

Standardized Payment Chart: Role-Based Tiers

Level	Title	Base Hourly Rate	Experience	Skill/Knowledge	Client Feedback	Other Notes
1	Junior / Trainee	\$18-\$22	0-1 year	Basic task knowledge	Not yet applicable	Onboarding & supervision phase
2	Technician / Staff Level 1	\$22-\$26	1-2 years	Can work independently	Neutral to positive	Regular training continues
3	Senior Technician / Lead	\$26-\$32	2-4 years	Strong technical skills	Mostly positive	Eligible for bonuses
4	Specialist / Expert	\$32-\$40	4-6 years	High-level problem solving	Consistently positive	May train or mentor others
5	Team Lead / Supervisor	\$40-\$50	5+ years	Leadership + expertise	Trusted by clients	Oversees a team or projects

Performance-Based Adjustments

Factor	Adjustment
5-star customer reviews	+\$1/hr or bonus
Peer/team feedback	+\$0.50/hr annually
Attendance & reliability	+\$1/hr after 12 months
Certifications earned	+\$1-\$3/hr depending on skill level

Redlines That Block Raises

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Repeated client complaints
Missed deadlines or poor communication
Ignoring company procedures
Lack of progress or refusal to improve skills