

MCP SERVER

NO CODE

CLOUD HOSTED

Overtime Pay Calculator MCP for AI Agents

Compliance Payroll Calculations for US Labor Law and Wage Rules

The Overtime Pay Calculator handles complex US labor law requirements for payroll compliance. It accurately calculates federal FLSA overtime pay based on 40-hour workweeks, and manages state-specific daily thresholds like those in California or Colorado. You can verify exemption status, calculate daily overages, and adjust regular rates to include non-discretionary bonuses.

A+ Quality Score 100/100

overtime

flsa

payroll

compliance

usa-labor-law



The connectivity layer between AI and the world's software.



Vinkius sits between AI and every application. All communication passes through Vinkius Cloud via the Model Context Protocol (MCP) — with governance, observability, and security at every layer.

Your AI Connections Run Through Vinkius Cloud

The world's largest
managed MCP catalog

Vinkius is the connectivity layer where AI connects to the software your business already runs. We handle the hosting, the security, the credentials, the uptime — you get agents that actually do things.

We operate the world's largest managed MCP catalog. Major SaaS platforms, CRMs, databases, and cloud providers — running, monitored, production-ready. This MCP server is hosted and maintained by the Vinkius Cloud for AI Agents.

The agent doesn't manage credentials, doesn't manage uptime, doesn't manage security. Vinkius does.

— Architecture principle

Four Pillars of the Vinkius Runtime

01 — Security by design

Credentials stay encrypted at rest via AES-256. The AI agent never touches raw keys — they're injected into a sandboxed V8 isolate at runtime. Actions are logged, and connections have an emergency kill switch.

03 — Deterministic observability

Eight immutable metrics per endpoint: request volume, p95 latency, error rate, active connections, cost attribution. A live payload feed logs every tool call with mutation detection.

02 — Built on MCP Fusion

This MCP server was built with **MCP Fusion**, the open-source framework (Apache 2.0) that powers the entire Vinkius catalog. Schema-as-firewall strips undeclared fields, compiled PII redaction runs at zero overhead, and cryptographic lockfiles produce git-diffable audit trails.

04 — Autonomous operations

Servers are deployed, monitored, and patched autonomously. New capabilities and security patches ship weekly. Zero-downtime deployments ensure continuous availability across all managed MCP servers.

AES-256

Encryption at rest

Ed25519

PKI vault signatures

24h TTL

Ephemeral session keys

V8 Isolate

Sandboxed execution

One Token. Instant Access.

Every MCP server on Vinkius is accessed through a **Connection Token**. Tokens are generated in the cloud dashboard and produce a unique MCP endpoint URL. Paste this URL into any MCP-compatible client — no SDK required.

A single token can serve **multiple AI clients simultaneously**, or you can issue separate tokens per client for granular access control. Each token tracks its own request count, last activity timestamp, and can be individually enabled or revoked.

MCP ENDPOINT

`https://edge.vinkius.com/{token}/mcp`

Claude



Cursor



VS Code



Windsurf



Grok



Gemini

Security Is the Architecture

Security in Vinkius is not a feature — it's the foundation of the runtime. The gateway enforces multiple independent protection layers between AI agents and third-party APIs.

01 — Ed25519 PKI Vault

Every workspace has an Ed25519 Master Key. Session keys are generated ephemerally (24h TTL) and signed by the Master Key. Credentials never leave the vault boundary.

02 — V8 Isolate Sandboxing

Tool code runs inside isolated-vm V8 isolates with 64 MB memory caps and per-request timeouts. No filesystem access, no network access except through the SSRF-guarded fetch bridge.

03 — SSRF Guard

All outbound HTTP requests are DNS-resolved and validated before execution. Private IP ranges (10.x, 172.16-31.x, 192.168.x, AWS metadata 169.254.x) are blocked at the network layer.

05 — Cryptographic Audit Trail

Every request is signed into a SHA-256 hash chain with Ed25519 signatures. Events form a tamper-proof, SIEM-exportable forensic record.

04 — DLP & PII Redaction

A ResponseGuard pipeline intercepts every tool response. Configurable redaction patterns strip sensitive fields (emails, SSNs, card numbers) before data reaches the AI agent.

06 — Honeypot Trap System

Phantom credentials are injected into isolated environments. If a honeypot is used outside Vinkius infrastructure, the server is quarantined instantly.

Emergency Kill Switch

EU AI Act Art. 14(1)
Compliant

The kill switch is an **emergency halt** mechanism — not a simple toggle. When triggered, it executes three actions atomically:

01 — Server deactivated

The MCP server is immediately taken offline across the entire cluster.

02 — All tokens revoked

Every connection token is invalidated. Total lockout — reconnection blocked until new tokens are issued.

03 — WebSocket connections killed

Active connections terminated via Redis pubsub broadcast. Propagates to every runtime node in the cluster.

Full Visibility. Zero Guesswork.

The Vinkius cloud dashboard includes a full MCP Governance suite — real-time analytics and security controls for production AI operations.

Control Plane

KPI dashboard with request volume, latency, success rate, token consumption, and AI-generated operational briefings.

FinOps

Cost tracking per tool, payload compression savings, budget optimization signals, and consumption trends.

Firewall & DLP

PII redaction activity, sensitive data protection counters, and security event timeline.

Agent Activity

Which AI clients are connecting, how often, and what they're doing — real-time session tracking.

Tool Health

Slowest and most error-prone tools, with actionable root-cause insights and performance baselines.

Incident Log

Error trends, failure rates, status-code breakdowns, and forensic audit trail access.

Get started at cloud.vinkius.com — connect your AI agent in under 60 seconds.

Overtime Pay Calculator MCP

4 tools available

Cloud-hosted on Vinkius

Payroll compliance is a nightmare of varying state laws. This MCP cuts through the complexity of US labor regulations. It lets your agent process payroll calculations for any employee, handling everything from federal 40-hour weekly limits to specific daily thresholds in jurisdictions like California and Colorado. The tool figures out if an employee qualifies as exempt or if they're owed premium pay because a shift hit a state boundary. Plus, it accounts for the messy reality of bonuses and commissions by adjusting your base rate calculation using weighted averages. Need more than just payroll? Vinkius hosts thousands of MCPs; you can connect your AI client once to access compliance tools across HR, finance, and more.

Core Capabilities

01 — Calculate Weekly Overtime Pay

Determines the exact overtime pay owed based on standard federal 40-hour workweek thresholds.

03 — Adjust Base Pay Rate

Determines a true 'Regular Rate of Pay' by accurately incorporating non-discretionary bonuses and commissions into the weighted average.

02 — Check Daily State Overtime Violations

Calculates excess pay for shifts that exceed specific state-mandated daily limits, such as in CA or CO.

04 — Determine Exemption Status

Analyzes whether an employee meets both salary minimums and required duties to qualify as exempt from overtime pay.

One Click on Vinkius — From Prompt to Execution

Available at vinkius.com/mcp/overtime-pay-calculator — connect your AI agent in three steps.

- 01** Start by providing the agent with the employee's total hours worked, their base rate of pay, and any non-discretionary bonuses or commissions.
- 02** The MCP first evaluates if the worker is exempt using ``evaluate_exemption_eligibility`` to determine if overtime rules even apply. If not, it then checks for state daily limits using ``calculate_daily_overtime`` to see if a partial shift requires extra pay.
- 03** Finally, the system runs the full compliance check by comparing total hours against federal standards with ``calculate_weekly_overtime``, and adjusting all applicable rates first via ``calculate_adjusted_regular_rate``.

The bottom line is you get a clear, legally compliant payroll breakdown that accounts for every labor law threshold, from state daily caps to federal weekly limits.

Built For

This MCP is essential for HR managers and Payroll Specialists who handle multi-state employee bases. If you're tired of manually cross-referencing FLSA rules against dozens of state labor codes, this tool gives your agent the compliance engine it needs.

HR Manager

Uses the MCP to audit current pay structures, checking if employee roles qualify for exempt status and ensuring all new hires meet minimum wage requirements across different states.

Payroll Specialist

Runs end-of-paycheck calculations, making sure that shifts crossing state daily thresholds are correctly paid out, especially in high-compliance areas like California.

Small Business Owner

Needs to quickly verify if a new pay structure or compensation package will violate federal overtime rules before distributing payroll.

What Changes When You Connect

- 01** Avoid complex payroll errors. You can immediately check if an employee is exempt or if their pay violates federal FLSA standards using the `evaluate_exemption_eligibility` tool.
- 02** Handle multi-state compliance instantly. The MCP calculates daily overages, so you don't have to manually track shifts against state laws like CA/CO 8-hour rules via `calculate_daily_overtime`.
- 03** Ensure accurate compensation by adjusting base pay. Use `calculate_adjusted_regular_rate` to factor in all non-discretionary bonuses and commissions, guaranteeing the true regular rate of pay.
- 04** Simplify weekly payroll runs. The system determines overtime based on the federal 40-hour mark using `calculate_weekly_overtime`, making standard compliance checks fast and reliable.
- 05** Save time auditing compensation packages. You can test potential new salary structures against existing labor laws without consulting a lawyer first.

Real-World Applications

Auditing Compensation for New Roles

A manager needs to know if their newly promoted sales staff are eligible for exempt status. The agent uses `evaluate_exemption_eligibility` and confirms they meet both salary and duty requirements, avoiding future pay disputes.

Handling Cross-State Shift Pay

A factory worker works a 12-hour shift that crosses the state boundary in Colorado. The agent uses `calculate_daily_overtime` to correctly identify and calculate the extra pay owed based on the local daily threshold.

Calculating Commissioned Overtime Pay

A salesperson worked 46 hours and earned a commission bonus. Instead of just using base salary, the agent uses `calculate_adjusted_regular_rate` to ensure the overtime pay is calculated correctly on the weighted average.

Running End-of-Week Payroll Checks

Payroll staff needs to run a bulk compliance check for all employees. The agent uses `calculate_weekly_overtime` and cross-references results with daily caps, generating the final compliant paystub data.

Patterns to Avoid

Ignoring non-discretionary bonuses

X AVOID

A payroll worker calculates overtime using only base salary, ignoring commissions earned that week. This underpays the employee because those earnings should raise the regular rate.

✓ INSTEAD

You must use `calculate_adjusted_regular_rate` first. It incorporates all non-discretionary bonuses and commissions into a weighted average, ensuring your calculated overtime is accurate.

Missing state daily thresholds

X AVOID

A worker works 10 hours in California on a single day. If the system only checks the federal weekly total, it misses that the local law dictates overtime after an eight-hour workday.

✓ INSTEAD

Always check for daily violations using `calculate_daily_overtime`. This tool specifically handles state rules like CA/CO's 8-hour limits to guarantee compliance.

Assuming all workers are non-exempt

X AVOID

The HR department automatically adds overtime pay to every employee, even those who perform management duties that keep them exempt from hourly tracking.

✓ INSTEAD

First, run `evaluate_exemption_eligibility`. This confirms if the role meets both salary and duty requirements before you calculate any hours or rates.

The Right Fit

Use this MCP when your payroll needs to handle complexity across multiple US states or incorporate variable compensation. If you need to check weekly limits against a federal standard, use `calculate_weekly_overtime`. However, don't rely on it if all your employees are salaried and never hit an hourly cap; in that case, the exemption tool is enough. Crucially, if bonuses are involved, do not

skip using `calculate_adjusted_regular_rate` before running any calculation; otherwise, you will underpay people. Only use this MCP for compliance calculations involving hours worked or compensation adjustments. Don't use it just to calculate simple tips, as its focus is strictly on labor law adherence.

Overtime Pay Calculator: Handling Multi-State Payroll Compliance

Today, running payroll means manually checking employee hours against a patchwork of state and federal laws. You have to cross-reference the 40-hour federal limit while simultaneously tracking whether shifts violate specific local daily thresholds in places like Colorado or California. This process is slow, prone to human error, and requires specialized compliance knowledge.

With this MCP, your agent handles that entire web of rules instantly. It manages both weekly limits using `calculate_weekly_overtime` and runs the necessary checks for state-mandated daily overtime via `calculate_daily_overtime`. You get a single, accurate report showing exactly what is owed while remaining compliant with all relevant laws.

Overtime Pay Calculator: Adjusting Rates with Non-Discretionary Bonuses

A common mistake in payroll is calculating overtime based only on the base hourly wage. When employees earn commissions or bonuses, those amounts should raise the 'regular rate of pay,' which increases their required overtime calculation. Ignoring this leads to underpayment.

The Overtime Pay Calculator fixes this using `calculate_adjusted_regular_rate`. This tool accurately factors in all non-discretionary payments, ensuring your agent calculates true compliance rates that reflect the employee's full compensation package.

Overtime Pay Calculator: 4 Tools for Wage Compliance Checks

Your agent can calculate weekly overtime, check daily rate violations, adjust pay rates with bonuses, or verify employee exemption status using these tools.

#	TOOL	DESCRIPTION
01	<code>calculate_adjusted_regular_rate</code>	Accurately calculates the true regular rate of pay by integrating non-discretionary bonuses and commissions into the weighted average.
02	<code>calculate_daily_overtime</code>	Determines overtime owed for shifts that exceed state-mandated daily thresholds, such as the 8-hour rule in CA/CO.
03	<code>evaluate_exemption_eligibility</code>	Checks if an employee meets both salary minimums and required job duties to legally qualify for exempt status.
04	<code>calculate_weekly_overtime</code>	Computes overtime pay based on the federal 40-hour weekly threshold, which is necessary for standard payroll runs.

See It in Action

Real prompts you can use once this MCP is connected to your AI agent through Vinkius Cloud.

U I need to check if John, who makes \$70k and manages a small team, is exempt from overtime.



Exemption Status Report

Based on the salary (\$70,000) and his stated duties (managing staff), he meets both the minimum salary threshold and the necessary degree of independent judgment required for exemption. He is classified as **Exempt**.

Disclaimer: This calculation is based solely on provided data and does not replace legal advice.

U Calculate my overtime pay this week; I worked 48 hours, plus a \$500 bonus.



Payroll Summary

METRIC	AMOUNT
Adjusted Regular Rate:	\$25.00/hr
Federal Overtime (40 hrs):	\$1,000.00
Daily Overage Pay:	N/A
Total Gross Pay:	\$1,500.00

U What is the daily overtime pay for a 12-hour shift in Colorado at \$30/hour?



Daily Overtime Calculation (Colorado)

- State Threshold: 8 hours
- Total Hours Worked: 12 hours
- Overtime Hours: 4 hours
- **Daily Overage Pay: \$300.00** (Based on the mandated daily overage threshold.)

Frequently Asked Questions

01 How does the Overtime Pay Calculator determine if I need to pay for state-specific overtime?

The MCP checks local laws, specifically things like California or Colorado's 8-hour rule. It calculates extra pay only when a shift crosses that mandated daily limit, ensuring your payroll is compliant with local rules.

02 Do I need to worry about bonuses affecting my overtime calculation?

Yes, you do. The Overtime Pay Calculator adjusts the base rate by incorporating non-discretionary bonuses and commissions first. This ensures that all compensation types are used to correctly calculate your required overtime pay.

03 Can this tool tell me if an employee should be considered exempt from overtime?

Yes, the Overtime Pay Calculator evaluates eligibility by checking both salary thresholds and job duties. It tells you whether an employee qualifies as 'Exempt' under federal guidelines.

04 What happens if I run a paycheck that exceeds 40 hours in one week?

The MCP uses `calculate_weekly_overtime` to determine the exact overtime pay owed for hours worked over the standard 40-hour federal threshold. It provides clear, compliant payroll figures.

05 Does the Overtime Pay Calculator handle complex state labor law differences?







It's built specifically to manage these complexities. By running checks for both weekly federal limits and specific daily state thresholds, it gives you a comprehensive compliance picture across different US jurisdictions.

Go Live in 60 Seconds

Get your connection token from cloud.vinkius.com, then paste the endpoint URL into any MCP-compatible client.

YOUR MCP ENDPOINT

```
https://edge.vinkius.com/[TOKEN]/mcp
```

CLIENT	WHERE TO CONFIGURE
 Claude AI	Profile → Customize → Connectors → "+" → Add custom connector → Paste endpoint
 Cursor	Settings → Features → MCP Servers → "+ Add New MCP Server" → Type: SSE → Paste endpoint
 VS Code	Ctrl/Cmd+Shift+P → "MCP: Add Server" → add <code>"overtime-pay-calculator": { "url": "..." }</code>
 Windsurf	MCP Settings → <code>mcp_settings.json</code> → Add endpoint URL
 ChatGPT	Settings → Tools & plugins → Add MCP server → Paste endpoint
 Gemini	Extensions → Add MCP Server → Paste endpoint URL

ASK AN AI ABOUT THIS

Let your preferred AI explain this MCP server

-  **Ask ChatGPT** 
-  **Ask Claude** 
-  **Ask Perplexity** 
-  **Ask Gemini** 
-  **Ask Grok** 

READY TO CONNECT

Overtime Pay Calculator is live on Vinkius Cloud.

Get your connection token, paste it into your AI agent, and
start building. No SDK. No deployment. Just results.

[Start at cloud.vinkius.com](https://cloud.vinkius.com) →

vinkius.com · support@vinkius.com

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