

O'Neil & Steiner, PLLC
No Tax on Overtime Organizer

1. Are you a nonexempt employee covered by the Fair Labor Standards Act (FLSA) required to receive overtime pay at time-and-a-half, or 1.5 times normal rate of pay?

Circle One: *No* or *Yes*

If no = stop here. You do not qualify for this deduction.

2. Did your employer pay overtime compensation at more than the mandated time-and-a-half rate or for hours that did not exceed 40 hours per week?

Circle One: *Yes* or *No*

3. How much did you receive in “Qualified Overtime Premium Pay” (the portion of overtime pay that was in excess of your normal rate of pay for the overtime hours worked)?

Example: John is paid \$30 an hour and sometimes works 50 hours a week instead of 40. 10 hours per week is overtime and paid at time-and-a-half, 1.5 normal pay, or \$45 per hour. His total overtime pay would be 10 hours X \$45 per hour = \$450 total overtime pay. His qualified overtime premium pay would be: 10 hours X \$15 per hour = \$150 per week. If he worked 40 hours per for 42 weeks of the year, and 50 hours per week for the remaining 10 weeks, his qualified overtime premium pay would be:

\$150 “Qualified Overtime Premium Pay” per week X 10 weeks = \$1,500.

Your employer may not calculate this for you for tax year 2025. If they do calculate it for you it may appear in box 14 of your W-2 form, on a separate statement, in an online employee portal as additional information, etc.

If it is not calculated for you, but your answer to #2 was “No”: Review your final paystub for the tax year and divide total overtime pay by 3 as follows:

Total overtime pay above $\div 3$ = "Qualified Overtime Premium Pay"

If it is not calculated for you, and your answer to #2 was “Yes”, please contact your employer to request their help or schedule a consultation to determine your “Qualified Overtime Premium Pay.”

Qualified Overtime Premium Pay for _____ was: \$ _____
(first name)

Qualified Overtime Premium Pay for _____ was: \$ _____
(first name)

If married filing jointly, please include total overtime for each spouse separately above

****If married filing separately, you are not eligible for this deduction****