**Technician Career Path**

**Technical Mastery KPI Mastery Performance**

**Level 1**

Electrical for HVAC RPH above $70 $15.00 hour

Heating Technology Agreement Sales 60% $ each

Refrigeration Technology Equipment Leads 10% $ each

Able to perform Tune-ups

and inspections

Minimum monthly revenue $14,000.00

**Level 2**

Able to perform HVAC RPH above $80 average $16.00 hour

Tune-up’s and light RPH above $90 average $18.00 hour

Demand service calls

Minimum monthly revenue $16,000.00

**Level 3**

Advanced Service Diagnostics RPH above $90 $18.00 hour

Agreement Sales 65% $ each

Equipment Leads 12% $ each

Able to perform advanced RPH above $100 average $21.00 hour

Residential HVAC Demand RPH above $110 average $22.00 hour

Service calls, tune ups and

Light service calls.

Minimum monthly revenue $18,000.00

**Level 4**

Able to evaluate a home for Closing % + 80% % of sale

Equipment replacement, Average sale + $8,000.00

Complete an accurate load Same KPI’s as Level 3

Calculation, follow a specific

Replacement sales process and

Influence residential replacement

Equipment sales.