

Town of Truro — Bylaws

Town of Truro Bylaw

Subject: Taxi Bylaw

Bylaw Number: B1031200

Approval Date: February 6, 2006

Departments: Truro Police Services

TAXI BY-LAW

Title

1. This By-Law may be cited as the "Taxi By-Law".

Definitions

2. In this By-law:

- (1) "Council" means the council of the Town of Truro;
- (2) "disqualifying conviction" means:
 - (a) an order prohibiting the possession of any firearm, ammunition or explosive substance pursuant to the *Criminal Code of Canada*;
 - (b) a conviction for an offence in which the commission of violence against a person was used, threatened or attempted;
 - (c) a conviction for any indictable offence;
 - (d) a conviction for an offence of a sexual nature;
 - (e) a conviction for an offence involving the illegal sale of any goods or the illegal possession of any goods for the purpose of sale or trafficking;
 - (f) conviction for any offence involving the possession, control or use of an automobile and the unlawful possession or use of liquor or narcotics;
 - (g) convictions for three or more driving offences, or two or more convictions for such offences within any 12 month period unless, in the reasonable opinion of the Taxi Authority, the convictions were for offences unrelated to the possible safety of passengers or other persons using streets or highways irrespective of whether persons were actually endangered at the time of the infractions; or
 - (h) convictions in another country or jurisdiction similar in nature to those described in the preceding paragraphs of this subsection.

- (3) "driver" means a taxi driver or limousine driver and "driver's license" means a license for a driver pursuant to this By-Law;
- (4) "licenses" includes
- (a) driver's licenses; and
 - (b) owner's licenses;
- (5) "limousine" means
- (a) a full sized luxury class four or more door sedan motor vehicle having a standard seating capacity for at least five passengers excluding the driver which is used for hire for the conveyance of passengers;
 - (b) which has carpeted floors;
 - (c) which is not equipped with taxi roof signage;
 - (d) which is furnished with a minimum of four of the following features:
 - (i) glass partition separating the front and rear seats;
 - (ii) top quality interior appointments, being either leather or other plush upholstery;
 - (iii) power windows;
 - (iv) one-way tinted glass;
 - (v) television;
 - (vi) stereo system;
 - (vii) cellular telephone;
 - (viii) air conditioning; and
 - (e) which is one of the following makes:
 - (i) Cadillac;
 - (ii) Lincoln;
 - (iii) Rolls Royce;
 - (iv) Jaguar;
 - (v) Mercedes-Benz;
 - (vi) Bentley;
 - (vii) Royal Princess;
 - (viii) any other vehicle approved by the Taxi Authority upon application by a prospective license as being of comparable limousine quality to the makes referred to above;
 - (f) but excludes vehicles operated by a public utility as defined in the *Public Utilities Act* or by a motor carrier required to be licensed under the *Motor Carrier Act*;

- (6) "limousine driver" means the driver of a limousine as defined in this By-Law;
- (7) "operate" means to operate or drive a taxi or limousine when such vehicle is transporting, picking up, dropping off passengers for hire, or soliciting passengers for hire;
- (8) "owner" means a person who directly or indirectly holds the legal title of a vehicle or, in the event a vehicle is the subject of a financing agreement (including a conditional sale or lease with an option or right of purchase upon performance of conditions stated in the agreement) with an immediate right of possession vested in a debtor then the debtor shall be deemed to be the owner for purposes of this By-Law;
- (9) "taxi" means a vehicle used or intended to be used to carry passengers for hire other than a limousine, but excludes vehicles operated by a public utility as defined in the *Pubic Utilities Act* or by a motor carrier required to be licensed under the *Motor Carrier Act*;
- (10) "Taxi Authority" means the Chief of Police of the Truro Police Service and includes any person designated by the Chief of Police as deputy or assistant or temporary Taxi Authority;
- (11) "taxi meter" means a mechanical or electronic apparatus or device for automatically measuring and registering the mileage traveled by a taxi, the time in which a taxi is engaged, and the fee corresponding thereto as set out in this By-Law;
- (12) "Town" means the Town of Truro.

Taxi Authority

3. The powers and duties of the Taxi Authority shall be to:

- (1) make all necessary inquiries and inspections concerning applications or renewals for licenses pursuant to this By-Law;
- (2) carry out periodic spot inspections, without notice, of vehicles licensed under this By-Law;
- (3) issue, refuse to issue, or suspend licenses in accordance with the requirements of this By-Law;
- (4) prescribe application and license forms, documents, or taxi roof signage layouts or designs;
- (5) keep a register of all licenses granted under the authority of this By-Law and assign license numbers;
- (6) cause to be prosecuted persons who offend against the provisions of this By-Law;

and

- (7) take any other lawful steps in regards the licensing and regulation of taxis and

limousines as may be consistent with this By-Law.

Owner's Licenses

4. No person shall operate a vehicle or, being the owner of a vehicle, shall permit such vehicle to be operated as a taxi or limousine unless the vehicle is the subject of a valid and current owner's license pursuant to this By-Law as a taxi or as a limousine, as the case may be.
5. No person shall operate a vehicle or, being the owner of a vehicle, shall permit such vehicle to be operated as a taxi or limousine unless the vehicle has the owner's license for that vehicle conspicuously displayed in the vehicle, readily visible to any passengers who may be in the vehicle.
6. No taxi or limousine owner's license shall be granted for any vehicle unless and until:
 - (1) an application in the form prescribed from time to time by the Taxi Authority is completed and signed by the applicant for the license including:
 - (a) the name, address, telephone number of the owner;
 - (b) where the vehicle is owned by a corporation, particulars of the registration of the corporation, the addresses and telephone numbers of the officers and directors of the corporation, and the head office of the corporation;
 - (c) where the vehicle is owned by a partnership, the names, addresses and telephone numbers of the partners and a copy of the Certificate of Registration under the *Partnership and Business Name Registration Act*;
 - (d) the taxi business name under which the taxi or limousine will be operated and the street and postal address of the place of business from which the taxi or limousine be operated;
 - (e) the motor vehicle registration number, motor vehicle license plate number, make, model, colour, year and serial number of the vehicle;
 - (f) the insurance company, policy number, liability coverage limits, name of insured, and expiry date in respect of the motor vehicle insurance policy or policies applicable to the vehicle;
 - (g) the record of convictions within the preceding 5 years, for disqualifying convictions referenced in subsection (2) of section 2 of this By-Law, of each person whose name and address is required to be provided pursuant to paragraphs (a), (b) and (c) of this subsection, and duly executed consents sufficient to obtain verification of same from law enforcement agencies;
 - (2) payment is made to the Town of the annual fee for such license as stipulated in Schedule "A" to this By-Law;
 - (3) the Taxi Authority is satisfied that each person whose names and addresses are required to be provided pursuant to paragraphs (a), (b) and (c) of subsection (1) of this section does not have, within the preceding 10 years,

- (a) disqualifying convictions pursuant to subsection (2) of section 2 of this By-Law; and
 - (b) any fines levied with respect to any summary offence tickets or other convictions that are unpaid.
- (4) the vehicle which is to be licensed as a taxi or limousine:
- (a) has been inspected by the Taxi Authority, and a licensed mechanic selected by the Taxi Authority, the costs of which shall be paid by the applicant;
 - (b) bears a valid Province of Nova Scotia motor vehicle safety sticker;
 - (c) is insured for public liability and property damage and passenger hazard in an amount not less than \$1,000,000.00 and, when required by the Taxi Authority, provides proof of coverage;
 - (d) has a height from the top of the floor to the underneath side of the roof of at least 114 centimeters;
 - (e) has a width from the inside of one door post to the inside of the door post on the opposite side of at least 137 centimeters;
 - (f) has a length from the dashboard, excluding extremities, to the front of the upper portion of the back seat of at least 160 centimeters;
 - (g) is in a clean and sanitary condition;
 - (h) is in a good state of repair with no visible body fillers, rust, primer paint, dents, breakages or other accidental damage or defect;
 - (i) has functioning seatbelts for each passenger for which the vehicle is designed;
 - (j) in the case of a taxi:
 - (i) is a four or more door sedan, a four or more door station wagon, or a four or more door minivan (such doors to be on the sides of the vehicle), with a design capacity of 7 passengers or less, excluding the driver; and
 - (ii) is equipped with a taxi meter conforming with the requirements of this By-Law;
 - (k) in the case of a taxi, has roof signage conforming to the layout and design specified from time to time by the Traffic Authority and to the requirements of this By-Law;
 - (l) in the case of a limousine, meets the requirements in the definition for a limousine contained in section 2 of this By-Law;

7. Owner's licenses shall specify a taxi business name under which the licensed vehicle shall be operated and no person shall operate or permit the operation of any taxi or limousine under any taxi business name other than the name specified in the owner's license.
8. An owner's license may be renewed upon
 - (1) presentation of the vehicle for which renewal is sought prior to expiry of the license at the office of the Taxi Authority by appointment made at least 2 weeks in advance of expiry of the license;
 - (2) an inspection of the vehicle as set out at subsection (4) (a) of section 6 of this By-Law; and
 - (3) payment of the annual license fee prescribed by Schedule ^AA[@] to this By-Law; provided that all of the requirements of this By-Law for issuance of an owner's license continue to be met.
9. An owner's license may be transferred from one vehicle to another vehicle which complies with the requirements of this By-Law, upon an inspection of the vehicle for which the license is sought in accordance with subsection 4(a) of section 6 of this By-Law upon payment of the transfer fee stipulated in Schedule "A".

Other Owner Obligations

10. A taxi or limousine owner shall not change the taxi business name under which the vehicle is operated without notifying the Taxi Authority of such change in writing not less than one week in advance of such change.
11. An owner of a taxi or limousine shall notify the Taxi Authority forthwith of any change in the Provincial Registration of the vehicle.
12. Every owner of a taxi or limousine shall have an established place of business from which all dispatching, including the receipt of telephone calls for service and communications with the owner's taxis and/or limousines, shall be conducted.
13. Every owner of a taxi or limousine shall file with the Taxi Authority the names, addresses and telephone numbers of every driver who operates the owner's licensed vehicle or vehicles and shall notify the Taxi Authority within 72 hours of any change in drivers.
14. No person shall operate or permit the operation of a taxi or limousine when the conditions described in subsections (2) to (4) of section 6 do not apply or have ceased to apply.
15. An owner of a taxi or limousine shall not permit any person to operate such a vehicle unless that person is in possession of a valid driver's license pursuant to this By-Law.
16. An owner or driver of a taxi or limousine shall provide to the Taxi Authority upon demand from time to time evidence of insurance coverage consistent with the requirements of this By-Law.
17. An owner or driver of a taxi or limousine shall, upon request, submit such vehicle for inspection by the Taxi Authority.

Driver's Licenses

18. No person shall:

- (1) transport passengers for hire within the Town;
- (2) be on any highway, street, road, lane, alley, taxi stand or other public place in the Town in control of a motor vehicle for the purpose of transporting passengers for hire, or soliciting within the Town the transportation of passengers for hire;

unless such person is in possession of a valid driver's license under this By-Law and unless that license is conspicuously displayed in the vehicle and is readily visible to any passengers who may be in the vehicle.

19. Any person in control of a motor vehicle

- (1) which displays taxi roof signage which is not covered by opaque material;
- (2) which is not transporting a passenger for hire; and
- (3) which is on any highway, street, road, lane, alley, taxi stand or at any other public place in the Town, or who is found waiting with any such motor vehicle at any location in the Town;

shall be deemed to be soliciting the transportation of passengers for hire within the Town and deemed to be operating the vehicle as a taxi or limousine for purposes of this By-Law.

20. No driver's license shall be granted unless and until:

- (1) an application in the form prescribed from time to time by the Taxi Authority is completed and signed by the applicant for the license including:
 - (a) the name, address, telephone number of the applicant;
 - (b) the taxi business name under which or for which the applicant will drive a taxi or limousine;
 - (c) two professional quality photographs of himself or herself, not subject to fading or sensitive to heat, taken not less than one month before the date of the application and allowing a positive identification of the applicant at the time of application is made, two inches by two inches in dimension, which are clear and well-defined showing a full front view head and shoulders without head covering, except that worn for *bona fide* religious reasons, taken against a plain white background, one to be retained by the Taxi Authority with the applicant's file and other to be placed on the driver's license, if it is granted;

- (d) the motor vehicle operator class 4 license number of the applicant issued pursuant to the *Motor Vehicle Act*;
 - (e) a consent in form satisfactory to the Taxi Authority to obtain an abstract of his or her driving record from the Registrar of Motor Vehicles; and
 - (f) the record of convictions of the applicant within the preceding 5 years, for disqualifying convictions referenced in subsection (2) of section 2 of this By-Law, and a duly executed consent sufficient to obtain verification of same from law enforcement agencies;
- (2) the applicant is in possession of and submits for inspection to the Taxi Authority a valid and current class 4 motor vehicle operator license issued under the provisions of the *Motor Vehicle Act*;
 - (3) payment is made to the Town of the annual fee for such driver's license as stipulated in Schedule "A";
 - (4) the Taxi Authority is satisfied that the applicant does not have, within the preceding 10 years
 - (a) disqualifying convictions pursuant to subsection (2) of section 2 of this By-Law; and
 - (b) any fines levied with respect to any summary offence tickets or other convictions that are unpaid.
 - (5) the applicant has successfully completed an examination on the location of streets and prominent buildings within the Town.
- 21. A driver's license is not transferable.
 - 22. A driver's license may be renewed upon payment of the annual license fee stipulated in Schedule "A" provided that all of the requirements of this By-Law for issuance of a driver's license continue to be met.

Other Driver Obligations

- 23. No person shall operate a taxi or limousine when the conditions described in subsection (2) and (4) of section 20 do not apply or cease to apply.
- 24. A licensed driver of a taxi or limousine shall immediately notify the Taxi Authority in the event of a change of address, telephone, business name under or for which he or she drives, loss of class 4 *Motor Vehicle Act* licensing, loss of insurance coverage or in the event of a disqualifying conviction.
- 25. All drivers of taxis and limousines licensed under this By-Law shall comply with the following:
 - (1) Every driver while in control of a taxi or limousine shall wear a shirt or blouse; pants, skirt or dress; socks or stockings; and shoes, which clothing shall be in a clean and tidy condition at all times.

- (2) A driver shall not permit any additional passengers in his or her taxi or limousine without the consent of the passenger who first engaged him or her.
- (3) The carrying of multiple passengers for separate fares is prohibited.
- (4) Every driver, unless engaged by a passenger, shall upon being applied to in person or by telephone place his or her taxi or limousine at the disposal of the person so applying and shall proceed to any place in the Town as directed, provided that a driver may refuse to drive a person whose conduct reasonably causes a driver to fear for his or her safety.
- (5) Every driver shall transport any parcels, bags or luggage accompanying any passenger not exceeding 25 kilograms per item or 50 kilograms in aggregate per passenger and shall place the luggage in and out of the taxi or limousine for the passenger if requested to do so.
- (6) Every driver who engages to be at any particular place at a particular time, whether by day or by night, shall be punctual in attendance at the specified place.
- (7) The driver may determine whether persons may eat or drink while passengers are in his or her vehicle, and may also determine where the passengers sit, except that passengers may decline to sit in the front seat.
- (8) A driver shall not, while in control of a taxi or limousine, use abusive or insulting language.
- (9) A driver shall, at all times while in control of a taxi or limousine in a public place, conduct himself or herself in an orderly manner.
- (10) A driver may solicit passengers for his or her taxi or limousine but such solicitation shall not be made by calling out or shouting or in any other noisy or disorderly manner.
- (11) Every driver shall proceed to the destination indicated by his or her passenger by the quickest route which shall result in the lowest fare, provided however, that he or she may take another route if directed to do so by a passenger.
- (12) A driver shall not smoke in the vehicle.
- (13) The driver shall not permit smoking in the vehicle by any passenger.
- (14) No person shall represent a taxi or limousine to be a non-smoking or smoke-free vehicle if it has been smoked in while in the ownership of the current owner.

Licenses Generally

26. Every license issued under this By-Law shall relate to the period from the 1st of May to the 30th of April of the succeeding year, and shall expire on the next April 30th following the date of issuance of the license.
27. An owner's license and a driver's license under this By-Law constitute a license to transport parcels, boxes, packages, or other articles of whatsoever nature, at the rates specified in this By-Law for the transporting of passengers, even in the absence of any passengers in

such vehicle.

28. No license fee is refundable upon suspension, revocation or termination for any reason any license granted under this By-Law.
29. Licenses which have been destroyed, lost or stolen may be replaced upon sufficient proof of destruction or loss being presented to the Taxi Authority and upon payment of the replacement fee stipulated in Schedule "A" to this By-Law.
30. The Taxi Authority may, after giving the licensee or prospective licensee an informal opportunity to be heard, refuse to issue or renew or may revoke or suspend the license of an owner or driver of a taxi or limousine for a breach of this By-Law, or failure to meet the qualifications for licensing on the part of the owner, driver or vehicle, as the case may be. A refusal to issue or renew or a revocation or suspension of the license by the Taxi Authority may be appealed to Council within fourteen days of the decision of the Taxi Authority by written Notice of Appeal delivered to the Clerk of the Town. Council shall convene an appeal hearing and may, following the appeal hearing, make any decision which the Taxi Authority could have made in the first instance.

Taxi Roof Signage

31. No vehicle which is the subject of a taxi owner's license shall be operated or permitted to be operated as a taxi unless it is equipped with a sign affixed to the roof of such taxi capable of being illuminated electrically from within such sign.
32. Taxi roof signs:
 - (1) shall be of the size, colour, design, layout and style as may be prescribed from time to time by the Taxi Authority and shall bear the vehicles' owner's license number;
 - (2) shall bear the business name under which the taxi is being operated;
 - (3) shall be connected to the electrical system of the taxi in such manner that it is illuminated in the interior of the sign and is capable of being switched on and off by the operator of the vehicle.
33. The taxi roof sign required herein shall be removed from the roof or covered by opaque material when the vehicle is not in service as a taxi.

Fares

34. Every taxi driver shall charge the fares set out in Schedule "B" to this By-Law.
35. Every taxi driver or taxi owner who receives or demands a fare greater or less than the fares set out in Schedule "B" to this By-Law shall be guilty of an offence under this By-Law, provided, however, that it shall not be an offence for a driver to accept a gratuity voluntarily offered by a passenger. For greater certainty, no taxi driver shall demand any additional fee for the transportation of wheelchairs, walkers, dogs accompanying passengers with disabilities, if such dogs are trained to assist a person with a disability, or for escorting passengers with disabilities to and from the first accessible door of their pick-up or destination.

36. Every taxi driver shall post a copy of the tariff of fares as set out in Schedule "B" in the inside of the taxi where such fares are clearly visible to passengers.

Taxi Meters

37. No vehicle shall be licensed as a taxi or shall be operated as a taxi unless it has installed within it a single taxi meter with a single tariff only which shall be connected to, and operated from, one of the front wheels of the taxi or from the transmission or drive shaft and shall be regulated to show the correct fare for transporting passengers or goods as set out in Schedule "B".
38. The taxi meter shall meet the following specifications:
- (1) it shall be equipped with a timing device which shall register the fare while the vehicle is engaged but not in motion in accordance with the fare schedule;
 - (2) it shall be placed in the taxi so that the fare registered on the taxi meter is clearly visible to passengers at all times, and the taxi meter shall be illuminated by a suitable light after dark;
 - (3) the cover and gear of the taxi meter shall be kept sealed and intact; and
 - (4) the taxi meter shall not be calibrated to register any fare which is not in accordance with Schedule "B".
39. The holder of a taxi owner's license shall, at his or her own expense, provide to the Taxi Authority a certificate stating that the taxi meter is properly calibrated to show the fares set out in the schedule.
40. Every taxi driver who transports any passenger or article for hire shall ensure that the meter operates during the entire period of such transportation unless the driver has made agreement with the passenger for transportation at the hourly rate provided for in Schedule B"
41. The Taxi Authority may at any time inspect any meter which is installed in a taxi and may apply such tests to the taxi and meter as may be necessary to ascertain the accuracy of the taxi meter.
42. It shall be an offence for any person who has possession or custody of the taxi meter to refuse to allow such tests or to hinder such tests being conducted.
43. The owner of a taxi who operates or permits the taxi to be operated in which is installed a taxi meter which shows a variation in the correctness of the fare thereof such as results in an increase of more than five per cent in the fares being charged shall be guilty of an offence and should in addition to any other penalty reimburse the Town for the costs of tests carried out on the taxi meter.

Taxi Stands

44. The Traffic Authority for the Town may establish Common Taxi Stands for taxis on such streets and in such places and numbers as he or she shall determine of the greatest benefit

and convenience to the public and such Common Taxi Stands shall be designated by appropriate signs as provided for in the *Motor Vehicle Act*.

45. Common Taxi Stands shall only be used by a licensed driver operating a licensed taxi.
46. Taxi drivers who use Common Taxi Stands shall be subject to the following regulations:
 - (1) any driver whose vehicle is available for hire may take a position with the vehicle at any Common Taxi Stand where there is a vacancy;
 - (2) a driver entering a Common Taxi Stand shall take a position at the rear of the taxi which is at the end of the line at the stand;
 - (3) whenever a taxi leaves the stand, all other drivers shall move their vehicles ahead;
 - (4) all drivers shall move their vehicles when necessary to allow the departure from the stand of any other taxi;
 - (5) no driver while parked at a Common Taxi Stand shall:
 - (a) leave his or her vehicle unattended; or
 - (b) obstruct the exit of another vehicle whose driver indicates a desire to leave the stand.
 - (6) no driver shall interfere with the free selection by any passenger of any vehicle at the stand.

Penalties

47.
 - (1) Any person who makes a false or misleading statement in an application for a license or in any other document that an applicant or licensee is required to file with the Taxi Authority shall be guilty of an offence and shall be liable upon summary conviction to a fine of not less than one hundred dollars (\$100.00) and not more than five hundred dollars (\$500.00) and in default of payment to imprisonment for a term of not more than thirty days.
 - (2) Any person who violates or fails to comply with any provision of this by-law, other than by making a false or misleading statement as prohibited by sub-section (1), shall, upon summary conviction, be guilty of an offence against this by-law and shall be liable to a fine of not less than forty dollars (\$40.00) for a first offence, and a fine of not less than one hundred dollars (\$100.00) for a second or subsequent offence.
 - (3) If a person convicted of an offence under subsection (2) is in default of payment of a fine for a first offence under that subsection, that person may be sentenced to a term of imprisonment not exceeding three days. If a person convicted for second or subsequent offence under subsection (2) is in default of payment of a fine for that conviction, that person may be sentenced to a term of imprisonment of ten days or longer as the Court or Judge directs.
 - (4) A person who is alleged to have violated or failed to comply with any provision of this by-law, other than by making a false or misleading statement as prohibited by sub-section (1), and is given notice of the alleged violation or failure to comply, may pay a penalty in the amount of \$20.00 to the Taxi Authority provided that said

payment is made within a period of seven (7) days following the day on which the alleged violation or failure to comply was committed and where the said notice so provides for payment in this manner. Such payment shall be in full satisfaction, releasing and discharging all penalties and imprisonments incurred by the person for said violation.

- (5) The power of the Taxi Authority under section 30 of this By-Law to refuse to issue or renew or to revoke or suspend the license of an owner or driver of a taxi or limousine for breach of this By-Law is not diminished or in any way affected by the payment of fines or penalties or the serving of a term of imprisonment of such owner or driver pursuant to this section of the By-Law.

Repeal

48. By-Law No. 22, "Taxi By-Law", is repealed upon the coming into force of this By-Law.

SCHEDULE A

Owner's license - annual fee (per vehicle)	\$25.00
Owner's license - transfer fee	\$10.00
Driver's license - annual fee	\$5.00
Replacement fee for destroyed, lost or stolen owner's license	\$5.00

SCHEDULE B

NOTE: ALL RATES INCLUDE HST

Drop rate	\$2.80
Mileage rate	\$1.95 per mile or 0.195 per 1/10th mile;
Waiting time	5 minutes grace to be allowed on pick-ups, and then \$0.09 for each 18 seconds or \$18.00 per hour

Twenty-five cents surcharge for all fares between the hours of 1:00 p.m. and 6:00 a.m.

The following charges and discounts may, at the discretion of the operator, be made or given:

- (a) Twenty-five cents each additional passenger;
- (b) One dollar for each trunk;
- (c) Twenty-five cents for each piece of luggage handled by the driver;
- (d) Ten cents for each parcel or bag of groceries handled by the driver;
- (e) A 10% discount may be given to Senior Citizens (age 65 or over).

Children under five years of age shall be carried free when accompanied by an adult.

Special rates for the conveyance of children to and from school may be made by private arrangement with the owner or driver of the motor vehicle.

Limousine

One hour (1) Minimum	\$60.00
Each extra hour	\$25.00
2 day - 4 hours	\$120.00
One day - 8 hours	\$200.00
Each extra hour	\$20.00