

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: $35 \times (1 + .24) = 43.4$	➡	\$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

Auto Flat Rate Labor Guide Heavy Trucks

Mark Stinson, John Hunt



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