## COST OF E

#### **CURRENT EMPLOYEE COST**

**Annual Base Salary** 

**Annual Benefits Cost** 

Daily Cost (Salary + Benefits)

# VACANCY COSTS / LOSS OF PRODUCTIVITY FROM OTHER EMPLOYEES FILLING IN FOR THE VACANT POSITION

Daily Cost of Covering for the Position

# of Days Position Vacant

Total Cost to "Cover" Position

#### SEPERATION COST & COST TO HIRE REPLACEMENT

HR or Hiring Manager Salary

HR or Hiring Manager Hourly Rate

Departing Employee - Exit Interview Cost

Departing Employee - Other Seperation Costs

New Hire - Resume Screening (Hours)

New Hire - Interviews (Hours)

Total Hours to Fill Position

New Hire - Advertising Costs

New Hire - Other Admin Costs

**Separation Cost & Cost to Hire Replacement** 

#### **NEW HIRE TRAINING COST**

Mentor or Manager Salary

Mentor or Manager Onboarding Daily Rate

**Total Training Days Consumed** 

**Other Training Costs** 

**Total New Hire Training Cost** 

#### DAYS TO PREVIOUS PRODUCTIVITY

Daily Employee Cost

Days to 100% Productivity

Average Projected Loss in Revenue

**Productivity Loss Cost** 

CALCULATION FORMULA = (based on 90 day vacancy)

**TOTAL COST OF TURNOV** 

# MPLOYEE T

### COST

\$45,000.00 \$13,500.00 **\$248.94** 

### COST

\$92.11 90.00 **\$8,289.57** 

## COST

\$75,000.00 \$42.55 \$127.66 \$500.00 20.00 10.00 30.00 \$500.00 \$200.00 \$2,104.26

## COST

\$150,000.00 \$638.30

10.00

\$500.00

\$6,882.98

## COST

\$248.94

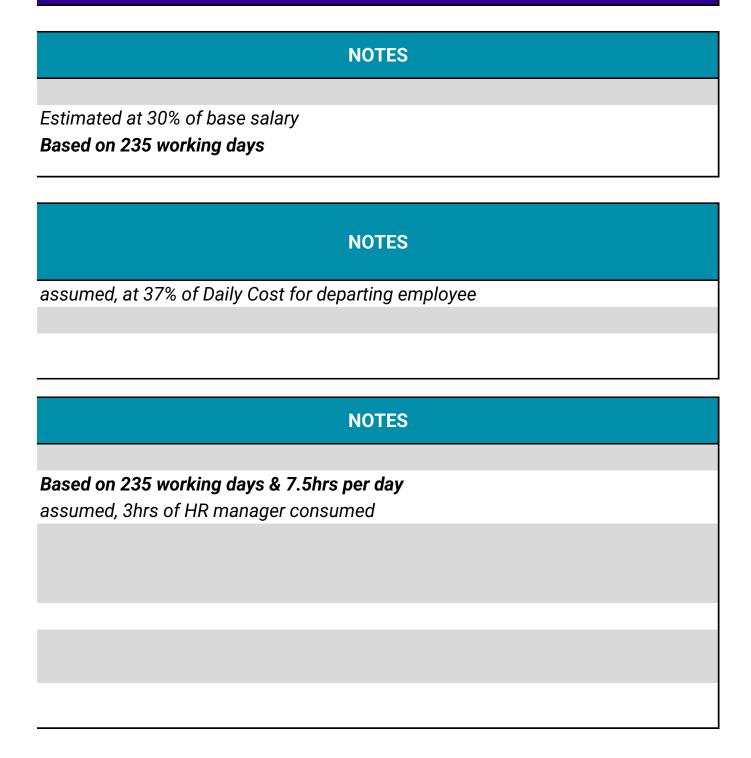
90.00

\$100.00

\$20,202.13

ER

## URNOVER CALCULATOR



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Based on 235 working days

#### **NOTES**

Daily Cost of new hire at same rate as departing employee

Average difference in revenue per day between employee at 100% versus new employee. Enter dollar amount.

Prior to reaching 100%, assume individual performs at 50% of replaced employee

[Cost to "Cover" Position + Cost to Hire Replacement + Vacancy Costs + New Hire Training Cost + Productivity Loss Cost]

\$37,478.94