

Computing Overtime Pay for Less Than a 28-Consecutive-Day Work Period

For an employee engaged in fire protection or law enforcement for a work period between 7 and 28 consecutive days long, overtime for **the excess hours** is based on a proration of 212 hours or 171 hours, respectively, to a 28-day work period. Such employees cannot have a work period in excess of 28 days. The employer is responsible for setting the work period, with all time worked by an employee during this period totaled and overtime, if any, calculated accordingly.

The rate for fire protection employees is 212 hours to 28 days, or 7.57 (rounded) hours/day. The ratio for police employees is 171 hours to 28 days, or 6.1 (rounded) hours/day. Accordingly, the following chart sets forth the maximum number of hours for each work period after which the employee is entitled to one and one-half times his or her regular rate:

Hours Worked (Rounded)		
Before Overtime:		
<i>Consecutive-Day Of Work Period</i>	<i>Of Fire Protection</i>	<i>Of Law Enforcement</i>
28	212	171
27	204	165
26	197	159
25	189	153
24	182	146
23	174	141
22	167	134
21	159	128
20	151	122
19	144	116
18	136	110
17	129	104
16	121	98
15	114	92
14	106	86
13	98	79
12	91	73
11	83	67
10	76	61
9	68	55
8	61	49
7	53	43

It is important to note that, in order to be exempt from the normal 40-hour per week over-time standards, the work period must be at least 7 consecutive work days up to a maximum of 28 consecutive work days.