

PTO Calculator™

This calculator is an advanced financial tool for estimating the true impact of non-productive and training expenditures on labor cost. It simplifies the complex tasks of estimating the percent of salaries that need to be allocated to labor budgets due to vacations, sick, absences, attrition rates, etc.

- With The PTO Calculator™ you can estimate non-productive labor cost and monitor the impact of attrition rates and hiring practices.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Open Labor Cost										
Total Salaries and Wages	\$ 3,809,000	\$ 3,773,000	\$ 3,820,000	\$ 3,850,000	\$ 3,773,000	\$ 3,810,000	\$ 3,770,000	\$ 3,810,000	\$ 3,770,000	\$ 3,810,000
Total Fringe Benefits	\$ 54,300	\$ 53,000	\$ 53,500	\$ 54,000	\$ 53,500	\$ 54,000	\$ 53,500	\$ 54,000	\$ 53,500	\$ 54,000
Average Salary	\$ 215	\$ 210	\$ 215	\$ 218	\$ 212	\$ 215	\$ 210	\$ 215	\$ 210	\$ 215
New Hire Labor Cost										
Vacation	\$ 70,700.0	\$ 70,800.0	\$ 71,300.0	\$ 71,800.0	\$ 72,300.0	\$ 72,800.0	\$ 73,300.0	\$ 73,800.0	\$ 74,300.0	\$ 74,800.0
Holiday	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0	\$ 8,800.0
Education	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0	\$ 25,875.0
Total Non-Productive Expenses	\$ 105,375.0	\$ 105,475.0	\$ 105,975.0	\$ 106,475.0	\$ 106,975.0	\$ 107,475.0	\$ 107,975.0	\$ 108,475.0	\$ 108,975.0	\$ 109,475.0
Proportion of Non-Productive to Total Salary (%)	2.77%	2.79%	2.79%	2.79%	2.79%	2.79%	2.79%	2.79%	2.79%	2.79%
Estimated Attrition/Control Measures										
Number of New Employees Hired	10	10	10	10	10	10	10	10	10	10
Number of Total Employees	25	25	25	25	25	25	25	25	25	25
Filled FTE	9.2	9.2	9.2	9.2	9.2	9.2	9.2	9.2	9.2	9.2
Estimated Attrition Rate for Cost Center	38.0%	38.0%	38.0%	38.0%	38.0%	38.0%	38.0%	38.0%	38.0%	38.0%
Head Count Multiplier	14	14	14	14	14	14	14	14	14	14
People to Hire Now	11	11	11	11	11	11	11	11	11	11
Hours Training Per New Hire	28.0	28.0	28.0	28.0	28.0	28.0	28.0	28.0	28.0	28.0
Total Hours of Training for New Hires	308.0	308.0	308.0	308.0	308.0	308.0	308.0	308.0	308.0	308.0
Average Salary	\$ 22.84	\$ 22.84	\$ 22.84	\$ 22.84	\$ 22.84	\$ 22.84	\$ 22.84	\$ 22.84	\$ 22.84	\$ 22.84
Total New Hire Training Cost	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2	\$ 7,031.2
Estimated Attrition/Control Measures										
Hours of Training Continuing Employees	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0
Total Continuing Employees	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0
Total Hours of Training Continuing Employees	405.0	405.0	405.0	405.0	405.0	405.0	405.0	405.0	405.0	405.0
Total Current Employee Training Cost	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2	\$ 9,286.2
Total Training Costs										
Total Training Costs	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4	\$ 16,317.4
Proportion of Training to Total Salary (%)	0.43%	0.43%	0.43%	0.43%	0.43%	0.43%	0.43%	0.43%	0.43%	0.43%
Total Salaries & PTO	\$ 3,914,375.0	\$ 3,878,475.0	\$ 3,925,975.0	\$ 3,956,475.0	\$ 3,875,975.0	\$ 3,917,475.0	\$ 3,873,975.0	\$ 3,918,475.0	\$ 3,873,975.0	\$ 3,919,475.0

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