

Performance-based Pay in the Trades

There are limitless ways to incentivize employees through performance pay. Complex pay structures can significantly impact the amount of time and concentration required to prepare payroll, with variations on both an individual and business unit level.

We have gathered the most popular performance-based pay structures ServiceTitan contractors use and show you which ones can be automated with Configurable Payroll – a robust and flexible performance-pay solution tailored for the trades, unlike any other.

Pay Structure	Employee Role	Trade	Job Type	Description	Available with Configurable Payroll
Revenue Commission	All field employees	All	Residential, Commercial	Pays a set percentage on product sold or install job total.	✓
SPIFFs (also SPIF or SPIV) and Bonuses	All employees	All	Residential	Short-term sales incentives in the form of a “finder’s fee,” or a small bonus, for closing a sale or turning leads over to Field Sales. Incentives can include the membership sales and renewals.	✓
Hourly Pay, with SPIFFs or a Bonus, plus Commission	All field employees	HVAC	Residential	Hourly pay plus a SPIFF or bonus based on the total revenue of the job, and commission on the system sold.	✓
Gross Margin Commission Structure	Field Sales	HVAC	Residential, Commercial	Pays a percentage of the gross profit for the job.	✓
Gross Margin Commission Based on Range of Profit or Discounts Given	Field Sales	HVAC	Residential, Commercial	Commission based on net profit for the job, but with varying percentages based on a range, or sliding scale.	✓
Sold Hour / Billable Hour / Task Time / Flag Hours / Ticket Time	Service technicians	All	Residential, Commercial	Pays set rate or time associated with jobs or tasks. The technician can take more time or less time, but they are only paid the set rate.	✓
Efficiency Bonus	Service technicians	All	Residential, Commercial	Pays bonus for faster completion than established billable hours for specific work.	x
Draw Against Commission	Field Sales	HVAC	Residential, Commercial	Guaranteed base amount that a salesperson will earn each month, regardless of their actual sales.	x

Configurable Payroll makes your job easier by leveraging the power of software intelligence to calculate complex performance pay structures. While not every structure above is supported today, ServiceTitan offers payroll adjustments in the interim, to upload any calculations made outside of the platform. Configurable Payroll enables you to simplify and speed up the payroll process while keeping you competitive.

Visit www.servicetitan.com/configurable-payroll-resources to learn more.