Overtime Calculator at 5%

To see what factor would be applied to all hours paid to mimic a percent OT hours paid assumption

A	Total Hours Worked		**1,000**
B	% OT hours worked included with A		**10.00%**
Ca	FT/PT Split given	FT	75.00%
Cb		PT	25.00%
D	Straight Time Rate		**$15.00**
E	Overtime Rate at 1.5		$22.50
F	Straight Time Hours		900
G	OT Hours		100
H	Straight Time Pay F*D		$13,500.00
I	OT Pay G*E		$2,250.00
J	Total Pay		$15,750.00
K	Average Hourly Rate		$15.75
L	Implied Total Hours Paid Adjustment (Mercers %)		5.00%

A, B & D   Can be changed, L would be the factor used by Mercer in the rate calculation

Check Figure A * (D * (1+L)) = J $15,750.00

M   Conclusion, L will always be 1/2 of B

Overtime Calculator at 10%

To see what factor would be applied to all hours paid to mimic a percent OT hours paid assumption

A	Total Hours Worked		**1,000**
B	% OT hours worked included with A		**20.00%**
Ca	FT/PT Split given	FT	75.00%
Cb		PT	25.00%
D	Straight Time Rate		**$15.00**
E	Overtime Rate at 1.5		$22.50
F	Straight Time Hours		800
G	OT Hours		200
H	Straight Time Pay F*D		$12,000.00
I	OT Pay G*E		$4,500.00
J	Total Pay		$16,500.00
K	Average Hourly Rate		$16.50
L	Implied Total Hours Paid Adjustment (Mercers %)		10.00%

A, B & D   Can be changed, L would be the factor used by Mercer in the rate calculation

Check Figure A * (D * (1+L)) = J $16,500.00

M   Conclusion, L will always be 1/2 of B