

Goal Wage Overview

Last Modified on 07/12/2024 9:53 am MDT

Teamwork offers the ability to setup Goal wages for employees. If an employee's combined wages and tips for a given role do not achieve the goal, then supplemental pay is calculated to augment wages to the intended goal.

The supplement can be set to calculate by day, or by a span of time such as the pay period.

Effective Wage Supplemental Pay Span

None Day

Week Pay Period

Include OT

Example of Calculate by Day vs Calculate by Week

Calculate By Day (\$10 is owed as supplemental pay)

	Hours	Wage	Goal Wage	Tips	Owed
Monday	1	5.00	15.00	20.00	-
Tuesday	1	5.00	15.00	-	10.00

Calculate By Week (No supplemental pay is owed, because Monday's tips are sufficient to offset Tuesday's shortfall)

	Hours	Wage	Goal Wage	Tips	Owed
Monday	1	5.00	15.00	20.00	
Tuesday	1	5.00	15.00	-	
Total	2	10.00	30.00	20.00	-

Note on the option to "Include OT" option shown above

If the Goal wage were \$15 as shown above, and the employee is in overtime, does the goal wage remain \$15? Or does the business which to make the goal wage the Overtime Rate of \$22.50? If so, then the "Include OT" setting should be checked.

Goal wages can be entered, specific to each role / wage an employee works.

ACTIVE Changed to Hourly Tipped Wage @ \$2.13 - Applicable Tip Credit \$12.87 (Rule based on M Wage \$15.00, Max Tip Credit \$12.87, OT Reg \$0.00, Meal Deduction \$0.00), Effective Wage Goal \$ 15.00 by Server Birdie's Feb 7, 2022 [Wage Creation

Goal wages can also be viewed en-masse, and edited, by running the wage report from **Gearwheel Menu > Wage Settings:**

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Set wages below 0.00 as Tipped Set

Richmond - FOH: Richmond FOH

Employee Name	PT / FT	Role	Below Min Tipped Wage	Wage / Salary	Goal Wage	Wage Code	Min Wage	Tip Credit	Meal Deduction	OT Reg Wage	Wage Start
[Employee]	Full Time Since Hired	Hourly Richmond AM SERVER	<input type="checkbox"/>	\$213	\$15.00						Aug 17, 2022
		Hourly Richmond PM SERVER	<input type="checkbox"/>	\$213	\$15.00						Aug 17, 2022
		Hourly Richmond PM EVENT SERVER	<input type="checkbox"/>	\$213	\$15.00						Aug 17, 2022
		Hourly Richmond AM EVENT SERVER	<input type="checkbox"/>	\$213	\$15.00						Aug 17, 2022
		Hourly Richmond TRAINING	<input type="checkbox"/>	\$213	\$12.00						Aug 17, 2022
No Wages for Default											
[Employee]	Full Time Since Hired	Hourly Richmond Concierge	<input type="checkbox"/>	\$15.00							Oct 12, 2022
		Hourly Richmond PM SERVER ASSIST.	<input type="checkbox"/>	\$213	\$15.00						Oct 12, 2022
		Hourly Richmond AM SERVER ASSIST.	<input type="checkbox"/>	\$213	\$15.00						Oct 12, 2022
		Hourly Richmond TRAINING	<input type="checkbox"/>	\$12.00							Oct 12, 2022
No Wages for Default											

Summary reporting allows administrators to observe the goal and supplement by day or period.

Employee	Worked Hours	Constrained Hours	Constrained Hrs Effective Wage	Scheduled Hours	Preferred Min Hours	Preferred Max Hours
Partial Week of Mon Apr 25, 2022 4:00am						
Brown, [Employee]	7.00	7.00	(Wages: \$0.00) \$0.00	7.00		
			Effective Rate \$13.00 (Wages: \$69.81)			
Bruce, [Employee]	5.37	5.37	Goal Eff Pay \$69.81 Effective Pay - \$69.81	6.00		
			\$0.00 No Suppl Pay			
			Effective Rate \$10.43 (Wages: \$12.03)			
Culley, [Employee]	5.65	5.65	Avg Eff Goal \$15.00 Goal Eff Pay \$84.75 Effective Pay - \$58.92	8.00		
			\$25.83 Suppl Pay Needed			

The payroll output contains the regular wage, the target wage, tips, and supplement pay.

Employee	Location	Role	Base / OT	Hourly Rate	Hours	Overtime Hours	E/D/PS/SS	Total Hours	Wages	Break Issues	Cash Tips	CC Tips	AutoGr	Total Tips
Alexander, [Employee]		PM Bar	Tipped Base	\$213	21.64				\$46.09	0				
Alexander, [Employee]		PM Bar	Tipped Overtime	\$5.76		0.71			\$4.09					
Alexander, [Employee]									\$0.00	0		\$197.33	\$1,149.85	\$1,347.18
Alexander, [Employee]			Supplemental						\$18.35					

IMPORTANT Payroll Note: An earnings code must be established in the payroll processor, such as "Supplemental Pay", so that the supplemental pay has a landing spot in payroll.

[email support@dolcesoftware.com](mailto:support@dolcesoftware.com) for assistance with setup