

Kansas Administrative Regulations

Department of Labor

Article 30.—Minimum Wage and Maximum Hours

49-30-2. Wages; commissions or bonuses; average hourly rate.

(a) "Wage" shall include the following:

(1) The reasonable cost to the employer for meals or lodging when customarily furnished the employee or paid for by the employer for the employee. Should a dispute develop, the secretary of human resources shall determine such reasonable cost based upon the average employer cost for meals and lodging in the area where incurred.

(2) Commissions or bonuses earned and due to employees shall be calculated as a percentage of the dollar amount of his or her transactions. To determine the average hourly wage paid to such employees, the total amount of commission or bonus earned by an employee during a designated work period shall be added to other wages earned during same period and divided by number of hours worked by the employee in such period:

$$\text{Average hourly wage for a period} = \frac{\text{Commission or bonus plus wages earned}}{\text{Number of hours worked}}$$

(3) The total salary for a specified work period whether earned on the basis of time, task, piece rate, or salary shall be divided by the hours worked in such period to determine the average hourly rate:

$$\text{Average hourly rate} = \frac{\text{Total salary}}{\text{Hours worked}}$$

(4) The average hourly rate of an employee employed in more than one position with the same employer shall be the total earnings for the period divided by the total hours worked:

$$\text{Average hourly rate for a period} = \frac{\text{Total earnings}}{\text{Total hours}}$$

(Authorized by K.S.A. 1978 Supp. 44-1202, 44-1207; effective, E-79-26, Oct. 19, 1978; effective May 1, 1979.)

***** Authenticated Kansas Administrative Regulation *****