

Harris Affinity Cost Savings



Employee

Base Salary **86.500**

Benefits **30.161**

FICA	6.617
Health Insurance	10.080
Life Insurance	120
Retirement	2.163
Education	800
Professional	400
PTO	9.981

Equipment **1.167**

Facility **2.432**

Total 120.259

Risk: Turnover Cost **54.063**

174.321,69

Disruption of Service: Unknown Risk

Unemployment Claims: Risk of Increased Tax Rate

CaaS	80.000	
Annual Cost Reduction	40.259	33%
Over Five Years	201.296	



Rates and Variables

Benefits calculated %
34,87%

FICA Rate
7,65%

Monthly Cost and Employer contribution %
1.200 14.400 70%

Coverage, Monthly Rate
129.750 10 12

Employer contribution % of base salary
2,5%

Day and hourly rate
30 41,59

Cost and life in years
3.500 3

SqFt and Annual Rental Rate per SqFt
64 38

Base salary per month and multiplier
7.208 7,50

Reference

- **Employee Training**
<https://www.patriotsoftware.com/blog/payroll/cost-training-employees-average/>
- **Life Insurance**
<https://www.nerdwallet.com/blog/insurance/average-life-insurance-rates/>
- **Employee Turnover**
<https://www.peoplekeep.com/blog/bid/312123/employee-retention-the-real-cost-of-losing-an-employee>
- **Cost of an Employee**
<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**
<https://money.usnews.com/careers/best-jobs/financial-analyst/salary>
- **Facility**
<https://www.squarefoot.com/leasopedia/dollars-cents-much-cost-rent-office-space/>
- **Benefit %**
<https://www.bls.gov/news.release/ecec.nr0.htm>