

Personal Training Compensation Plan

“The Way it Works”

Date: May 1, 2020

To: Personal Training Managers and Personal Trainers

From: Vice-President of Personal Training

When trainers invest more time and effort in the department, they should be compensated at a higher rate. Also taken into consideration was simplifying ways for trainers to maximize their pay. The updated personal trainer compensation plan include adding a session hours trained bonus and expanding the fitness consultation plan.

Session Hours Trained Bonus

Session Hours monthly bonus is available each month to eligible personal trainers who are in good standing with The Alaska Club. Bonus is based on hours trained to keep it fair and even. Hours counted towards bonus are any hours with client or clients training. Group sessions count for multiple hours. Example: a 60 minutes session with 2 clients would count as 2 hours towards bonus. Hours that do not count include:

- Complimentary sessions
- Fitness consultation sessions
- Team Training Sessions

Each level has its own bonus structure. This bonus will be paid out once payroll for all days of the month have been submitted and approved by PTM.

Advanced Level Trainers	
Hours Trained	Bonus
80 – 99 hours	\$2 per hour
100+ hours	\$3 per hour

Expert Level Trainers	
Hours Trained	Bonus
40 – 59 hours	\$2 per hour
60 – 79 hours	\$3 per hour
80 – 99 hours	\$5 per hour
100 – 119 hours	\$6 per hour
120+ hours	\$7 per hour

Master Level Trainers	
Hours Trained	Bonus
40 – 59 hours	\$3 per hour
60 – 79 hours	\$4 per hour
80 – 99 hours	\$7 per hour
100 – 119 hours	\$8 per hour
120+ hours	\$10 per hour

Fitness Consultation Compensation Expanded

Finding new clients or upgrading current clients will help grow a trainer's client base to earn a higher session bonus. Adding in new tiers for EFT PT packages allows trainers to increase monthly wages. EFT sales commission will be based on total contract value for the month. Legacy sales commission will be based on each new package sold.

Commission Rate	Monthly Contract Value
2% Commission	\$0-\$14,999
5% Commission	\$15,000-\$24,999
7% Commission	\$25,000+

EFT Commission Example: Amy sells \$14,500 in contract value, earning her 2% commission rate. Amy's FC commission would be \$290. Sue sells \$15,250 in contract value, earning her 5% commission rate. Sue's FC commission would be \$762.50. By selling \$750 more in contract value, Sue reaches the next commission bracket and earns \$472.50 more.