

Personnel Profile

Who, What, Where — and How Much

Average Annual Pay Based on DRP Affiliation

	Metal Tech	Painter	Mechanic
DRP	\$56,271	\$64,472	\$46,210
Non-DRP	\$44,075	\$44,983	\$43,021

Because larger shops with higher sales volumes are more likely to be on DRPs, it makes sense that they can afford to pay their techs higher salaries than smaller, non-DRP shops.

- ▶ Average annual salary of **metal techs**:**\$51,320**
- ▶ Average salary of **painters**:**\$54,552**
- ▶ Average salary of **mechanics**
(employed at a collision repair shop):**\$44,667**
- ▶ Average salary for
entry-level employees:**\$27,888**
- ▶ Average salary for **office managers**:**\$36,000**
- ▶ Average salary for **senior estimators**:**\$52,000**

People By Numbers

Average age of production personnel:	39.9
Percentage of shops that lost a journeyman in the past year:	35
Median number of employees per shop:	7
Average number of employees per shop:	7.6
Percentage of shops with at least one ASE-certified tech:	58
Percentage of shops hiring techs from vo-tech schools:	35
Percentage using employee referrals to hire new techs:	65
Percentage stealing from other shops:	37

How Do You Pay Technicians?

Hourly wage:	41%
Flat rate:	23%
Salary + commission:	4%
Hourly + commission:	14%
Salary:	5%
Percentage of labor:	18%
Other:	5%

*Does not add to 100% due to the fact that some shops use more than one method to compensate employees.



What Are Your **Posted Rates** Per Hour?

▶ Frame	\$59.70
▶ Body	\$50.00
▶ Paint	\$49.90
▶ Mechanical	\$69.60
▶ Body Materials	\$21.70
▶ Paint Materials	\$30.60

If You Offer **Employee Benefits**, Which Ones?

401(k):	44%
Uniforms:	73%
Dental care:	39%
Paid vacations:	93%
Paid training/education:..	76%
Profit sharing:	12%
Medical coverage:	73%
Paid sick days:	39%
Disability:	22%
Vision care:	27%
Paid funeral leave:	46%
Other:	12%

About 67% of respondents offer employee benefits - down from 2009's 81%.

Percentage of Shops With at Least One **Working Full Time:**

Parts specialist	18%
Accountant	20%
Detailer	46%
Painter	85%
Prepper	30%
Mechanical technician	23%
Metal tech	82%
Frame specialist	38%
Estimator	46%
Front desk receptionist	49%
Production manager	18%
General manager	33%
Owner	82%

Is There an Autobody Repair **Vo-Tech Program** in Your Area?



Of those with a nearby vo-tech program, only 20% currently serve on the school's collision repair advisory committee.

Annual **Tech Pay** by Region

