



Overtime Policy

Intelligently designed and built in the USA

FLSA Final Overtime Rules

The US Department of Labor has announced changes to its *Overtime Policy* which will take effect on **December 1, 2016**. New overtime rules announced in the Fair Labor Standards Act (FLSA) will increase minimum salary requirements for certain overtime exempt employees. With upwards of 4.2 million workers to become eligible for overtime pay under this new policy change, it's imperative that you find a system to managing your employee data.

This new ruling classifies certain "White" collar employees as needing to meet federal minimum wage requirements. These employees being those classified as:

- Professionals
- Executives
- Highly Compensated Professionals
- Outside Sales Professionals
- Computer Professionals

FLSA Requirements

Salared employees meeting the FLSA job duties exemption requirements or the Highly Compensated Employee (HCE) requirements will be applicable for overtime pay.

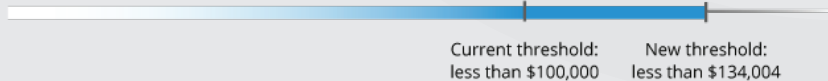
Employee Salary*:



Newly eligible for overtime:

Employees with annual salaries between \$23,660 and \$47,476

High Compensated Employee (HCE) Salary:



Newly eligible for overtime:

Employees with annual salaries between \$100,000 and \$134,004

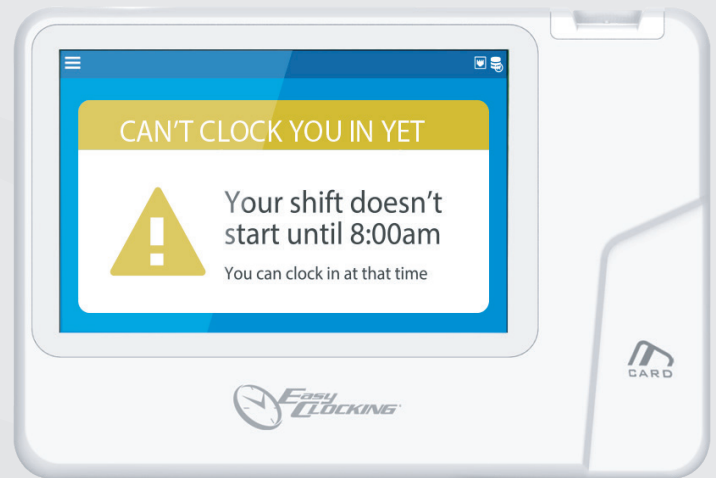
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HOW DOES EASY CLOCKING HELP YOU STAY COMPLIANT?

Punch Restriction

Easy Clocking's Time and Attendance software, coupled with their Xenio Smart Time Tracking Devices can help your organization transform their compliance measures. The ability to set schedules from your PC, tablet, or phone and verify those schedules right on the Time Clock terminal, will grant your organization the ability to proactively manage their workforce.

By setting scheduling clock-in parameters you will be able to "Stop The Punch" of unscheduled employees. Being able to limit when and where your employees can clock in or out will ensure that no employees are stealing time or riding the clock for overtime pay. Don't lose money on payroll or stolen overtime pay, contact Easy Clocking today.



Overtime Management

Easily comply to present and future overtime laws. Configure rules and setting to aid your business in staying compliant.

- Configurable double time policies.
- Configurable overtime policies by specific days or weeks.
- Applicable OT policies to individual employees, departments, or shifts.
- Easily comply to various local, state, or nationwide OT rulings.



Powerful Reporting

Gain complete visibility with Easy Clocking's reporting solutions. Get real time employee data to making informed business decisions.

- Overtime reports for specific details on employee overtime.
- Real time data analytics for better decision making.
- Filter reports by location, departments, or employee status.



Customizable Schedules

Manage labor costs through Easy Clocking's scheduling feature. Set schedules for easy management of employee schedules.

- Effectively manage and oversee labor usage.
- Set employee or departmental specific schedules.
- Manage contractors and part time employee schedules.

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