## Base Pay at 2 Different Pay Rates - California

When an employee works two or more jobs and the employee is paid different hourly rates, the overtime must be based on the employee's "regular rate of pay." Typically, the employee's regular rate of pay when they work two jobs is calculated as the weighted average of the different rates. For Example:

	An emp	loyee has two jobs at the same co	has two jobs at the same company with different pay rates. The employee works fulltime in Job A a													
	occasior	nally part-time doing Job B.						Weekly Timesheet	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Totals
	Step 1							Job A		8	8	8	8	8 8	,	40
	Job A	Hours Worked =	40	Job A Rate per Hour=	\$ 18.00	Job A Base Pay =	\$ 720.00	Job B		3						3
1	Job B	Hours Worked =	3	Job B Rate per Hour =	\$ 15.00	Job B Base Pay =	\$ 45.00	Total		11	8	8	8	8 8	0	43
ple						Total Straight Time Pay =	\$ 765.00	Overtime	0	3	0	0	) (	0 0	v 0	3
m	Step 2											•		•		•
EX		Total Straight Time Pay =	\$ 765.00	/ Total Hours =	43	Overtime Premium per Hour=	\$ 17.79									
		Overtime Premier per Hour =	\$ 17.79	1/2 OT Premium	50%	1/2 OT Premium Pay Rate=	\$ 8.90									
		Total Overtime Hours =	3	OT Premium per Hr =	\$ 8.90	Total Premium OT Payment =	\$ 26.69									
	Step 3				-	· · ·										
		Straight Time Total Pay =	\$ 765.00	+ Premium OT =	\$ 26.69	Total Weekly Comp =	\$ 791.69									
	An emp	lovee has two jobs at the same co	mnany wit	h different nav rates Th	e emnlove	e works part of the time working			1	1	1		1		T	1
	in a nar	t-time role of lob A and occasion	ally nart-tin	ne doing Joh B. Sometim	es within t	the same day		Weekly Timesheet	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Totals
	Step 1		any pare em	ie doing fob bi sometim		ine sume augr		Job A	Sun	8	6	2	ina	1 8	Jui	28
mple 2	Ioh A	Hours Worked =	28	Ioh A Rate per Hour=	\$ 18.00	lob A Base Pay =	\$ 504.00	Job A		2		Δ		<b>7</b> 0	2	10
	Job A	Hours Worked =	10	Job B Bate per Hour -	\$ 15.00	Job A Base Pay -	\$ 150.00	Total		11	6	6		1 8	2 3	38
	100 0	Hours Worked -	10	Job B Nate per riour -	<del>, 15.00</del>	Total Straight Time Pay =	\$ 654.00	Overtime	0	3	0	0				30
	Stop 2					Total straight time ray =	Ç 054.00	overtime	0			Ĭ	<u> </u>	0 0		
Exa	Step 2	Total Straight Time Day -	¢ 654.00	/ Total Hours -	20	Quartima Bramium par Hour-	¢ 17.21									
		Ouartimo Promior nor Unit	\$ 034.00 ¢ 17.21	/ TOLAI HOUIS -	50	1/2 OT Premium Day Pate-	\$ 17.21									
	-	Total Quartima Hours =	\$ 17.21 2	0T Promium por Hr =	50%	1/2 OT Premium OT Payment =	\$ 8.01									
	Shan 2	Total Overtime Hours =	3	OT Premium per Hr =	Ş 8.01	Total Premium OT Payment =	\$ 25.82									
	Step 3	Straight Time Total Day -	Ć (F 4 00	Dramium OT -	ć 25.02	Tatal Maskly Camp -	¢ (70.92									
		Straight Time Total Pay -	\$ 034.00	+ Premium Or -	ş 25.62	Total weekly comp -	\$ 079.82									
								Market Timesheet	C		<b>T</b>	14/	<b>T</b> 1			Tetule
	Templat	te: Insert your own numbers in th	e yenow ni	gniightea ceii:				weekly imesneet	Sun	won	Tue	wea	Thu	FII	Sat	Totais
LATE	Step 1		0	Job A Data nor Llaur-		Joh A Dasa Day -	ć	JOD A							<u> </u>	0
	JOD A	Hours Worked =	0	JOD A Rate per Hour=		JOD A Base Pay =	ş -			0	0					0
	JOD R	Hours worked =	U	JOD B Rate per Hour =		JOD B Base Pay =	Ş -	l otal Quartima	0	0	0	0				0
						Total Straight Time Pay =	Ş -	Overtime	0	0	0	0	i i	0 0	0	0
М	Step 2			( <b>-</b>												
ΤE		Total Straight Time Pay =	Ş -	/ Total Hours =	0	Overtime Premium per Hour=	#DIV/0!									
		Overtime Premier per Hour =	#DIV/0!	1/2 OT Premium	50%	1/2 OT Premium Pay Rate=	#DIV/0!									
		Total Overtime Hours =	0	OI Premium per Hr =	#DIV/0!	I otal Premium OT Payment =	#DIV/0!									
_	Step 3															
		Straight Time Total Pay =	Ş -	+ Premium OT =	#DIV/0!	Total Weekly Comp =	#DIV/0!									v171205