

Pay Rate by Level for Technicians

Level 1 (A+) - Pay Rate – (30% Posted Labor Rate plus bonuses)

Tech is excellent at diagnostics – electrical, mechanical, and hydraulic.

They can quickly determine the cause of a problem and accurately identify both the parts needed and the time to complete the repair.

They are known for the quality of their work and have zero comebacks or redo's.

They have excellent computer skills and complete all the needed information on workorders so that billing can be done efficiently.

They are consistently updating their knowledge of products and investing in their tools

They are comfortable working alone and need no direction from management.

They make sure all parts are accounted for and on workorders.

They can bill out 100% or more of their time every day.

They have excellent attendance and are always ready to begin working when they start the day.

They can handle service calls without support.

They have an excellent driving record.

Level 2 (A) - Pay Rate - (28% Posted Labor Rate plus bonuses)

Tech is good at diagnostics – electrical, mechanical, and hydraulic.

They can determine the cause of a problem and accurately identify both the parts needed and the time to complete the repair.

They are known for the quality of their work and have zero comebacks or redo's.

They have good computer skills and complete all the needed information on workorders so that billing can be done efficiently.

They are consistently updating their knowledge of products and investing in their tools

They are comfortable working alone and need little direction from management.

They make sure all parts are accounted for and on workorders.

They can bill out 90% or more of their time every day.

They have excellent attendance and are always ready to begin working when they start the day.

They can handle service calls without support.

They have an excellent driving record.

Level 3 (B) - Pay Rate -(25% Posted Labor Rate plus bonuses)

They can quickly complete a full service on a piece of equipment without instruction.

With direction they are very good at replacing parts or repairing all types of equipment.

They are known for the quality of their work and have less than 1 comeback or redo per month.

They are comfortable with the computer and complete all the needed information on workorders so that billing can be done efficiently.

They are comfortable working alone and need little assistance in doing their work from other technicians.

They are open to training opportunities when presented to them and are willing to invest in their tools

They make sure all parts are accounted for and on workorders.

They can bill out 85% or more of their time every day.

They have good attendance and are always ready to begin working when they start the day.

They can handle service calls minimal support.

They have a good driving record.

Level 4 (B1) - Pay Rate - (20% Posted Labor Rate plus bonuses)

They can quickly complete a full service on a piece of equipment without instruction.

With direction they are very good at replacing parts or repairing certain types of equipment.

They do quality work and have less than 2 comebacks or redo's per month.

They are comfortable with the computer and complete all the needed information on workorders so that billing can be done efficiently.

They need minimum direction and can complete most work with little assistance.

They are willing to invest in their tools

They make sure all parts are accounted for and on workorders.

They can bill out 75% or more of their time every day.

They have good attendance and are always ready to begin working when they start the day.

They are comfortable assisting with service calls as needed

They have a good driving record.

Level 5 (C) - Pay Rate - (15% Posted Labor Rate plus bonuses)

They have a good understanding of mechanics and with minimal guidance can assemble equipment.

They do quality work and have less than 3 comebacks or redo's per month.

They are comfortable on the computer and make sure they are clocking in and out of workorders without oversight.

They are willing to invest in their tools

They make sure all parts or accessories installed on new or used equipment are accounted for and on workorders.

They can bill out 65% or more of their time every day.

They have good attendance and are always ready to begin working when they start the day.

They are comfortable assisting other techs as needed.

They have a valid driver's license.

Level 6 (C1) - Pay Rate - (13% Posted Labor Rate plus bonuses)

They have a basic understanding of mechanics

They are comfortable doing inspections and PDI's on both new and used equipment when given direction.

They have some of their own tools

They are constantly looking for opportunities to grow and improve their skills to move to a higher level.

They have good attendance and are always ready to begin working when they start the day.

They are comfortable assisting other techs as needed or helping to maintain the yard and the service department.

They have a valid driver's license.

Level 7 (C2) - Pay Rate - (11% Posted Labor Rate)

They are interested in learning about machinery and have an interest in growing their skills.

They are willing to take on the responsibility of keeping both the yard picked up and organized as well as the service department as needed.

They are comfortable working by themselves once given direction.

They are willing to assist with set-up as needed.

They are good detailing both new and used equipment to get ready for customer pickup or delivery.

They are constantly looking for opportunities to grow and improve their skills to move to a higher level.

They have good attendance and are always ready to begin working when they start the day.

They have a reliable way to get to and from work on time.