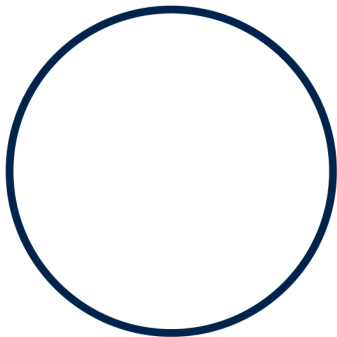




flexible WORKFORCE

COST CALCULATOR

1. EVALUATE YOUR LABOR COSTS



TOTAL MONTHLY SPEND

\$ _____ Wages _____%

\$ _____ Overtime _____%

\$ _____ Incentives _____%

↻ FILL IN YOUR LABOR COST PIE CHART

PRO TIP Overtime in excess of 3% is an opportunity to save money by inserting flexible workers.

AT A GLANCE

CHALLENGE

With limited funds, opportunities to save come from **reallocating** labor dollars to more cost effective methods of recruitment, retention, and shift coverage.

BENEFITS

- Decrease overall spend
- Improve retention
- Increase effectiveness of recruitment efforts

2. TRUE COST CALCULATOR

CNA

Hourly Wage \$ _____

Shift Diff. \$ _____

Overtime \$ _____

Pick Up Bonus \$ _____

Benefits & Taxes \$ _____

TOTAL \$ _____

FLEXIBLE WORKER
HOURLY RATE **\$25**

LPN/LVN

Hourly Wage \$ _____

Shift Diff. \$ _____

Overtime \$ _____

Pick Up Bonus \$ _____

Benefits & Taxes \$ _____

TOTAL \$ _____

FLEXIBLE WORKER
HOURLY RATE **\$35**

RN

Hourly Wage \$ _____

Shift Diff. \$ _____

Overtime \$ _____

Pick Up Bonus \$ _____

Benefits & Taxes \$ _____

TOTAL \$ _____

FLEXIBLE WORKER
HOURLY RATE **\$60**