

# SETTING YOUR LABOR RATE (EXAMPLE)

\$35/HR

## WAGE

The actual hourly cost of your techs:  
22%-30% of the rate you charge customers

## 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

# Bmw Labor Rate Guide

**Commerce Clearing House**

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*Case Research Journal* ,2002    **Guide to Japan's Auto Industry, Facts & Info** ,1988    Spurr's Guide to Upgrading

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**Business Franchise Guide** Commerce Clearing House,1980    *Automotive News* ,2008    Automobile Quarterly

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industry *Consumers Digest* ,2001 **Official Export Guide** North American Publishing Company,1995 Federal Register ,2013-12 *Daily Labor Report* ,2003-08 **Government Reports Announcements & Index** ,1993-07

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*Ulrich's Periodicals Directory* ,1983 **Reader's Guide to Periodical Literature Supplement**,1953

**Construction Labor Report** ,1993-03

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