



August 2020

**Montana Automobile
Dealers Association**

The background of the entire page is a photograph of several cars parked in a lot, likely at a dealership. The cars are mostly white and silver, and the scene is brightly lit, suggesting a sunny day. The image is slightly blurred, giving it a sense of motion or a candid shot.

2020 COMPENSATION SURVEY

INTRODUCTION

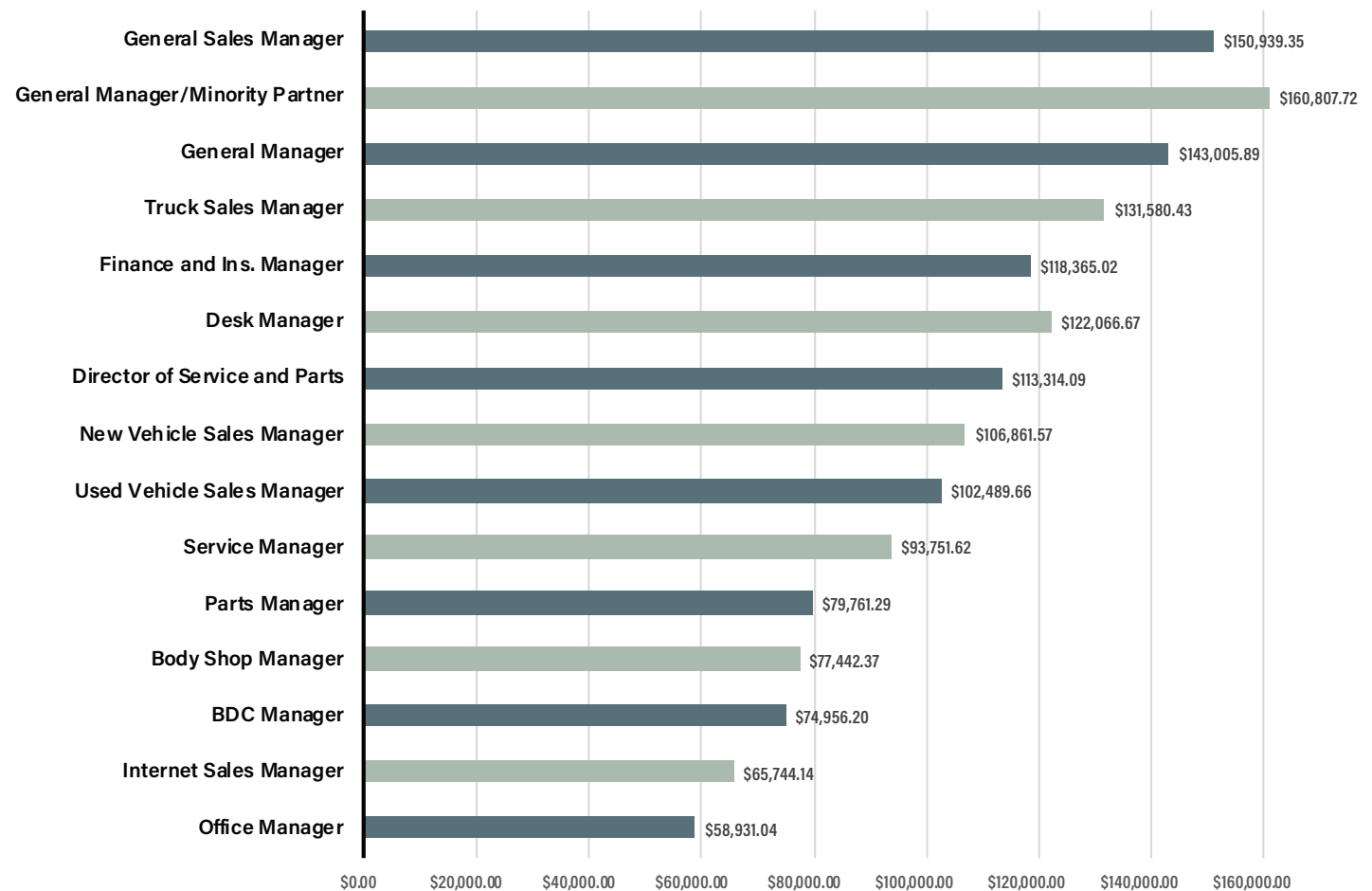
This report summarizes employee compensation and benefits provided by automotive dealers in Montana during 2019. Statistical data is provided for a wide variety of dealerships positions.

Data Collection and Methodology:

Data cited in this report was collected from a detailed survey sent to all franchised new vehicle dealerships in partnership with MTADA. The dealership response rate exceeded previous studies and was sufficient to form a statistically reliable data base of compensation and employee benefits. This year, 25 out of 96 dealerships participated in the study.

OVERALL SUMMARY

Average Compensation of MTADA Dealerships



OVERALL SUMMARY

Managerial Compensation

	Overall		0-400 Units		Over 400 Units	
Employee	# of Surveys	Average (\$)	# of Surveys	Average (\$)	# of Surveys	Average (\$)
General Sales Manager	13	\$150,939.35	6	99,465.47	7	195,059.83
General Manager/Minority Partner	7	\$160,807.72	6	140,942.34	1	280,000.00
General Manager	9	\$143,005.89	4	89,580.50	5	185,746.20
Truck Sales Manager	1	\$131,580.43	0	48,471.30	1	131,580.43
Finance and Ins. Manager	21	\$118,365.02	12	87,839.30	9	159,065.99
Desk Manager	3	\$122,066.67	1	146,200.00	2	110,000.00
Director of Service and Parts	8	\$113,314.09	4	72,117.94	4	154,510.25
New Vehicle Sales Manager	14	\$106,861.57	5	69,520.20	9	127,606.78
Used Vehicle Sales Manager	10	\$102,489.66	3	62,300.00	7	119,713.80
Service Manager	17	\$93,751.62	11	76,920.20	6	124,609.22
Parts Manager	22	\$79,761.29	13	56,076.10	9	113,973.24
Body Shop Manager	9	\$77,442.37	5	59,038.00	4	100,447.82
BDC Manager	5	\$74,956.20	1	49,931.00	4	81,212.50
Internet Sales Manager	7	\$65,744.14	3	71,600.67	4	61,351.75
Office Manager	22	\$61,339.79	13	48,471.30	9	74,039.56

Non-Managerial Compensation

	Overall		0-400 Units		Over 400 Units	
Employee	# of Surveys	Average (\$)	# of Surveys	Average (\$)	# of Surveys	Average (\$)
New and used vehicle sales average	21		12		9	
Average		64,825.03		54,642.13		78,402.24
Highest		110,860.00		84,847.27		110,860.00
Lowest		22,500.00		22,500.00		46,496.33
Service	23		14		9	
Average		56,798.18		53,925.98		61,266.04
Highest		91,279.00		91,279.00		75,003.00
Lowest		1,720.00		1,720.00		44,475.59
Body Shop Technician average	9		5		4	
Average		52,893.72		30,860.73		80,434.97
Highest		114,943.88		50,000.00		114,943.88
Lowest		22.34		22.34		50,000.00
Service Writer/Advisor average	19		12		7	
Average		56,203.73		46,535.16		72,778.42
Highest		110,748.84		72,000.00		110,748.84
Lowest		32,169.73		32,169.73		58,563.00
Parts Counterperson average	19		12		7	
Average		42,938.93		36,596.76		53,811.20
Highest		66,000.00		45,000.00		66,000.00
Lowest		27,340.00		27,340.00		40,265.53
Bookkeeper average	8		3		5	
Average		38,950.37		42,428.00		36,863.79
Highest		48,400.00		48,400.00		45,000.00
Lowest		31,500.00		31,500.00		34,320.00
Shop Foreman average	3		3		0	
Average		60,032.70		60,032.70		0.00
Highest		74,098.10		74,098.10		0.00
Lowest		46,000.00		46,000.00		0.00
BDC Rep. average	6		0		6	
Average		36,949.18		46,000.00		36,949.18
Highest		42,000.00		0.00		42,000.00
Lowest		31,254.99		0.00		31,254.99
Parts Driver average	8		2		6	
Average		26,403.70		17,100.00		29,504.93
Highest		36,000.00		20,800.00		36,000.00
Lowest		13,400.00		13,400.00		25,000.00
Lot Porter average	10		5		5	
Average		25,833.27		24,435.84		27,230.70
Highest		34,646.00		32,000.00		34,646.00
Lowest		11,900.00		11,900.00		23,000.00
Full-time telephone operator average	7		3		4	
Average		25,953.51		20,521.00		30,027.89
Highest		37,000.00		29,900.00		37,000.00
Lowest		12,000.00		12,000.00		24,960.00
Cashier average	9		7		2	
Average		26,268.78		25,440.49		29,167.80
Highest		35,335.59		30,000.00		35,335.59
Lowest		12,000.00		12,000.00		23,000.00
Title and Registration Admin. average	14		7		7	
Average		37,831.77		35,342.45		40,321.08
Highest		61,162.46		61,162.46		60,855.63
Lowest		27,333.00		27,333.00		33,049.93

(** Insufficient data)

Health Insurance

Does the dealership provide a Health Insurance Plan to full-time employees?

ALL DEALERSHIPS

# of surveys	25
Yes, employee and dependents	14
Yes, employee only	10
No	1

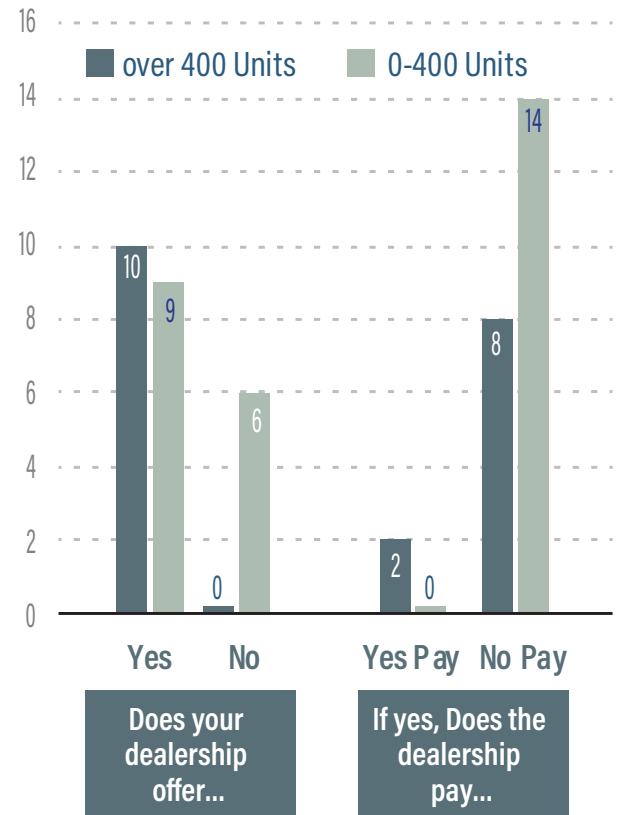
DEALERSHIPS WITH NEW VEHICLE SALES OF LESS THAN 400 UNITS

# of surveys	15
Yes, employee and dependents	6
Yes, employee only	8
No	1

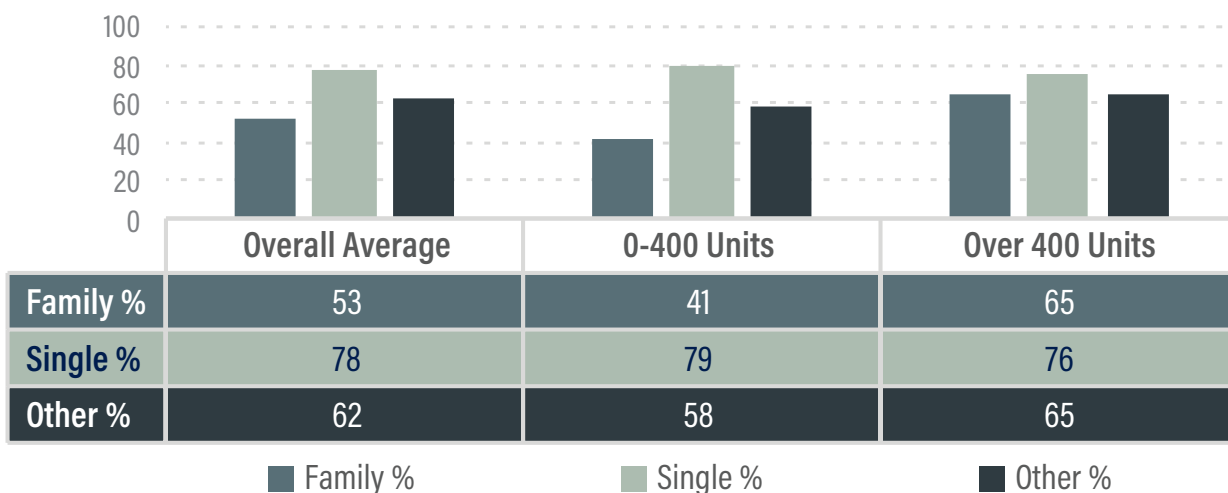
DEALERSHIPS WITH NEW VEHICLE SALES GREATER THAN 400 UNITS

# of surveys	10
Yes, employee and dependents	8
Yes, employee only	2
No	0

Short Term Disability



If yes, what % does the dealership contribute to the monthly disability premium?



Out of 19 dealerships, 1 dealership (over 400 units) pays Short Term Disability at 100%.

Paid Time Off

Does your dealership offer a paid vacation plan to full-time employees?

ALL DEALERSHIPS

# of surveys	25
Yes	25
No	0

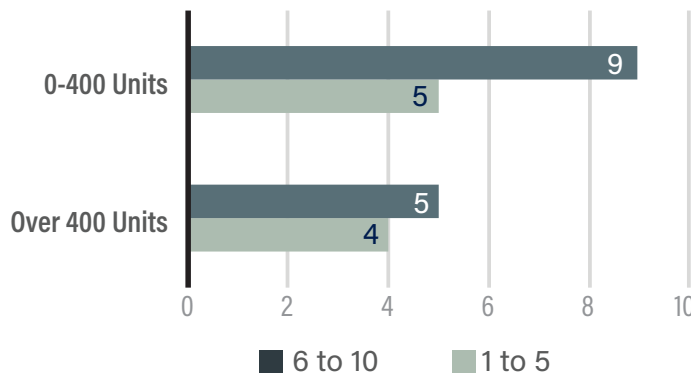
DEALERSHIPS WITH NEW VEHICLE SALES OF LESS THAN 400 UNITS

# of surveys	15
Yes	15
No	0

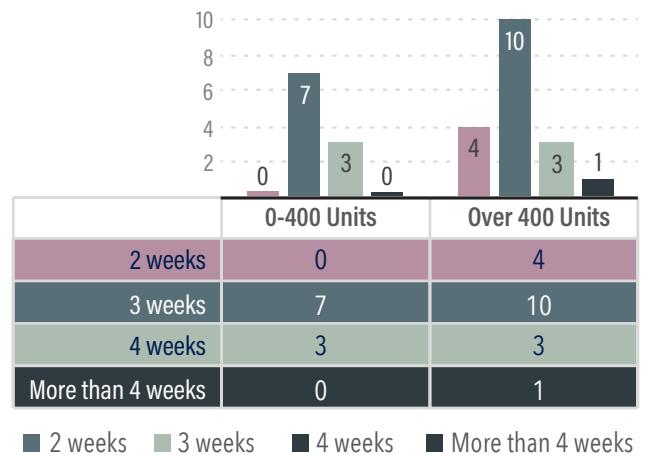
DEALERSHIPS WITH NEW VEHICLE SALES GREATER THAN 400 UNITS

# of surveys	10
Yes	10
No	0

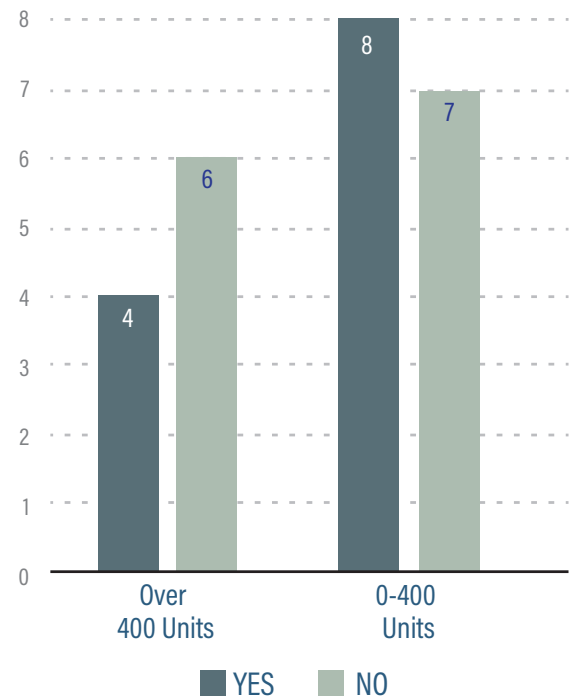
How many paid holidays does your dealership provide per year?



What is the maximum number of paid vacation days an employee can receive?



Does your dealership provide paid sick leave to full-time employees



Technical Training and PayPay

	Overall Count	Overall	Under 400 count	Under 400 Average	Over 400 Count	Over 400 Average
A. Tech (Master) \$ per flat rate hour	21	\$30.70	14	\$30.36	7	\$31.40
B. Tech \$ per flat rate hour	21	\$26.52	14	\$26.06	7	\$27.44
C. Tech \$ per flat rate hour	19	\$20.95	12	\$22.32	7	\$18.58
Lube Tech \$ per flat rate hour	10	\$15.58	5	\$15.94	5	\$15.21
Lube Tech \$ hourly	20	\$13.68	13	\$13.78	7	\$13.50

Where does Tech Training Occur?

ALL DEALERSHIPS

# of surveys	22
In the dealership %	71
Out of the dealership %	32

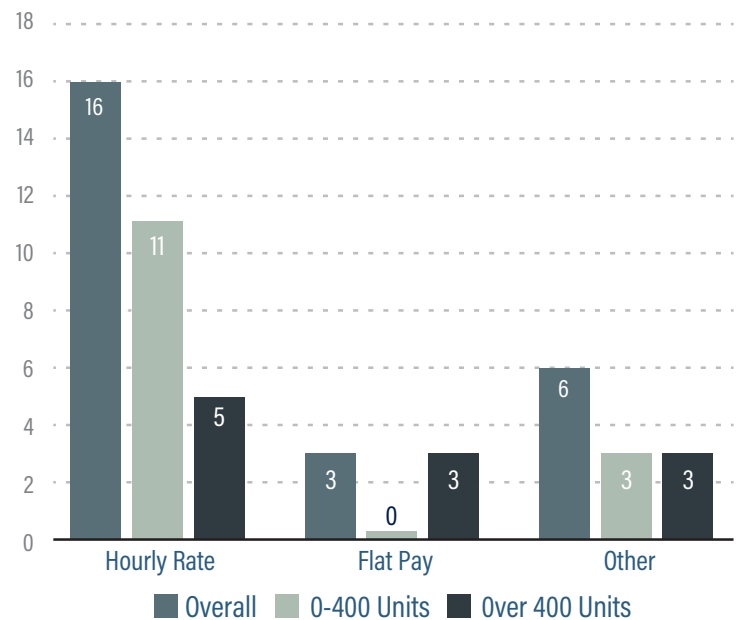
DEALERSHIPS WITH NEW VEHICLE SALES OF LESS THAN 400 UNITS

# of surveys	14
In the dealership %	68
Out of the dealership %	37

DEALERSHIPS WITH NEW VEHICLE SALES GREATER THAN 400 UNITS

# of surveys	9
In the dealership %	74
Out of the dealership %	26

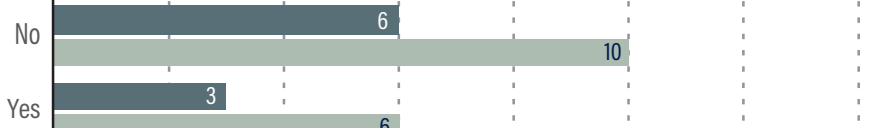
How is webinar training paid for?



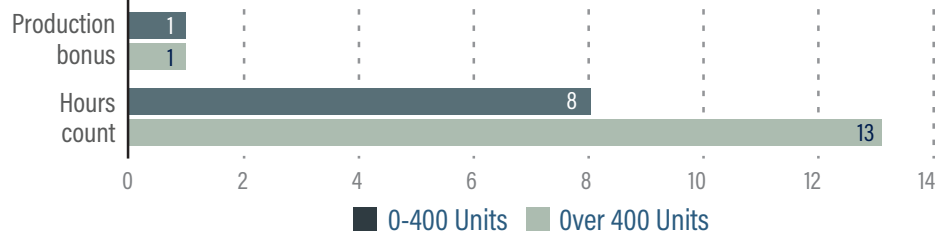
Do you have a bonus plan for over 40 hours per week?



Do you pay a different hourly rate for training?



Do offsite training hours count?



Retirement Plan

Does the dealership offer a profit sharing, pension, or 401K to full-time employees?

ALL DEALERSHIPS

# of surveys	23
Yes	20
No	3
What is the maximum % of wages an employee can contribute?	100%
What is the maximum % of wages the employer will match?	3%

DEALERSHIPS WITH NEW VEHICLE SALES OF LESS THAN 400 UNITS

# of surveys	9
Yes	8
No	1
What is the maximum % of wages an employee can contribute?	100%
What is the maximum % of wages the employer will match?	3%

DEALERSHIPS WITH NEW VEHICLE SALES GREATER THAN 400 UNITS

# of surveys	14
Yes	12
No	2
What is the maximum % of wages an employee can contribute?	100%
What is the maximum % of wages the employer will match?	3%