

# Salon AU Commission Stylist Compensation & Benefits

## Compensation Overview

- Commission Stylists are paid monthly.
- Credit Card Tips: Paid on paycheck.
- Cash Tips: 100% yours to keep.
- Base Pay: \$7.25/hr (Iowa minimum wage) for all new hires.
  - Increases available after the 90-day Rising Star Period (probation/training phase).
  - NO OVERTIME allowed

## Part-Time Stylists

### Schedule & Pay

- Up to 25 hours/week (shared station).
- Equivalent base: \$182/week (25 hrs x \$7.25).
- Expected schedule: 3 days/week behind the chair (BTC).  
If the stylist is slower and not busy there could be days where we cut your hours short.  
So it's super important to put in the hard work to gain a clientele on your end too.

### Paid & Unpaid Time Off

- 5 MTO (My Time Off) days/year @ base pay.
- Birthday: Paid day off @ base pay.
- 5 Sick Days/year (unpaid).
- 1 Mental Health Day one per month (unpaid).

- Maternity Leave: 3 weeks paid @ base hourly rate.
- Holidays: All major holidays off (unpaid unless using MTO).

#### Additional Benefits

- Paid 1:1 meetings & salon events @ base pay.
- Optional front desk hours available @ base pay (while building clientele). Cleaning, Laundry is part of those duties. I will only allow 30 mins of social media scrolling as long as its work related. At any time I can ask to show what you are working on during that time. When front desk duties are done you can shadow a stylist or help assist them. However if anyone walks in it will be your signal to go greet the client and check them in.

#### Performance-Based Growth

- Base pay & commission % reviewed every 6–12 months.
- Increases granted if benchmarks are met at least 80% of the time.

## Full-Time Stylists

#### Schedule & Pay

- 40 hours/week (dedicated station).
- Equivalent base: \$290/week (40 hrs x \$7.25).

#### Paid & Unpaid Time Off

- 10 MTO days/year @ base pay.
- Birthday: Paid day off @ base pay.
- 5 Sick Days/year (unpaid).
- 1 Mental Health Day one per month (unpaid).
- Maternity Leave: 8 weeks paid @ base hourly rate.

- Holidays: All major holidays off (unpaid unless using MTO).

#### Additional Benefits

- Paid 1:1 meetings & salon events @ base pay.
- Optional front desk hours available @ base pay (while building clientele).

#### Performance-Based Growth

- Base pay & commission % reviewed every 3 months (if benchmarks met 75% of the time) or every 6 months (if benchmarks met 50% of the time).

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## Anniversary Benefits

After 1 year with Salon AU, stylists are eligible for additional paid/unpaid leave benefits (extra MTO, sick days, mental health days, and extended ML) based on overall performance.

## Commission Structure (Service Sales)

Commission is based on weekly & monthly service sales.

Evaluated quarterly & must be consistent before jumping commission rates.

<b>Commission %</b>	<b>Weekly Sales</b>
30%	\$500 – \$1,000
35%	\$1,001 – \$2,000

40%	\$2,001 – \$3,000
45%	\$3,001 – \$4,000
50%	\$4,001 – \$5,000
55%	\$5,001 – \$6,000
60%	\$6,001 – \$7,000
65%	\$7,001 – \$8,000
70%	\$8,001+

## **Retail Commissions (Monthly)**

<b>Retail Sales</b>	<b>Commission %</b>
\$100 – \$250	5%
\$251 – \$500	10%

\$501 – \$799	15%
\$800 – \$999	20%
\$1,000+	25%

## Base Pay Tiers (Performance-Based)

Base hourly pay increases as performance and commission levels rise:

- 30% – 40% commission → \$7.25 – \$9.00/hr > Part Time hours
- 45% – 55% commission → \$10.00 – \$12.00/hr > Part Time hours / Full Time hours @ (\$3000 weekly gross sales)
- 60% – 70% commission → \$15.00 – \$25.00/hr > Full Time hours

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## Income Expectations (First 90 Days)

- Part-Time Stylist: \$500 – \$700/week service sales (30% commission + retail).
- Full-Time Stylist: \$1,500 – \$2,500/week service sales (45% commission + retail).

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## Growth Path (Salon AU Goal for All Stylists within 3 Years)

- 70% Service Commission

- \$15–\$25/hr Base Pay
- 25% Retail Commission

## **Benchmarks & Expectations – Salon AU Stylists**

To ensure continued growth, professionalism, and alignment with Salon AU's luxury standards, stylists are expected to consistently meet the following but not limited benchmarks:

### **Performance & Client Care**

- Achieve income goals consistently, as outlined by Salon AU.
- Maintain an 80%+ rebooking rate across all services.
- Acquire a minimum of 3–5 new clients per month.
- Ensure 60%+ of new clients return within 90 days.
- Uphold a service redo rate of under 2–3%.
- Deliver exceptional client experiences that generate 5+ positive reviews per month (Salon AU and personal platforms).

### **Service Excellence**

- Consistently provide and recommend luxury add-ons (waxing, massage chair, head spa, nail services, etc.).
- Maintain an average service ticket of \$100+ per guest.
- Demonstrate ongoing growth in speed and efficiency, without compromising quality.
- Showing up and ready to go looking professional and confident for your clients. Rule of thumb is 10-15mins early to set up.
- Reading and following Salon Au handbook and opening/closing check lists.

## **Brand Presence & Promotion**

- Build and share social media content 1–2x per week, tagging Salon AU, without reminders.
- Actively participate in at least one salon promotion or event per quarter.
- Serve as a positive brand ambassador both inside and outside the salon.

## **Education & Development**

- Attend all paid educational events provided by Salon AU.
- Expand skills by learning at least one new technique or service per year.
- Contribute to team growth by sharing knowledge and presenting at least one idea quarterly in meetings.

## **Business & Sales Goals**

- Track and review personal service goals monthly against established benchmarks.
- Meet combined retail + service sales goals (set by Michelle; e.g., \$5K for FT, \$2.5K for PT).
- Maintain a consistent booking rate of 80%+ of available hours.

## **Teamwork & Salon Contribution**

- Participate fully in team meetings and salon culture.
- Complete assigned daily/weekly salon duties (laundry, cleaning, stocking, front desk support when scheduled).

# Stylist Expectations:

## Benchmarks & expectations:

- Income goals are being met consistently
- 80%+ rebooking rate
- 3-5 new client per month (minimum)
- Client return rate: 60%+ of new clients come back within 90 days.
- Consistent 5-star reviews or positive client feedback on Salon Au & their own socials review platforms (shoot for 5 a month)
- Consistently offers luxury add-ons
- >Waxing, massage chair, referrals to head spa &/or nails
- Maintains a consistent average ticket of (\$100+ amount per guest).
- Builds and posts social media content 1–2x per week that tags Salon AU with out having to be told
- Participates in at least 1 salon-promo or event per quarter as a team.
- Comes to all paid educational events & expands skill set: learns 1 new technique/service per year.
- Demonstrates growth in speed and efficiency without sacrificing quality.
- Keeps service redo rate under 2–3%.
- Hits monthly retail + service sales combo goal (ex: \$5K FT, \$2.5K PT). -set by Michelle
- Completes daily/weekly salon duties (laundry, cleaning, stocking) if doing front desk
- Participates in team meetings and shares at least 1 idea quarterly.
- Acts as a positive brand ambassador in and out of the salon.
- Being booked 80%+ of available hours.
- Contributing to Salon AU's VIP/Golden Fans community (IG posts, stories, giveaways).
- Achieving personal retail/service milestones (ex: \$50K in annual sales).
- Getting mentioned by name in 5-star reviews at least 2x per quarter.

## Hourly Breakdown

PT/FT Base Pay X Hrs = wkly \$ & per month \$

PT \$7.25 x25hrs = \$182 x4wk/5wk \$728/\$910

PT \$8.25 x25hrs = \$207 x4wk/5wk \$828/\$1035

PT \$9.00 x25hrs = \$225 x4wk/5wk \$900/\$1125

PT/FT \$10.00 x25-40hrs=\$250-\$400 (\$1000-\$1600+)

PT/FT \$11.00 x25-40hrs=\$275-\$440 (\$1100-\$1760+)

PT/FT \$12.00 x25-40hrs=\$300-\$480 (\$1200-\$1920+)

FT \$15.00 x40hrs = \$600 x4wk/5wk \$2400/\$3000

FT \$20.00 x40hrs = \$800 x4wk/5wk \$3200/\$4000

FT \$25.00 x40hrs = \$1000 x4wk/5wk \$4000/\$5000

## Using this performance based method as stated above:

>30% – 40% commission → \$7.25 – \$9.00/hr > Part Time hours

>45% – 55% commission → \$10.00 – \$12.00/hr > Part Time hours / Full Time hours

>60% – 70% commission → \$15.00 – \$25.00/hr > Full Time hours

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Stylist is doing \$500-\$1000 wk in gross sales

>Part Time 30% – 40% commission → \$7.25 – \$9.00/hr 25hrs week

Stylist is doing \$2000-\$4000 wk in gross sales

>Part Time / Full Time 45% – 55% commission → \$10.00 – \$12.00/hr 25-40hrs week

Stylist is doing \$6000-\$8000+ wk in gross sales

>Part Time / Full Time 60% – 70% commission → \$15.00 – \$25.00/hr 25-40hrs week

## Examples:

### Part Time: 25 hrs week

Gross Sales Brought In to the salon wkly: lets say you do

\$1000wk in gross sales x30% commission rate = \$300wk

X 4wks = (sales \$4000 X30% = \$1200month)

### VS

Base pay (\$7.25/hr x25hrs wk = \$182) X4wks = \$728 month

***so commission would be greater than your hourly base pay.***

\$2000wk gross sales x35% + \$700wk X4wks = \$2800 month

vs base pay (\$7.25/hr x25hrs = \$182) X4 wks = \$728 month

> As long as you are bringing in more gross sales over your base pay you will always come out more with your commission rate.

### **Full Time 40 hours wk:**

Gross Sales Brought In to the salon wkly: lets say you do

\$4000wk in gross sales x55% commission rate = \$2200wk

X 4wks = (sales \$16000 X55% = \$8800month)

### **VS**

Base pay (\$12/hr x40hrs wk = \$480) X4wks = \$1920 month

***so commission would be greater than your hourly base pay.***

Another example:

\$8000wk gross sales x70% + \$5600wk X4wks = \$22,400 month

vs base pay (\$25/hr x40hrs = \$1000) X4 wks = \$4000 month

> As long as you are bringing in more gross sales over your base pay you will always come out more with your commission rate.

**My promise to you is I will never cut your % rate or your base hourly rate if you have a bad week or month. However if you do show a decline in productivity and it's consistent in a 3 month period then there will be a conversation to be had and your hours will possibly be adjusted until you can reach your benchmark goals. To have a higher commission % your gross income needs to reflect it in order for me to justify the hours given to you as opportunities.**

**Training Pay Acknowledgment Form:**

**During the training process or onboarding/orientation if the stylists quits before their official first day of work or with in that first 90 days of employment. The stylist will need to reimburse Salon Au for any marketing materials such as flyers or business cards that were specifically ordered for said stylist.**

**I (stylists name) \_\_\_\_\_ understand and agree if such a situation happens where I decide to not join Salon Au that I will reimburse for cost of marketing materials.**

**Date: \_\_\_\_\_**

**Owner: \_\_\_\_\_**

**Employee Letter of intent & agreement on working at Salon Au**

**Stylist Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Agreement of Pay per hour/base pay:** \_\_\_\_\_

**Commission Rate:** \_\_\_\_\_

**I understand that these numbers above are based on specific data that we talked about in our interview and onboarding session. I understand that after my 30, 60 & 90 day 1:1 I could potentially receive a pay upgrade based on my benchmarks set by the salon to achieve during this time.**

**NOTES:**

**Salon Owner:** \_\_\_\_\_

**Date:** \_\_\_\_\_