

Harris Affinity Cost Savings



Employee

Base Salary		86.500
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Benefits		30.161
FICA	6.617	
Health Insurance	10.080	
Life Insurance	120	
Retirement	2.163	
Education	800	
Professional	400	
PTO	9.981	
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Equipment		1.167
Facility		2.432
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Total		120.259
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Risk: Turnover Cost		54.063
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		174.321,69
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Disruption of Service:	Unknown Risk	
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Unemployment Claims:	Risk of Increased Tax Rate	
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CaaS	80.000	
Annual Cost Reduction	40.259	33%
Over Five Years	201.296	



Rates and Variables

Benefits calculated %	34,87%	
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FICA Rate	7,65%	
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Monthly Cost and Employer contribution %	1.200	14.400 70%
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Coverage, Monthly Rate	129.750	10 12
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Employer contribution % of base salary	2,5%	
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Day and hourly rate	30	41,59
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Cost and life in years	3.500	3
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SqFt and Annual Rental Rate per SqFt	64	38
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Base salary per month and multiplier	7.208	7,50

Reference

- **Employee Training**
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- **Employee Turnover**
<https://www.peoplekeep.com/blog/bid/312123/employee-retention-the-real-cost-of-losing-an-employee>
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<https://web.mit.edu/e-club/hadzima/how-much-does-an-employee-cost.html>
- **Sr Cost Acct**
<https://www.ziprecruiter.com/Salaries/Senior-Cost-Accountant-Salary>
- **Financial Analyst**
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- **Benefit %**
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