

## **How the Pay Works – Owner Operators**

The amount on your paycheck before cash tips is 50% of the total. Reservation tips are already included, cash tips are extra. See your paystubs for more specific details.

## **Most Common Errors**

### **Pay Period is Incorrect:**

The first thing to do is make sure you have the right pay period. The pay period is every two weeks and ends on Sunday at midnight, so make sure the days are Monday through Sunday two weeks later. Payday is normally 5pm on Friday. Direct deposit and check times may vary earlier or later based on when the bank processes it or the mail delivers.

### **Using Emails Instead of RideBits:**

Emails are only for emergencies if the software goes down. Dispatchers often assign and reassign trips, and sometimes customers cancel, so using emails to determine your pay will create errors almost every time.

### **What Happens if I Split a Ride with Another Driver?**

50%/50% of the total and tips for doubles, and 33%/33%/33% for triples. This is one of the things that will throw off your pay calculations if you're not paying attention. We have a payroll spreadsheet that makes the calculations easy, so refer to the one on your portal. Creating your own or writing it down is a waste of time.

### **Do Drivers Always Get the Full Tip Amount? YES!**

### **What is a Double?**

**Option 1:** Driving a customer from PHX to Sedona or DFW to Tyler, then immediately driving a different customer from Sedona to PHX or

Tyler to DFW. You get paid for both as a percentage, so this doubles your hourly equivalent.

**Option 2:** You have two separately paying customers going to roughly the same location or city.

### **What Trips Pay More?**

All trips pay the same if you carrying the same number of people unless there are add-ons for evening, holidays, weekends, extra bags, no sharing, pet cleaning, wait time, car seats, etc. It's not true that longer trips or shorter trips pay more per hour on your paycheck. However, you make get more cash tips if you do a bunch of short runs. What actually matters is the total dollar amount of all the trips you do in two weeks and the total amount of miles you drive. Less down time between trips means a higher hourly as long as you aren't late. Being late or in a dirty car will significantly affect your cash tips and therefore your overall hourly equivalent income. The trips that pay more are SUVs, shuttles and doubles.

### **The Most Accurate Way to Calculate Your Pay**

Watch the payroll video and use the [driver pay calculator](#) on your portal to determine your pay. No need to reinvent the wheel.

### **Why We Do What We Do**

When we didn't include the tip on the reservation, driver hourly pay was sometimes too low when customers didn't provide a cash tip. Imagine driving 2-5 hours and back with no cash tip.

**1099:** We will give it to you at the beginning of each year by January 31st unless the income you made is less than the federal requirement (\$600).

**Income Verification:** If you need help with income verification, please let Daniel know what you need it for, and he can explain the different options. We have different options for independent contractors depending on what you need.