

# SETTING YOUR LABOR RATE (EXAMPLE)

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

# Labor Rate Manual

**N Colangelo**



## **Labor Rate Manual:**

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