# 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<br>HOURLY COST | Average tech hourly wage multiplied by one plus the benefit load: 35 x (1+.24) = 43.4        | • | \$ <b>44</b> |
| EXPECTED<br>MARGIN          | A benchmark target—determine after you research and calculate your overhead.                 | - | 60%          |
| HOURLY<br>LABOR RATE        | Your fully loaded cost, divided by one minus your expected margin: \$44 / (1-60%) = \$109.55 | - | \$109.55/HR  |



# **Kubota Flat Rate Labor Guide**

**Kathleen Armour** 

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