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CAR CARE CENTER
Maintenance and Repair

Mechanic: A-Tech, B-Tech & C-Tech

Description	Requirements
Diagnose vehicle drivability issues	High School diploma or equivalent
Repair and maintain customer vehicles	Knowledge of automotive and/or truck systems and technical resources
Communicate with customers regarding vehicle maintenance	Knowledge of equipment/tool operation and diagnostic/repair procedures
Assist other technicians	Exceptional customer service skills
Completion of various levels of ASE certification	Some ASE certifications or ability to pass exams

Porter

Description	Requirements
Cleaning general areas such as the customer lobby and warehouse/shop	High School diploma or equivalent
General maintenance and upkeep of warehouse and facilities	Exceptional customer service skills
Running errands for automotive parts	Prioritize and complete work assignments on time
Completing various work assignments in an effective and efficient manner	Car Care applicants must pass drug screen, criminal background check and Motor Vehicle Report
Shuttling customers	

Lube Tech

Description	Requirements
Perform vehicle tire changes	High School diploma or equivalent
Perform vehicle oil changes	Exceptional customer service skills
Perform vehicle transmission and coolant flushes	Prioritize and deliver work on time
Perform vehicle fuel injections	Knowledge of automotive and/or truck systems and technical resources
Communicate with the customers daily regarding vehicle maintenance	Knowledge of equipment/tool operation and basic repair procedures

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Car Care Technician Payment Plan

Car Care pay rates are established by each technician's certification and productivity with special incentive for longevity. Only ASE or Car Care certifications will be recognized. These rates are based on an \$80 per hour shop rate.

- 3 years of service add \$1 to listed rate
- 4 years of service add \$1.25 to listed rate
- 5 years of service add \$1.50 to listed rate
- 6 years of service add \$1.75 to listed rate
- 7 years of service add \$2.00 to listed rate

Pay based on various levels of ASE certification.

When new certification levels are obtained increase will be withheld until employee produces 20 hours of work in the new category.

Car Care reserves the right to modify this pay plan.

Grade	Hourly rate	Certifications	
D	\$12.50	Inspections LOF Fluid Changes	Tires & Balancing Belts
C	\$16.00	Inspection License Brakes	Charging & Starting Front End
B	\$18.00	Inspection License Brakes Electrical	Front End A/C
	\$19.00	Inspection License Brakes Electrical	Front End A/C Automatic Transmission
	\$20.00	Inspection License Brakes Electrical Front End	A/C Automatic Transmission Engine Repair
A	\$21.00	Inspection License Brakes Electrical Front End A/C	Automatic Transmission Engine Performance Engine Repair
	\$23.00	Inspection License Brakes Electrical Front End A/C	Engine Performance Engine Repair Automatic Transmission Standard Transmission
	\$26.00	Inspection License Brakes Electrical Front End A/C Engine Performance	Engine Repair Automatic Transmission Standard Transmission L-1

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