



The Ultimate Pay For Performance Guide

Types of Pay Plans for Cleaning Professionals



Hourly

Pay cleaning professionals one hourly rate for the entire day



Split Hourly

Apply a high hourly rate while cleaning professionals are in a home and a lower hourly rate while between homes



Commission

Pay cleaning professionals a percentage of the revenue they generate off of each home



Job Ticket Hour

Pay cleaning professionals an hourly rate applied to the estimated number of hours (allowed hours) to clean the home

Incentive Pay Plans for Cleaning Professionals

Commission and Job Ticket Hour create an incentive for cleaning professional to meet the scope of work as quickly as possible, saving time and creating the opportunity to clean more homes and generate more revenue per day.

Must calculate pay on each home and add up pay for pay period, ensuring that minimum wage and overtime rules are met – software helps make this manageable.

Must determine rates to pay in order to create an incentive to be productive while still controlling labor costs:

Commission

Percent of Revenue

Job Ticket Hour

Dollars per Allowed Job Hour

How Much Should I Pay?

Determine
Target Hourly
Rate



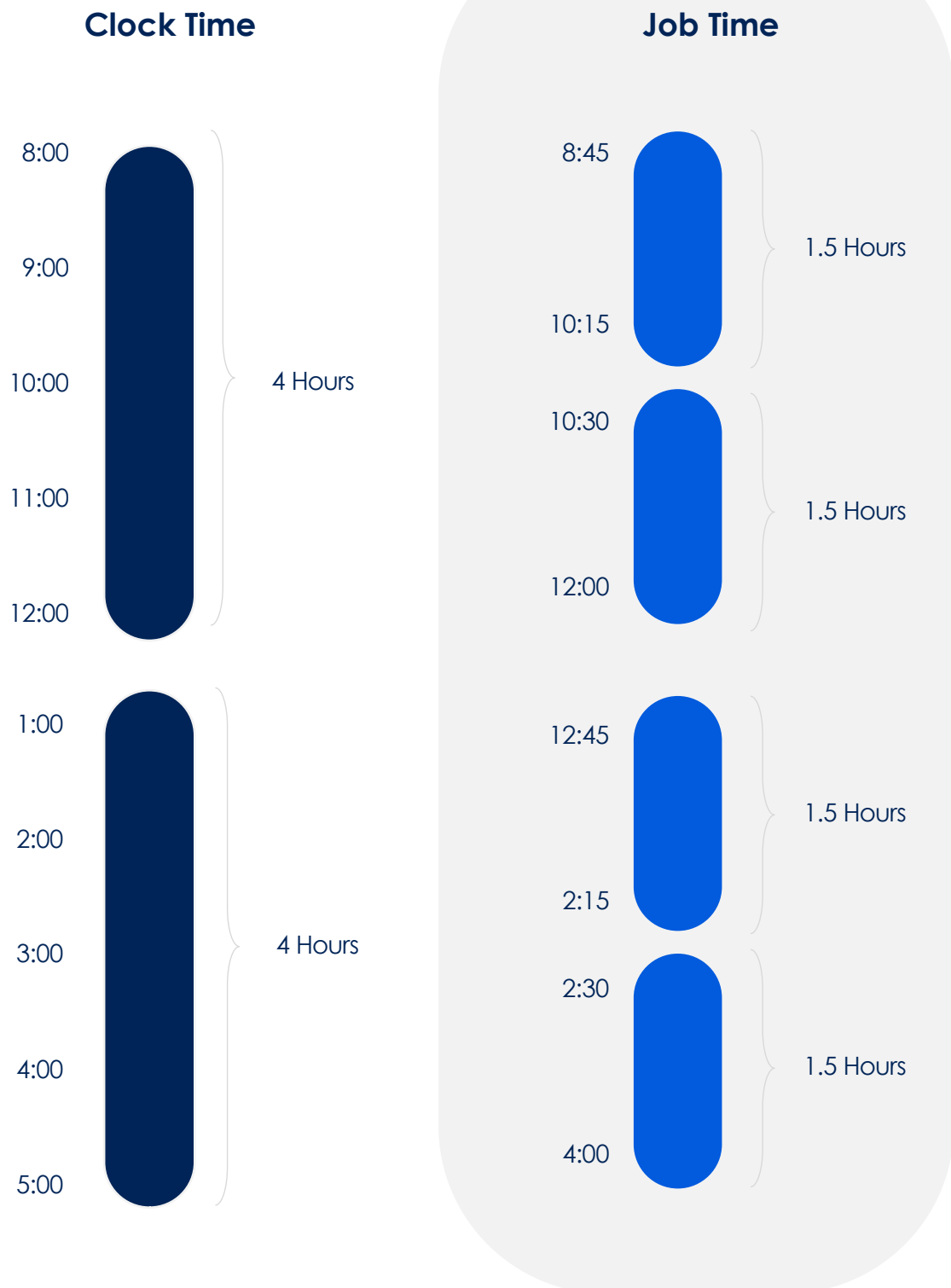
Shop pay rates of
competitors and
comparable job.



U.S. Bureau of
Labor Statistics

[Click here](#)

Converting Clock Pay to Job Pay



Convert Target Hourly Rate

1

Average Revenue / Job Hour (Avg Rev/JH)

2

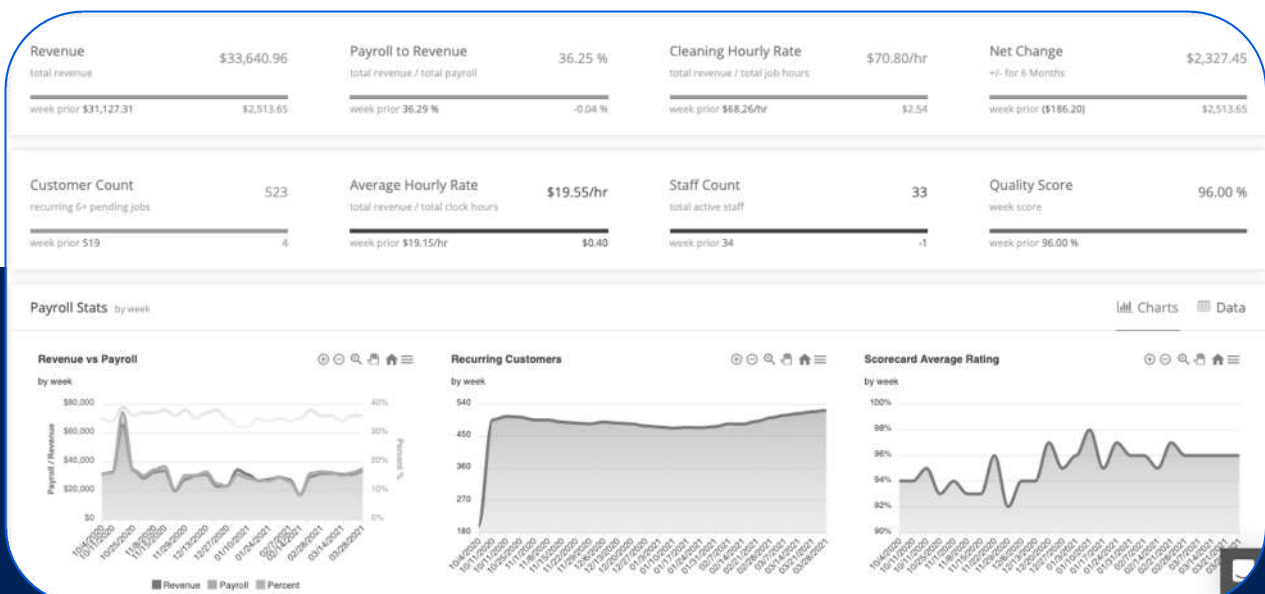
Efficiency Factor = Average Time in Home/Average Time Worked (E)

3

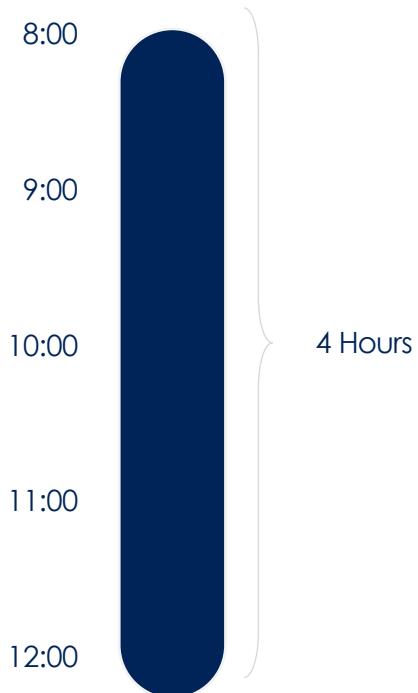
Calculate Average Revenue/Clock Hour (Avg Rev/CH) = (Avg Rev/JH) x (E)

4

Calculate Commission Percentage = (Target Hourly Rate)/(Avg Rev/CH)

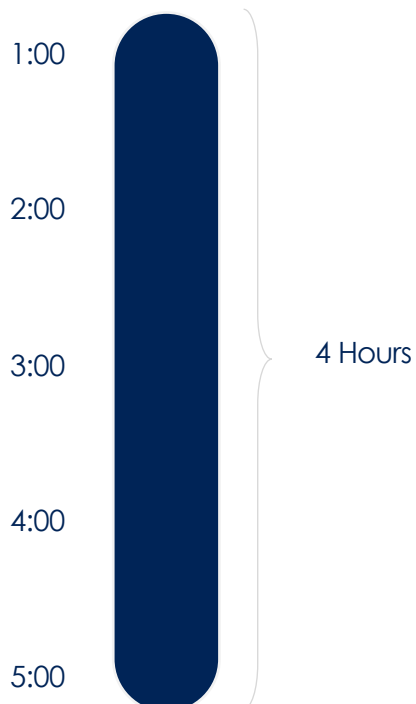


Clock Hours

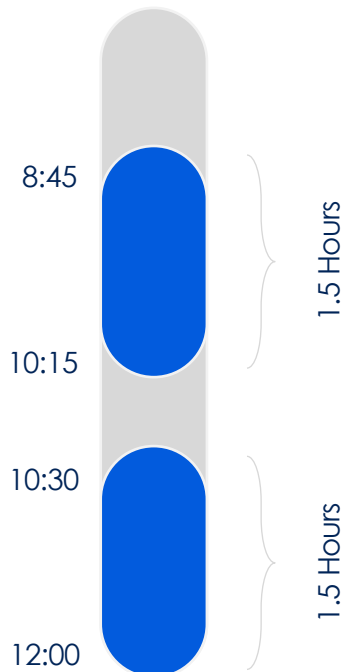


2 Cleaning Professionals
X 8 Clock Hours

= 16 Clock Hours

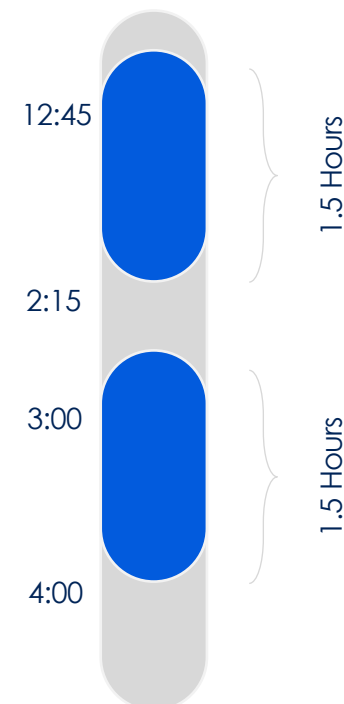


Job Hours

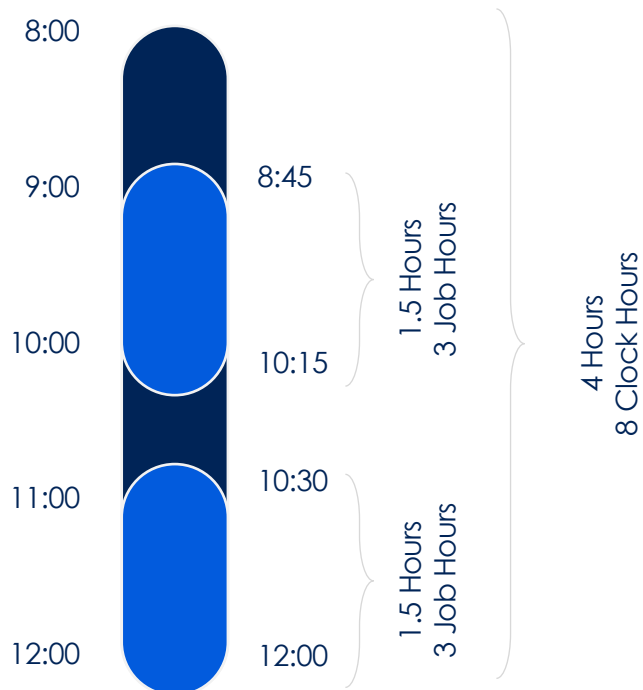


2 Cleaning Professionals
X 1.5 Clock Hours on Job
= 3 Job Hours
X 4 Jobs

= 12 Job Hours for the Day



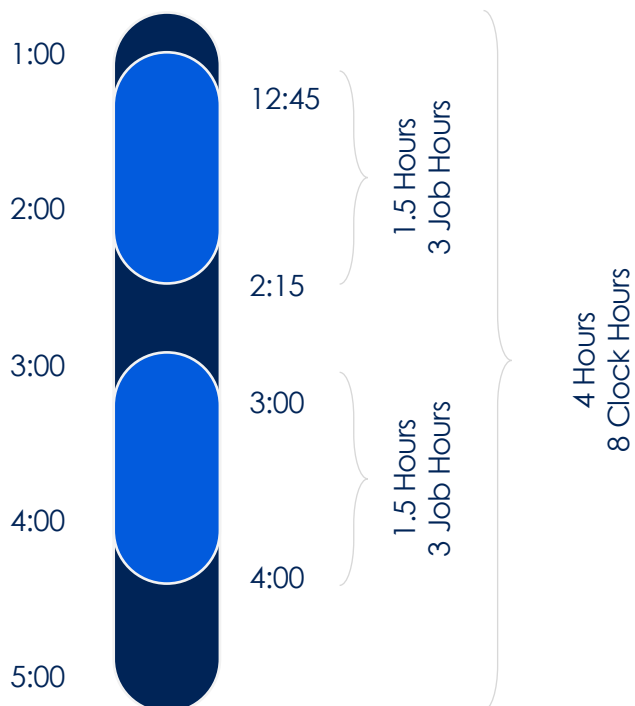
Efficiency Factor



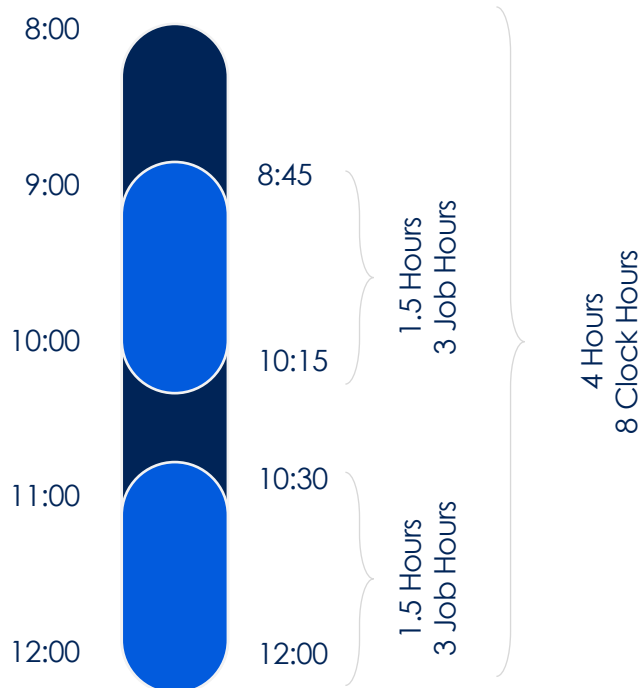
Total Job Hours = (3 Job Hours x 4 Jobs) = 12 Hours

Total Clock Hours = (2 Cleaning Professionals x 8 Hours) = 16 Hours

Efficiency Factor = 12 Job Hours / 16 Clock Hours = 75%



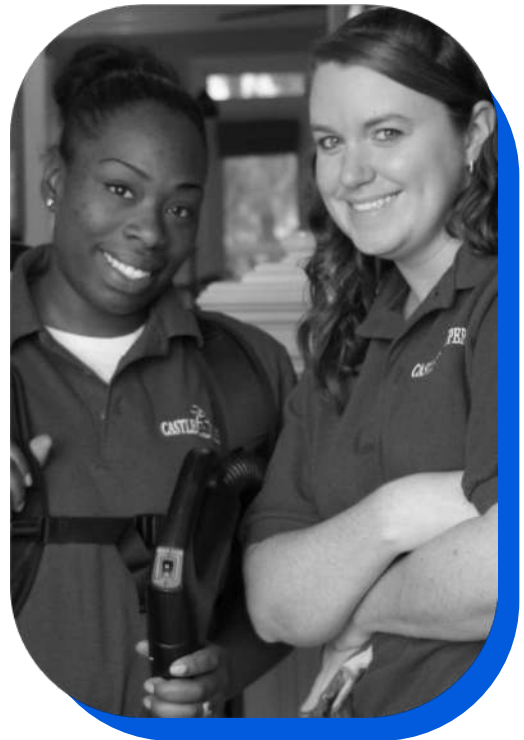
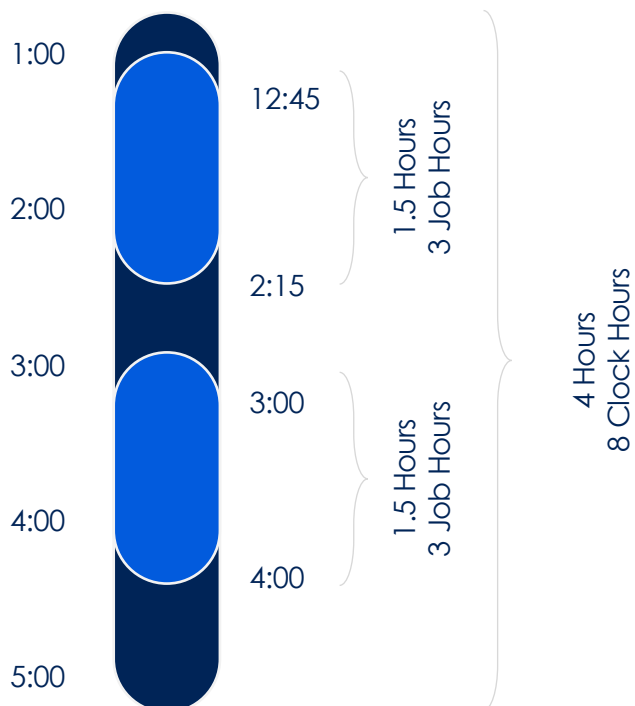
Revenue/**Job** Hour



Total Revenue = (\$150 Per Job x 4 Jobs) = \$600

Total Job Hours = (3 Job Hours x 4 Jobs) = 12 Hours

Revenue/Job Hour = \$600/12 Hours = \$50/Job Hour



Commission Example

\$50

per hour

Average Revenue/Job Hour

75%

Efficiency Factor

\$37.50

per clock hour

Average Revenue/Clock Hour
= \$50/Job Hour x 0.75

\$15

per clock hour

Average Revenue/Job Hour

40%

% Commission = (\$15 Pay/Clock Hour)/(\$37.50 Revenue/Clock Hour)

Job Ticket Hour Example

Target Pay = \$15/Clock Hour

Efficiency Factor = 75%

Pay Per Job Ticket Hour = Target Pay/Efficiency Factor

=

$$(\$15/\text{Hr})/(0.75) = \$20/\text{Hr}$$

Average Revenue/Job Hour



Revenue

Money clients pay
your company for
house cleaning
services



Job Hours

Total Labor Hours
spent cleaning
homes



Example

2 cleaning
professionals each
spend 3 hours
cleaning a home = 6
labor hours

Allowed Hours



\$50/hr

Average Revenue/Job Hour



70%

Efficiency Factor



\$13
Per Clock Hours

Target Pay



\$18.57
per Allowed Hour

Hourly Rate per Allowed Hour
= (\$13 Pay/Clock Hour)/(70%
Efficiency Factor) =

Last Name	Total Job Hours	Paid Job Hours	Total Allowed Hours	Paid Allowed Hours	Drive & Office Hours	Clock Hours	Commission Pay	Team Hourly + Travel Pay
Barton	31.53	0	38.19	0	9.36	40.89	\$784.51	\$0.00
Goff	21.32	0	36.6	0	5.16	26.48	\$760.86	\$0.00
Russo	31.7	0	36.15	0	11.3	43	\$755.55	\$0.00
Leuther	30	0	35.82	0	6.74	36.74	\$700.39	\$0.00
Flesch	34.39	0	34.5	0	8.31	42.7	\$690.23	\$0.00
Leuther	22.22	0	32.86	0	6.52	28.74	\$641.03	\$0.00
Unnerstall	26.11	15	32.64	0	2.55	28.66	\$317.60	\$210.00
Jones	27.52	0	32.31	0	9.55	37.07	\$655.61	\$0.00
Smith	33.17	0	31.14	0	6.31	39.48	\$641.96	\$0.00
Tate	27.03	0	30.3	0	9.37	36.4	\$640.67	\$0.00
Fink	21.58	0	30.16	0	6.64	28.22	\$618.47	\$0.00
Dominici	27.12	0	27.02	0	13.66	40.78	\$583.95	\$0.00
Rosario De Serrata	27.12	0	27.02	0	13.94	41.06	\$523.33	\$0.00
Jara	28.66	0	26.42	0	11.07	39.73	\$621.86	\$0.00
Boris	29.21	0	25.66	0	4.62	33.83	\$615.37	\$0.00
George	24.83	0	24.87	0	8.82	33.65	\$495.74	\$0.00
Perkins	21.17	0	23.04	0	6.92	28.09	\$555.05	\$0.00
George	0	0	0	0	36.97	36.97	\$0.00	\$0.00

Notes

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Takeaways

Actions

Communication

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Takeaways

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Communication

