SETTING YOUR LABOR RATE (EXAMPLE)

WAGE	The actual hourly cost of your techs: 22%-30% of the rate you charge customers	•	\$35/HR
BENEFITS	The typical benefits load: 22-24% of wage	•	24%
FULLY LOADED HOURLY COST	Average tech hourly wage multiplied by one plus the benefit load: 35 x (1+.24) = 43.4	•	\$ 44
EXPECTED MARGIN	A benchmark target—determine after you research and calculate your overhead.	•	60%
HOURLY LABOR RATE	Your fully loaded cost, divided by one minus your expected margin: \$44 / (1-60%) = \$109.55	•	\$109.55/HR



General Motors Labor Rate Guide

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