





# 2006 Tire Industry Compensation Survey

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## Retail Auto Mechanic/Technician Sr./Lead

Job Code: SC16SJ0081

Evaluates vehicles and makes repair recommendations. Independently diagnoses and repairs all vehicle malfunctions, including manual and automatic transmission failures. May assist in the training and skills evaluation of other service technicians. Typically requires 4+ years of related experience and related ASE certification(s). Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager.

### Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
<b>All Organizations</b>	41	66	34.8	39.0	41.8	37.3	37.4	15	27	2.9	9.0	20.0	12.5	13.1	41	66	37.4	39.5	45.9	42.4	42.2
<b>Ownership Type</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Private	23	47	29.9	38.8	48.8	38.8	38.8	13	24	2.4	7.5	15.8	9.0	8.8	23	47	34.9	39.5	51.0	43.4	43.8
<b>Number of Employees (FTEs)</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
<= 15	19	33	18.7	36.4	41.7	33.0	32.6	12	19	3.0	8.2	18.1	12.3	13.0	19	33	29.9	38.5	49.2	40.1	40.9
16 - 75	7	12	35.7	39.5	50.0	42.0	43.6	2	5						7	12	37.1	44.3	64.3	50.1	49.2
> 75	15	21						1	3						15	21					
<b>Revenue</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< \$3.5 M	18	32	18.6	35.3	48.4	33.6	33.7	11	18	2.9	9.0	20.0	12.6	13.5	18	32	29.9	39.0	50.1	40.7	41.9
<b>Region</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Northeast	9	13						0	0						9	13					
South	8	12						4	8						8	12					
Midwest	13	19	31.0	35.7	41.4	36.1	38.4	7	13	2.0	7.5	19.3	9.9	9.3	13	19	35.3	37.1	51.6	42.8	43.4
West Coast	7	13	0.0	41.4	50.0	37.2	34.2	3	5						7	13	40.7	44.3	58.2	49.6	48.8
<b>SubRegion</b>	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Great Lakes	8	11	34.9	38.8	58.6	38.5	42.0	4	7						8	11	36.9	45.2	61.7	49.2	49.4
Central Plains	5	8	29.5	32.0	36.0	32.8	32.6	3	6						5	8	29.9	34.9	37.0	34.1	33.7
Pacific Southwest	7	13	0.0	41.4	50.0	37.2	34.2	3	5						7	13	40.7	44.3	58.2	49.6	48.8



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### Job Characteristics

#### Job Match

Greater Responsibility	41.5%
Equal Responsibility	53.7%
Less Responsibility	4.9%

#### FLSA Status

Exempt	2.4%
Non-Exempt	97.6%

#### Average Target Bonus (As a Percentage of Base Pay)

25th pctile	50th pctile (median)	75th pctile	org-wtd average
-	-	-	-

#### Pay Type

Salaried	0.0%
Hourly	87.8%
Book Rate	7.3%
Other	4.9%

#### Guaranteed Minimum Hours per Week (For Book Rate Employee)

Yes	66.7%
No	33.3%

#### Number of Minimum Hours per Week (For Book Rate Employees)

25th pctile	50th pctile (median)	75th pctile	org-wtd average
-	-	-	-

#### Average Annual Overtime (\$000s)

# orgs	# ees	25th pctile	50th pctile (median)	75th pctile	org-wtd average
16	35	0.4	5.2	9.4	6.0