

# SETTING YOUR LABOR RATE (EXAMPLE)

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

# Auto Flat Rate Labor Guide Reference

**Raffaela Di Napoli**



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