

# SETTING YOUR LABOR RATE (EXAMPLE)

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

# Labor Rate Guide

**Daniela Niemeyer**

A red circular graphic with a gradient, appearing as a partial circle or a stylized arrow pointing to the right, located to the right of the author's name.

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