

2025 updated Service Manager pay plan

Level I Base salary \$70,000.00 annualized. \$3000.00 per pay period.

Level II Base salary \$80,000.00

Level III Base salary \$90,000.00

Incentive base of 2.0% of service department GP dollars for the month. In addition, there are gain loss qualifiers that can increase this to 3.5% or reduce it to only .5%.

Gain and loss Qualifiers

Commission Rate				
Standard Commission Rate		starting point 2%		
Gross Profit % > 64%	Plus .05%	2.00%	Minus .05%	Gross Profit < 55%
Net profit as % of sales > 10%	Plus .05%	2.00%	Minus .05%	Net profit as % of sales < 0%
Sales per Tech > \$30,000	Plus .05%	2.00%	Minus .05%	Sales per Tech < \$22,000
Total Commission Available	Range 3.5%		Range .05%	