are from the IOIPay Payroll application.
Option 2: Keep employee salaried, you will need to figure what the hourly rate should be and place the rate in Hourly 2 for any overtime. If salaried employee already has a Rate 2, you can move the hourly rate to Hourly 3 for the overtime.

Please note: Screen shots shown are from the IOIPay Payroll application.

Refer to the “Learning Center” for further guidance or email Diocese.Support@ioipay.com