

Automate calculation of Standard and Specialized Overtime, FLSA Weighted Average Overtime, FLSA Bonus Overtime, or other specific payrates and ensure compliance with the Fair Labor Standards Act.

AUTOMATED PROCESSING

- **Automate overtime and pay rate calculations.** Process BASpay Specialized Rate Determinations or Overtime Calculations from pre-loaded overtime records or straight time only, piecework, and flat amount earnings records automatically, to create payroll charges you need. You can carefully control which earnings are eligible for these calculations..
- **Save time and avoid errors** by transferring the calculated charges to payroll without recalculating or re-keying as either flat amounts, "units x rate" earnings, or even deductions, depending upon what is being calculated.

SATISFIES GOVERNMENT REGULATIONS

- **Comply with FLSA regulations and guidelines.** BASpay rate determinations and specialized calculations allow you to control:
 - ✓ Eligible earnings for amounts and hours
 - ✓ Updating payrates for overtime records
 - ✓ Adding overtime records or updating rates

This level of detail allows the user to control exactly which hours and amounts to consider.

- Criteria may be entered to control which employees are included in the process.
- For piece work, you can automatically check for and create minimum wage make-up pay, if necessary.

SETUP AND TABLE MAINTAINANCE

- Programs include installation on Windows
- Eligible earnings can be changed as needed
- Overtime codes are also table-maintained

BONUS OVERTIME CALCULATION AVAILABLE

- Optionally, automate calculation of FLSA "Bonus" Overtime and charge creation for past months, quarters, even annually.

SMOOTH INTEGRATION WITH ABRA HRMS

- BASpay Payrate Calculation and/or Overtime Rate Determination programs read and write information directly from the current timesheet file (PRPOST) in Abra Suite Payroll after Trial Payroll has been run. This method insures that all applicable charges from various sources are evaluated.. Once reviewed by the built-in audit report, the batch can be efficiently transferred to payroll – with no extra integration tools or re-indexing needed - you're ready to run Final Payroll!

ALLOCATE OVERTIME EARNINGS, IF NEEDED

- Most organizations simply pay premiums as a "flat amount" earning. Alternatively, you can have the program maintain awareness of weekly dates, levels (department, cost center, etc.) and jobs in which the overtime was actually worked and to which the allocated premiums would apply. This permits full Abra allocations and GL distributions. Premiums paid in this manner can overstate hours, but reporting can correct this.

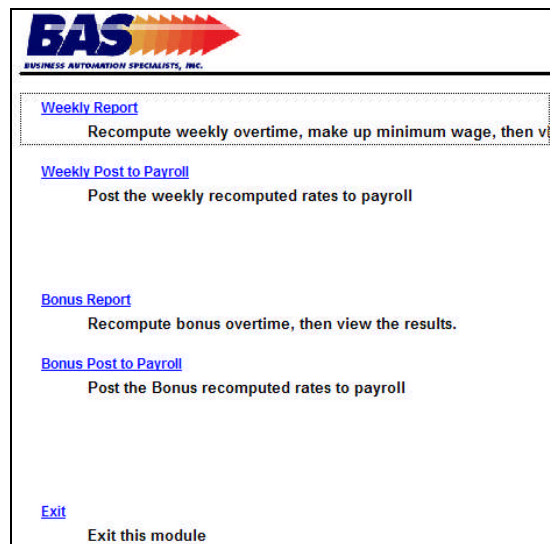


Figure 1: Typical Task Menu for Rate Determination

Additional information is available on the BAS website
<http://www.baspay.com/Abra-Pay-Rates.asp>