

TMA – CURRENT UNION RATES

TMA/Equity Commercial Theatre (From 31 Nov 2009 – 4 April 2010)		TMA/Equity Theatre Directors (Minimum fees and salaries from April 7, 2008)																																																																																																																																																																			
<p><u>Normal Minimum</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 80%;"></td><td style="text-align: right;">£</td></tr> <tr><td>Rehearsal Performer / ASM</td><td style="text-align: right;">330.00</td></tr> <tr><td>Rehearsal DSM</td><td style="text-align: right;">413.00</td></tr> <tr><td>Rehearsal SM</td><td style="text-align: right;">462.00</td></tr> <tr><td>Rehearsal C&SM</td><td style="text-align: right;">495.50</td></tr> <tr><td colspan="2"> </td></tr> <tr><td>Performer / ASM once nightly / twice nightly</td><td style="text-align: right;">365.00/400.00</td></tr> <tr><td>DSM once nightly / twice nightly</td><td style="text-align: right;">456.00/491.00</td></tr> <tr><td>SM once nightly / twice nightly</td><td style="text-align: right;">511.00/546.00</td></tr> <tr><td>C&SM once nightly / twice nightly</td><td style="text-align: right;">547.50/582.50</td></tr> <tr><td colspan="2"> </td></tr> <tr><td colspan="2"><u>Exceptional Minimum</u></td></tr> <tr><td>Performer / ASM once nightly / twice nightly</td><td style="text-align: right;">300.00/322.00</td></tr> <tr><td>DSM once nightly / twice nightly</td><td style="text-align: right;">375.00/399.00</td></tr> <tr><td>SM once nightly / twice nightly</td><td style="text-align: right;">420.00/447.00</td></tr> <tr><td>C&SM once nightly / twice nightly</td><td style="text-align: right;">450.00/479.00</td></tr> <tr><td colspan="2"> </td></tr> <tr><td>Subsistence</td><td style="text-align: right;">100.00</td></tr> <tr><td>Weekly Touring Allowance</td><td style="text-align: right;">187.50</td></tr> <tr><td colspan="2"> </td></tr> <tr><td>Daily Touring Allowance</td><td style="text-align: right;">40.30</td></tr> <tr><td>Understudy obligation (per role per week)</td><td style="text-align: right;">14.33</td></tr> <tr><td>Understudy performance (per performance)</td><td style="text-align: right;">21.48</td></tr> <tr><td>Understudy performance payment (ceiling)</td><td style="text-align: right;">64.46</td></tr> <tr><td>Swing Dancer (per week)</td><td style="text-align: right;">17.93</td></tr> <tr><td>Dance Captain (per week)</td><td style="text-align: right;">32.24</td></tr> <tr><td>Flying (per week)</td><td style="text-align: right;">40.11</td></tr> <tr><td>Ceiling Salary (per week)</td><td style="text-align: right;">568.69</td></tr> </table>		£	Rehearsal Performer / ASM	330.00	Rehearsal DSM	413.00	Rehearsal SM	462.00	Rehearsal C&SM	495.50			Performer / ASM once nightly / twice nightly	365.00/400.00	DSM once nightly / twice nightly	456.00/491.00	SM once nightly / twice nightly	511.00/546.00	C&SM once nightly / twice nightly	547.50/582.50			<u>Exceptional Minimum</u>		Performer / ASM once nightly / twice nightly	300.00/322.00	DSM once nightly / twice nightly	375.00/399.00	SM once nightly / twice nightly	420.00/447.00	C&SM once nightly / twice nightly	450.00/479.00			Subsistence	100.00	Weekly Touring Allowance	187.50			Daily Touring Allowance	40.30	Understudy obligation (per role per week)	14.33	Understudy performance (per performance)	21.48	Understudy performance payment (ceiling)	64.46	Swing Dancer (per week)	17.93	Dance Captain (per week)	32.24	Flying (per week)	40.11	Ceiling Salary (per week)	568.69	<table style="width: 100%; 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<u>Options (all grades)</u>																																																																																																																																																																					
1	2,417.00																																																																																																																																																																				
2/3	4,029.00																																																																																																																																																																				
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Management Participation Threshold (all grades)	46,041.00																																																																																																																																																																				
SOLT/TMA/Equity Fight Directors (From December 1, 2006)																																																																																																																																																																					
Fees for a 3½ hour session		£																																																																																																																																																																			
West End/NT/RSC/Major Opera & Dance		99.00																																																																																																																																																																			
Commercial/MRSL Grade 1		88.00																																																																																																																																																																			
MRSL Grade 2		78.50																																																																																																																																																																			
MRSL Grade 3/Minor Opera & Dance		67.00																																																																																																																																																																			

TMA - CURRENT UNION RATES

TMA/Equity/BECTU/Theatre Designers	TMA/Equity Theatre Choreographers (From October 1, 2009)																																																																																																																																																																																																																																																																																																					
<p>Resident Designers</p> <p>Minimum Salaries (from April 7, 2008)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><u>Head of Design</u></td> <td style="width: 20%; text-align: right;">£</td> </tr> <tr> <td>MRSL 1</td> <td style="text-align: right;">440.50</td> </tr> <tr> <td>MRSL 2</td> <td style="text-align: right;">428.09</td> </tr> <tr> <td>MRSL 3</td> <td style="text-align: right;">388.82</td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td><u>Resident Designer</u></td> <td></td> </tr> <tr> <td>MRSL 1</td> <td style="text-align: right;">408.69</td> </tr> <tr> <td>MRSL 2</td> <td style="text-align: right;">395.26</td> </tr> <tr> <td>MRSL 3</td> <td style="text-align: right;">358.32</td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td><u>Assistant Designer</u></td> <td style="text-align: right;">334.72</td> </tr> </table> <p>Freelance Designers</p> <p>Minimum Fees (from November 1, 2008)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;"></td> <td style="width: 35%; text-align: center;"><u>Set and Costume</u></td> <td style="width: 35%; text-align: center;"><u>Lighting</u></td> </tr> <tr> <td><u>Theatre/RSC/RNT</u></td> <td style="text-align: center;">£</td> <td style="text-align: center;">£</td> </tr> <tr> <td>Full</td> <td style="text-align: right;">5,920.00</td> <td style="text-align: right;">2,713.00</td> </tr> <tr> <td>Small</td> <td style="text-align: right;">3,552.00</td> <td style="text-align: right;">1,357.00</td> </tr> <tr> <td colspan="3"> </td> </tr> <tr> <td><u>Subsidised Theatre</u></td> <td></td> <td></td> </tr> <tr> <td>MRSL 1</td> <td style="text-align: right;">3,400.00</td> <td style="text-align: right;">1,269.00</td> </tr> <tr> <td>Tour</td> <td></td> <td style="text-align: right;">1,769.00</td> </tr> <tr> <td>Studio/Workshop</td> <td style="text-align: right;">1,446.00</td> <td style="text-align: right;">608.00</td> </tr> <tr> <td>MRSL 2 & 3</td> <td></td> <td></td> </tr> <tr> <td>Major</td> <td style="text-align: right;">2,491.00</td> <td style="text-align: right;">693.00</td> </tr> <tr> <td>Studio/Workshop</td> <td style="text-align: right;">1,200.00</td> <td style="text-align: right;">553.00</td> </tr> <tr> <td colspan="3"> </td> </tr> <tr> <td><u>Commercial Theatre</u></td> <td></td> <td></td> </tr> <tr> <td>Normal Minimum Tour/Season</td> <td></td> <td></td> </tr> <tr> <td>Musical</td> <td style="text-align: right;">2,955.00</td> <td style="text-align: right;">1,867.00</td> </tr> <tr> <td>Straight Play</td> <td style="text-align: right;">2,376.00</td> <td style="text-align: right;">1,042.00</td> </tr> <tr> <td>Exceptional Minimum Tour/Season</td> <td></td> <td></td> </tr> <tr> <td>Tour/Season/Rep/Sessional</td> <td style="text-align: right;">1,278.00</td> <td style="text-align: right;">499.00</td> </tr> <tr> <td colspan="3"> </td> </tr> <tr> <td><u>Opera & Ballet</u></td> <td></td> <td></td> </tr> <tr> <td><u>Opera A 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style="text-align: right;">835.00</td> </tr> <tr> <td colspan="3"> </td> </tr> <tr> <td><u>Ballet C (all others)</u></td> <td></td> <td></td> </tr> <tr> <td>Full</td> <td style="text-align: right;">2,227.00</td> <td style="text-align: right;">794.00</td> </tr> <tr> <td>1 Act</td> <td style="text-align: right;">444.00</td> <td style="text-align: right;">499.00</td> </tr> </table>	<u>Head of Design</u>	£	MRSL 1	440.50	MRSL 2	428.09	MRSL 3	388.82	 		<u>Resident Designer</u>		MRSL 1	408.69	MRSL 2	395.26	MRSL 3	358.32	 		<u>Assistant Designer</u>	334.72		<u>Set and Costume</u>	<u>Lighting</u>	<u>Theatre/RSC/RNT</u>	£	£	Full	5,920.00	2,713.00	Small	3,552.00	1,357.00	 			<u>Subsidised Theatre</u>			MRSL 1	3,400.00	1,269.00	Tour		1,769.00	Studio/Workshop	1,446.00	608.00	MRSL 2 & 3			Major	2,491.00	693.00	Studio/Workshop	1,200.00	553.00	 			<u>Commercial Theatre</u>			Normal Minimum Tour/Season			Musical	2,955.00	1,867.00	Straight Play	2,376.00	1,042.00	Exceptional Minimum Tour/Season			Tour/Season/Rep/Sessional	1,278.00	499.00	 			<u>Opera & Ballet</u>			<u>Opera A (ROH/ENO)</u>			Full	6,508.00	3,166.00	1 Act & small-scale tours	3,026.00	1,450.00	 			<u>Opera B (SO/WNO/Opera North/Glyndebourne)</u>			Full	4,734.00	1,808.00	1 Act	2,015.00	822.00	Small-scale tour	2,218.00	901.00	 			<u>Opera C</u>			Full	2,227.00	905.00	1 Act	1,012.00	499.00	 			<u>Ballet A (Royal Ballet/BRB/ENB)</u>			Full	5,920.00	1,808.00	1 Act	1,893.00	822.00	Small-scale tour	2,218.00	901.00	 			<u>Ballet B (Rambert/Northern/Scottish)</u>			Full	3,039.00	1,581.00	1 Act	1,109.00	617.00	Small-scale tour	2,218.00	835.00	 			<u>Ballet C (all others)</u>			Full	2,227.00	794.00	1 Act	444.00	499.00	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><u>Minimum fees - Commercial Theatre</u></td> <td style="width: 20%; text-align: right;">£</td> </tr> <tr> <td>Tours and Seasons</td> <td style="text-align: right;">1,125.50</td> </tr> <tr> <td>Exceptional Minimum</td> <td style="text-align: right;">604.50</td> </tr> <tr> <td><u>Minimum fees - Subsidised Repertory</u></td> <td></td> </tr> <tr> <td>MRSL 1</td> <td style="text-align: right;">1,066.25</td> </tr> <tr> <td>MRSL 2</td> <td style="text-align: right;">952.50</td> </tr> <tr> <td>MRSL 3</td> <td style="text-align: right;">893.75</td> </tr> <tr> <td><u>Additional weeks - Commercial Theatre</u></td> <td></td> </tr> <tr> <td>Tours and Seasons</td> <td style="text-align: right;">385.00</td> </tr> <tr> <td>Exceptional Minimum</td> <td style="text-align: right;">253.00</td> </tr> <tr> <td><u>Additional weeks - Subsidised Repertory</u></td> <td></td> </tr> <tr> <td>MRSL 1</td> <td style="text-align: right;">426.50</td> </tr> <tr> <td>MRSL 2</td> <td style="text-align: right;">381.00</td> </tr> <tr> <td>MRSL 3</td> <td style="text-align: right;">357.50</td> </tr> <tr> <td><u>Additional Days</u></td> <td></td> </tr> <tr> <td>Tours & Seasons/MRSL 1 & 2</td> <td style="text-align: right;">115.00</td> </tr> <tr> <td>MRSL 3</td> <td style="text-align: right;">104.00</td> </tr> <tr> <td>Exceptional Minimum/Commercial Repertory</td> <td style="text-align: right;">74.00</td> </tr> <tr> <td><u>Daily Engagements</u></td> <td></td> </tr> <tr> <td>Tours and Seasons / MRSL 1 and 2</td> <td style="text-align: right;">171.00</td> </tr> <tr> <td>MRSL 3</td> <td style="text-align: right;">132.00</td> </tr> <tr> <td>Exceptional Minimum/Commercial Repertory</td> <td style="text-align: right;">99.50</td> </tr> </table> <p>TMA/Musicians' Union (Interim Rates) (From April 16, 2007- Feb 2010 rates available on website only)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: right;">£</td> </tr> <tr> <td>Once nightly</td> <td style="text-align: right;">370.00</td> </tr> <tr> <td>Twice nightly</td> <td style="text-align: right;">385.00</td> </tr> <tr> <td>Twice daily</td> <td style="text-align: right;">380.00</td> </tr> <tr> <td>Overtime – per ¼ hour</td> <td style="text-align: right;">5.78/5.16/5.09</td> </tr> <tr> <td>Additional/Sunday Performances</td> <td style="text-align: right;">46.25/32.08/31.67</td> </tr> <tr> <td>Sunday rehearsals: -1st 3hrs</td> <td style="text-align: right;">92.50</td> </tr> <tr> <td style="padding-left: 20px;">then per 15 mins</td> <td style="text-align: right;">9.64/8.59/8.48</td> </tr> <tr> <td>Subsistence</td> <td style="text-align: right;">124.00</td> </tr> <tr> <td>Touring allowance</td> <td style="text-align: right;">185.50</td> </tr> <tr> <td>Performances out of the playing area:</td> <td></td> </tr> <tr> <td>Once-Nightly</td> <td style="text-align: right;">3.44 (max 27.52)</td> </tr> <tr> <td>Twice-Daily or Nightly</td> <td style="text-align: right;">3.08 (max 36.96)</td> </tr> <tr> <td>Porterage (A,B,C) – 1 instrument</td> <td style="text-align: right;">10.75</td> </tr> <tr> <td style="padding-left: 20px;">- 2 or more instruments</td> <td style="text-align: right;">21.50</td> </tr> <tr> <td>Mileage allowance</td> <td style="text-align: right;">0.22</td> </tr> </table> <p>TMA/BECTU (From October 5, 2009)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><u>Minimum weekly rates</u></td> <td style="width: 20%; text-align: right;">£</td> </tr> <tr> <td>Grade 1 per hour</td> <td style="text-align: right;">7.43</td> </tr> <tr> <td>Grade 2 per hour</td> <td style="text-align: right;">6.78</td> </tr> <tr> <td>Grade 3 per hour</td> <td style="text-align: right;">6.54</td> </tr> <tr> <td>Grade 4 per hour</td> <td style="text-align: right;">6.30</td> </tr> <tr> <td>Grade 5 per hour</td> <td style="text-align: right;">5.92</td> </tr> <tr> <td><u>Performance Staff</u> (Once nightly)</td> <td></td> </tr> <tr> <td>Stage per performance</td> <td style="text-align: right;">20.76</td> </tr> <tr> <td>Front-of-house per performance</td> <td style="text-align: right;">20.76</td> </tr> <tr> <td>Performance Fireman</td> <td style="text-align: right;">20.76</td> </tr> <tr> <td>Clause 2.3.3 – Meal expenses</td> <td style="text-align: right;">4.69</td> </tr> <tr> <td>Subsistence (per week)</td> <td style="text-align: right;">99.00</td> </tr> <tr> <td><u>Subsistence</u> – over 4 hours</td> <td style="text-align: right;">6.45</td> </tr> <tr> <td style="padding-left: 20px;">over 8 hours</td> <td style="text-align: right;">12.86</td> </tr> <tr> <td style="padding-left: 20px;">over 12 hours</td> <td style="text-align: right;">19.29</td> </tr> <tr> <td>Clause 2.18.4 – Overnight allowance</td> <td style="text-align: right;">29.92</td> </tr> <tr> <td>Long stay/tour- per week</td> <td style="text-align: right;">178.48</td> </tr> <tr> <td><u>Travel mileage</u> (per mile)</td> <td></td> </tr> <tr> <td>first 30 miles</td> <td style="text-align: right;">0.45</td> </tr> <tr> <td>subsequent miles</td> <td style="text-align: right;">0.31</td> </tr> <tr> <td><u>Get out</u> – First 2 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3	104.00	Exceptional Minimum/Commercial Repertory	74.00	<u>Daily Engagements</u>		Tours and Seasons / MRSL 1 and 2	171.00	MRSL 3	132.00	Exceptional Minimum/Commercial Repertory	99.50		£	Once nightly	370.00	Twice nightly	385.00	Twice daily	380.00	Overtime – per ¼ hour	5.78/5.16/5.09	Additional/Sunday Performances	46.25/32.08/31.67	Sunday rehearsals: -1 st 3hrs	92.50	then per 15 mins	9.64/8.59/8.48	Subsistence	124.00	Touring allowance	185.50	Performances out of the playing area:		Once-Nightly	3.44 (max 27.52)	Twice-Daily or Nightly	3.08 (max 36.96)	Porterage (A,B,C) – 1 instrument	10.75	- 2 or more instruments	21.50	Mileage allowance	0.22	<u>Minimum weekly rates</u>	£	Grade 1 per hour	7.43	Grade 2 per hour	6.78	Grade 3 per hour	6.54	Grade 4 per hour	6.30	Grade 5 per hour	5.92	<u>Performance Staff</u> (Once nightly)		Stage per performance	20.76	Front-of-house per performance	20.76	Performance Fireman	20.76	Clause 2.3.3 – Meal expenses	4.69	Subsistence (per week)	99.00	<u>Subsistence</u> – 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Full	6,508.00	3,166.00																																																																																																																																																																																																																																																																																																				
1 Act & small-scale tours	3,026.00	1,450.00																																																																																																																																																																																																																																																																																																				
<u>Opera B (SO/WNO/Opera North/Glyndebourne)</u>																																																																																																																																																																																																																																																																																																						
Full	4,734.00	1,808.00																																																																																																																																																																																																																																																																																																				
1 Act	2,015.00	822.00																																																																																																																																																																																																																																																																																																				
Small-scale tour	2,218.00	901.00																																																																																																																																																																																																																																																																																																				
<u>Opera C</u>																																																																																																																																																																																																																																																																																																						
Full	2,227.00	905.00																																																																																																																																																																																																																																																																																																				
1 Act	1,012.00	499.00																																																																																																																																																																																																																																																																																																				
<u>Ballet A (Royal Ballet/BRB/ENB)</u>																																																																																																																																																																																																																																																																																																						
Full	5,920.00	1,808.00																																																																																																																																																																																																																																																																																																				
1 Act	1,893.00	822.00																																																																																																																																																																																																																																																																																																				
Small-scale tour	2,218.00	901.00																																																																																																																																																																																																																																																																																																				
<u>Ballet B (Rambert/Northern/Scottish)</u>																																																																																																																																																																																																																																																																																																						
Full	3,039.00	1,581.00																																																																																																																																																																																																																																																																																																				
1 Act	1,109.00	617.00																																																																																																																																																																																																																																																																																																				
Small-scale tour	2,218.00	835.00																																																																																																																																																																																																																																																																																																				
<u>Ballet C (all others)</u>																																																																																																																																																																																																																																																																																																						
Full	2,227.00	794.00																																																																																																																																																																																																																																																																																																				
1 Act	444.00	499.00																																																																																																																																																																																																																																																																																																				
<u>Minimum fees - Commercial Theatre</u>	£																																																																																																																																																																																																																																																																																																					
Tours and Seasons	1,125.50																																																																																																																																																																																																																																																																																																					
Exceptional Minimum	604.50																																																																																																																																																																																																																																																																																																					
<u>Minimum fees - Subsidised Repertory</u>																																																																																																																																																																																																																																																																																																						
MRSL 1	1,066.25																																																																																																																																																																																																																																																																																																					
MRSL 2	952.50																																																																																																																																																																																																																																																																																																					
MRSL 3	893.75																																																																																																																																																																																																																																																																																																					
<u>Additional weeks - Commercial Theatre</u>																																																																																																																																																																																																																																																																																																						
Tours and Seasons	385.00																																																																																																																																																																																																																																																																																																					
Exceptional Minimum	253.00																																																																																																																																																																																																																																																																																																					
<u>Additional weeks - Subsidised Repertory</u>																																																																																																																																																																																																																																																																																																						
MRSL 1	426.50																																																																																																																																																																																																																																																																																																					
MRSL 2	381.00																																																																																																																																																																																																																																																																																																					
MRSL 3	357.50																																																																																																																																																																																																																																																																																																					
<u>Additional Days</u>																																																																																																																																																																																																																																																																																																						
Tours & Seasons/MRSL 1 & 2	115.00																																																																																																																																																																																																																																																																																																					
MRSL 3	104.00																																																																																																																																																																																																																																																																																																					
Exceptional Minimum/Commercial Repertory	74.00																																																																																																																																																																																																																																																																																																					
<u>Daily Engagements</u>																																																																																																																																																																																																																																																																																																						
Tours and Seasons / MRSL 1 and 2	171.00																																																																																																																																																																																																																																																																																																					
MRSL 3	132.00																																																																																																																																																																																																																																																																																																					
Exceptional Minimum/Commercial Repertory	99.50																																																																																																																																																																																																																																																																																																					
	£																																																																																																																																																																																																																																																																																																					
Once nightly	370.00																																																																																																																																																																																																																																																																																																					
Twice nightly	385.00																																																																																																																																																																																																																																																																																																					
Twice daily	380.00																																																																																																																																																																																																																																																																																																					
Overtime – per ¼ hour	5.78/5.16/5.09																																																																																																																																																																																																																																																																																																					
Additional/Sunday Performances	46.25/32.08/31.67																																																																																																																																																																																																																																																																																																					
Sunday rehearsals: -1 st 3hrs	92.50																																																																																																																																																																																																																																																																																																					
then per 15 mins	9.64/8.59/8.48																																																																																																																																																																																																																																																																																																					
Subsistence	124.00																																																																																																																																																																																																																																																																																																					
Touring allowance	185.50																																																																																																																																																																																																																																																																																																					
Performances out of the playing area:																																																																																																																																																																																																																																																																																																						
Once-Nightly	3.44 (max 27.52)																																																																																																																																																																																																																																																																																																					
Twice-Daily or Nightly	3.08 (max 36.96)																																																																																																																																																																																																																																																																																																					
Porterage (A,B,C) – 1 instrument	10.75																																																																																																																																																																																																																																																																																																					
- 2 or more instruments	21.50																																																																																																																																																																																																																																																																																																					
Mileage allowance	0.22																																																																																																																																																																																																																																																																																																					
<u>Minimum weekly rates</u>	£																																																																																																																																																																																																																																																																																																					
Grade 1 per hour	7.43																																																																																																																																																																																																																																																																																																					
Grade 2 per hour	6.78																																																																																																																																																																																																																																																																																																					
Grade 3 per hour	6.54																																																																																																																																																																																																																																																																																																					
Grade 4 per hour	6.30																																																																																																																																																																																																																																																																																																					
Grade 5 per hour	5.92																																																																																																																																																																																																																																																																																																					
<u>Performance Staff</u> (Once nightly)																																																																																																																																																																																																																																																																																																						
Stage per performance	20.76																																																																																																																																																																																																																																																																																																					
Front-of-house per performance	20.76																																																																																																																																																																																																																																																																																																					
Performance Fireman	20.76																																																																																																																																																																																																																																																																																																					
Clause 2.3.3 – Meal expenses	4.69																																																																																																																																																																																																																																																																																																					
Subsistence (per week)	99.00																																																																																																																																																																																																																																																																																																					
<u>Subsistence</u> – over 4 hours	6.45																																																																																																																																																																																																																																																																																																					
over 8 hours	12.86																																																																																																																																																																																																																																																																																																					
over 12 hours	19.29																																																																																																																																																																																																																																																																																																					
Clause 2.18.4 – Overnight allowance	29.92																																																																																																																																																																																																																																																																																																					
Long stay/tour- per week	178.48																																																																																																																																																																																																																																																																																																					
<u>Travel mileage</u> (per mile)																																																																																																																																																																																																																																																																																																						
first 30 miles	0.45																																																																																																																																																																																																																																																																																																					
subsequent miles	0.31																																																																																																																																																																																																																																																																																																					
<u>Get out</u> – First 2 hours	81.62																																																																																																																																																																																																																																																																																																					
Each subsequent hour	40.78																																																																																																																																																																																																																																																																																																					
<u>Get out</u> (Exceptions) – First 4 hours	145.14																																																																																																																																																																																																																																																																																																					
Each subsequent hour	45.36																																																																																																																																																																																																																																																																																																					
Ancillary payments	7.67																																																																																																																																																																																																																																																																																																					
Pick-ups	1.48																																																																																																																																																																																																																																																																																																					
Call outs	18.56																																																																																																																																																																																																																																																																																																					