



## SALARY TO HOURLY RATE CONVERSION

To Meet the Requirements of the New Fair Labor Standards Law

DESIRED WAGE	
PRIOR ANNUAL SALARY (or wage target)	\$100,000.00

COMPANY ASSUMPTIONS			
	DAYS	HOURS (Base Equiv)	Earnings
Actual Work Days in a Year	260		
Days of Vacation, Sick & Holiday	25	200	\$5,730.66
Days of Work	235	1,880	\$53,868.19
Overtime as Base (@60hr week)	176	1,410	\$40,401.15
<b>TOTAL USED IN CALCULATION</b>	<b>436</b>	<b>3,490</b>	<b>\$100,000.00</b>
<i>(30 vacation days * Base Rate) + (230 work days * Base Rate) + (115 OT equiv days * OT Rate) = Current Salary</i>			

NEW WAGE CALCULATIONS	
New Hourly Rate = (Sal / 3460)	\$28.65
Overtime Rate = (hourly rate * 1.5)	\$42.98

Savings from Workers Comp	
Worker Comp Experience Rating	17%
New Actual Hours Paid	3,020
Premium Under Prior Salary	\$17,000
Premium Under New Split Rate	\$14,711
<b>Savings from Workers Comp</b>	<b>\$2,289</b>

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