

A Goff Limousine and Bus, LLC Pay Plan as of 1/1/2019*

Production Pay rates are determined by the type of equipment requested by and charged as shown below:

DRIVING STAFF AVERAGE \$14.00-\$19.00 PER HOUR ALL-IN PLUS CASH TIPS.

Hourly Sedan – Applies to standard sedans: \$9.00 per hour worked.

Average Weekly Earnings including hourly and service fees is \$13.50-\$16.00 per hour plus any cash tips.

A 15% discretionary chauffeur tip service fee is usually added to the clients' bill purely for client convenience. The client may alter this service fee altogether at their discretion based on their opinion of the chauffeurs' service level. Some clients do not offer their guest this convenience – the guest may tip in cash but it is always discretionary.
Average Weekly Earnings including hourly and service fees is \$13.50-\$16.00 plus any cash tips.

Hourly DOT Other – Applies to SUV's, Limousines, Vans, & Other Non CDL vehicles: \$9.00 per hour worked.

Average Weekly Earnings including hourly and service fees is \$14.50-\$17.00 per hour plus any cash tips.

A 15% discretionary chauffeur tip service fee is usually added to the clients' bill purely for client convenience. The client may alter this service fee altogether at their discretion based on their opinion of the chauffeurs' service level. Some clients do not offer their guest this convenience – the guest may tip in cash but it is always discretionary.

For Hourly Sedans and DOT Other Vehicles:

Cash tips are tracked by the chauffeur and reported directly on the chauffeurs' personal tax return. The company does provide the IRS forms to report these tips and have taxes taken out as earned if desired. There is no minimum hourly guarantee and there is no guarantee of gratuity/tip/service fee.

DOT Bus – Applies to Minibuses where a CDL is required. Starting at \$14.10 per hour worked.

DOT Motor Coach - Applies to Motor Coaches where a CDL is required. Starting at \$15.00 per hour worked.

Bus & Motor Coach Gratuity/Service Fee - \$2.00 per hour worked except overhead & contracts. Can be altered up or down by client.

There is a four-hour minimum guarantee and there is no guarantee of gratuity/tip/service fee.

Minimums are paid for all runs except split-runs.

Split Runs such as relieving another driver or mechanical or scheduling issues are not subject to the minimum.

If a minimum is paid on a short run bus captain must be available to work on other runs if need be during the minimum.

Cash tips are tracked by the chauffeur and reported directly on the chauffeurs' personal tax return.

The company does provide the IRS forms to report these tips and have taxes taken out as earned if desired.

Special Rates and Reimbursements:

TAXED:

W & L Traveller Express Bus	Local CDL \$87.50, Non-local CDL \$100.00, Coordinator \$100.00.
MSC Military Bus	2 Trips A Day x \$68 per trip.
Coordinator, Greeter, Valet	\$12.00 per hour billed, 2 hour minimum.
Overhead	\$10.00 per hour regardless of the type of work performed except bus moves.
Overhead Bus Moves	\$15.00 per hour
Overnight in a hotel	\$20.00 taxed stipend.
Middle Day Guarantee	10 hours guaranteed on middle days on trips lasting 3 days or longer.

NON TAXED:

Out-of-pocket company reimbursements	At cost including all parking, tolls, washes, ice, client waters/sodas, fuel, hotels, etc.
CDL medical card	Up to \$125.00 (w/receipt) 50 run minimum. (Maximum 1 time per 24 Months).
TWIC ID card	Up to \$129.00 (w/receipt) 50 run minimum. (1Time).
Suit reimbursement	Up to \$139.00 (w/receipt) after 30 formal runs. (1 Time).

Other Items:

- Driving staff-members are off-duty as soon as the client is dropped at their destination and the vehicle is parked.
- Logs should reflect this; however, the company may continue to pay hourly during this off duty time.
- Any traffic or parking tickets are the responsibility of the staff-member.
- We do not pay for meals or snacks.

*Supersedes all previous pay plans. The company reserves the right to change the pay plan at any time.

I AGREE THAT I HAVE RECEIVED A COPY OF, READ AND AGREE WITH THIS PAY PLAN:

Signature _____ Name _____ Date _____