

Stylist Comp Quick Reference

A four-model reference for the conversation that decides whether a stylist stays or leaves.

Pure commission	New salon, can't guarantee hours yet. Stylist owns book; salon owns clients.
Hourly + retail %	Established book. Predictable cost. Lower upside for stylist.
Hybrid (salary + %)	Best for most established salons. Salary floor, commission above a threshold. Protects floor, rewards growth.
Booth rent	Mature stylists, low overhead. Salon collects fixed rent; stylist runs the rest as a micro-business.

DECISION RULE

Match the model to the stylist's career stage — not the salon's margin target.

- Top performer? Hybrid.
- Junior with no book? Hourly + retail.
- Booked-out senior? Booth rent or generous hybrid.

Never change a comp model after a payroll run. Two weeks notice, in writing, plan the transition like a hire conversation.