**Advice on Installer Compensation (Keeping Installers Financially Engaged)**

Escalating comp based on skill set. As an installer gains the ability to do more complex jobs, they should have the opportunity to increase pay. I would suggest levels of installers like below.

1. Junior Installer - $x
2. General Installer - $x
3. Senior Installer - $x

I would also suggest some type of bonus program for the following items.

1. Picking up extra work - assuming there is enough work to go around
   1. example if installers typically do 2 installs per day incentivize them to do a 3rd
   2. If they typically work 5 days a week incentivize them to pick up a 6th day

I would suggest a very simple pay structure, something that is easy for them to understand. We use a flat rate hourly pay model. It is very similar to a mechanic. We set how long we think each job will take and pay them an hourly rate per that timeframe regardless of how long it takes them.

1. Example
   1. 16x7 pan door we set for 2 hours, if it takes the installer 1.5 hours, we still pay them for 2 hours. If it takes them 2.5 hours, we still pay them for 2 hours.
   2. This takes a bit of set up to set hours for all scenarios but will save time on the back end with automated payroll process.