

DEALERSHIP COMPENSATION STUDY SURVEY

1. Background Information

2019 new vehicle sales (units): _____

Number of used cars sold in the past 12 months: _____

What was the dealership's total employee count as of 12/31/19: _____

2. Health Insurance Plan

Does the dealership provide a health insurance plan to full-time employees?

- Yes, employee and dependents
- Yes, employee only
- No

If yes, what % does the dealership contribute to the monthly premium?

Family _____% Single _____% Other _____%

Does your dealership offer employees a short term disability plan?

- Yes
- No

If yes, does the dealership pay for the short term policy?

- Yes
- No

If yes, what % of the premium does the dealership pay?

3. Paid Time Off

Does your dealership offer a paid vacation plan to full-time employees?

- Yes
- No

If yes, what is the maximum number of paid vacation an employee can receive?

- 2 weeks
- 3 weeks
- 4 weeks
- More than 4 weeks

Does your dealership provide paid sick leave to full-time employees?

- Yes
- No

If provided, how does the dealership calculate holiday, vacation, and sick leave pay for technicians (service and body)?

- Based on prior year W2
- Based on avg. wage earned
- Based on a fixed amount
- Other

How many paid holidays does your dealership provide per year?

- 0
- 1 to 5
- 6 to 10
- Over 10

4. Technician Training and Pay

Where does tech training occur?

In the dealership: _____%

Out of the dealership: _____%

How is webinar training paid for?

- Hourly rate
- Other
- Flat pay

Do offsite training hours count; or is credit given towards production bonus?

- Hours count
- Production bonus

Do you pay a technician a different hourly rate for training?

- Yes
- No

Do you have a bonus plan for techs achieving over 40 hours per week?

- No
- Yes

What is your average flat rate pay per hour for the following technician categories?

- A. Tech (Master) \$ _____ per flat rate hour
- B. Tech \$ _____ per flat rate hour
- C. Tech \$ _____ per flat rate hour
- D. Lube Tech \$ _____ per flat rate hour, or \$ _____ hourly

5. Retirement Plan

Does the dealership offer a profit sharing, pension, or 401K to full-time employees?

- Yes
- No

What is the maximum % of wages an employee can contribute? _____%

What is the maximum % of wages the employer will match? _____%

6. Compensation

Locate the titles in your organization that best fit each of the positions below and list total compensation as reported on the 2019 W2 forms. Please make sure that the compensation total is for a full year regardless of how long the employee has been working for you. **Do not provide information for dealer principals or owners.**

MANAGERIAL COMPENSATION	
General Manager/Minority Partner	
General Manager	
Office Manager	
General Sales Manager	
New Vehicle Sales Manager	
Used Vehicle Sales Manager	
Truck Sales Manager	
Finance and Ins. Manager	
Director of Service and Parts	
Service Manager	
Parts Manager	
Body Shop Manager	
Internet Sales Manager	
Desk Manager	
BDC Manager	

POSITION	AVERAGE	MEDIAN PAY*
New and used vehicle sales		
Service Technician		
Body Shop Technician		

Service Writer/Advisor		
Parts Counterperson		
Bookkeeper		
Shop Foreman		
BDC Rep.		
Parts Driver		
Lot Porter		
Full-time telephone operator		
Cashier		
Title and Registration Admin.		
New and used vehicle sales		

* To find median pay, rank employee compensation for each position from low to high and identify the compensation in the middle of the ranking.