MOBLITY DEALER TECHNICIAN CAREER PATH

Welcome and goal statement.

Level 1 – Apprentice /Shadowing Technician (Minimum time shall be _____ days from date of hire.)

On your start date (--/--/--) your base pay rate will be $_____* per _____ pay period.
It will remain at that rate until you are able to perform the following tasks with minimal assistance.

1-_____ 2-_____ 3- _____ 4- _____

Senior Technician_____ Date_____

Service Manager _____ Date_____

Level 2 – Entry Technician (Minimum time shall be _____ days from completion of level 1.)

Upon completion of level 1 (--/--/--) your base rate will advance` to $$_____* per _____ pay period.
It will remain at that rate until you are able to perform the following tasks with minimal assistance.

1-_____ 2-_____ 3- _____ 4- _____

Senior Technician_____ Date_____

Service Manager _____ Date_____

Level 3 - Journeyman Technician

**ASE Certifications Required, Must include, but is not limited to - _____

Upon completion of level 2 your base rate will advance to $$$_____* per _____ pay period.
It will remain at that rate until you are able to perform the following tasks with no assistance
To advance to Level 4 you are expected to maintain a minimum, independent productivity rate of _____% or _____ billable hours per week.

1-_____ 2- _____ 3- _____ 4- _____

Senior Technician_____ Date_____

Service Manager _____ Date_____

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Level 4 – Senior Technician

**ASE Certifications Required, Must include, but is not limited to Add Master tech w/L1
Upon completion of all Level 3 requirement plus an ASE Master Tech Certificate, you're hourly rate will advance to $$$$_____* per _____ pay period.
It will remain at that rate until you are able all tasks with no assistance
At Level 4 you are expected maintain a minimum, independent productivity rate of _____% or _____ hours per week.

**Based on 40 hour work week. Part time employees shall receive an hourly rate divisible by this salary.*
***Certifications must be maintained*

Performance Incentive Plan

Upon entry of level 3 (--/--/--) you are eligible for our Performance Incentive plan.

Bonus	$_____	31-34 billed hours	6.2-6.9 hrs per day	$_____ to $_____
	$_____	35-47 billed hours	7-9.4 hrs per day	$_____ to $_____
	$_____	47.5 + billed hours	9.5 +	$_____ to $_____
All bonus tiers are accrued				
Examples below				
If employee bills out 32 hours they are paide the base + $_____ x 32 + base x 40 hours.				
If employee bills out 35 hours they are paide the base + $_____ x 35 + base x 40 hours.				
If employee bills out 47.5 hours they are paide the base + $_____ x 47.5 + base x 47.5				
No limit to billed hours				

Expectations-

Inspect, Every car Every time

Fill out all service documents

Minimum of _____% applied time

Provide accurate diagnoses and description of repair

Provide Accurate and Honest evaluation

Provide proper repair time, within _____% of book

When in doubt – let the client decide with an informative decision

_____ _____

TO RECOGNIZE THAT OUR CLIENTS HAVE LIMITED MOBILITY OPTIONS
WE MUST DO THE BEST JOB POSSIBLE

Healthcare
Healthcare information and notice_____

Paid Holidays
Your paid holidays_____

MOBLITY DEALER TECHNICIAN CAREER PATH

Paid Time Off PTO/Vacation

_____
_____
_____

401K

_____
_____
_____

Emergency Call Service

_____
_____
_____

Additional Education

_____
_____
_____

Other

_____
_____
_____

****All incentive programs are subject to change with 48 hour notice*
**** Bonus eligibility will be based on both weeks- if either week in pay period is below 60% - bonus may be denied*

_____ _____
_____ Mobility Date

_____ _____
Employee Date