

## Employee Benefit Calculator

Employee \_\_\_\_\_

Position \_\_\_\_\_

Year \_\_\_\_\_

Employed Since \_\_\_\_\_

Hourly Rate \_\_\_\_\_

Date Prepared \_\_\_\_\_

**1. Total hours for which the employee was paid.**

\_\_\_\_\_ regular hours in the year paid  
 + \_\_\_\_\_ overtime hours in the year paid  
 \_\_\_\_\_ hours per year paid (1)

**2. Holiday hours for which the employee was paid.**

\_\_\_\_\_ holidays in the year paid  
 x \_\_\_\_\_ hours per day  
 \_\_\_\_\_ holiday hours per year paid (2)

**3. Vacation hours for which the employee was paid.**

\_\_\_\_\_ vacation days in the year paid  
 x \_\_\_\_\_ hours per day  
 \_\_\_\_\_ vacation hours per year paid (3)

**4. Sick leave hours for which the employee was paid.**

\_\_\_\_\_ sick leave days in the year paid  
 x \_\_\_\_\_ hours per day  
 \_\_\_\_\_ sick leave hours per year paid (4)

**5. Miscellaneous hours for which the employee was paid.**

\_\_\_\_\_ miscellaneous days off in the year paid  
 x \_\_\_\_\_ hours per day  
 \_\_\_\_\_ miscellaneous hours per year paid (5)

**6. Add together each category of time off with pay**

(2 + 3 + 4 + 5)  
 \_\_\_\_\_ holiday hours per year (2)  
 \_\_\_\_\_ vacation hours per year (3)  
 \_\_\_\_\_ sick leave hours per year (4)  
 \_\_\_\_\_ miscellaneous hours per year (5)  
 \_\_\_\_\_ total hours off with pay (6)

**7. To determine total time the employee actually worked, subtract total time off with pay (6) from total hours for which employee was paid (1).**

\_\_\_\_\_ total hrs for which employee was paid (1)  
 - \_\_\_\_\_ total hours off with pay (6)  
 \_\_\_\_\_ total hours employee actually worked (7)

**8. \$ \_\_\_\_\_ Salary for hours actually worked**

(actual hours (7) times the regular or overtime hourly rate).

\$ \_\_\_\_\_ **Salary for holiday time (holiday hours**

(2) times the hourly rate).

\$ \_\_\_\_\_ **Salary for vacation time (vacation**

hours (3) times the hourly rate).

\$ \_\_\_\_\_ **Salary for sick leave time (sick leave**

hours (4) times hourly rate).

+ \$ \_\_\_\_\_ **Salary for miscellaneous time off**

(misc. hours (5) times the hourly rate).

\$ \_\_\_\_\_ **Total Salary Paid (8)**

Employee Benefit Calculator, continued...

**9. Benefits in addition to base salary:**

Incentive bonus	\$
Social security	\$
State unemployment insurance (if applicable)	\$
Uniform allowance	\$
Health club membership	\$
Worker's compensation insurance	\$
State disability insurance (if applicable)	\$
Medical insurance	\$
Dental insurance	\$
Medical / Dental care	\$
Medical / Dental reimbursement	\$
Life insurance	\$
Pension plan allocation	\$
Profit sharing allocation	\$
Keogh allocation	\$
Retirement plan gains (forfeitures)	\$
Continuing education	\$
Child day care	\$
Employee gift award	\$
Optical	\$
Vacation condominium cabin	\$
"Well" pay or unused sick days paid	\$
Parking	\$
Other:	\$
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<b>Total Benefits: (9)</b>	\$

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<b>10. Total Earnings =</b>	Total Salary Paid (8)	\$
	+ Total Benefits (9)	+ \$
	<b>Total Earnings (10)</b>	\$

<b>11. Hourly Value of Benefits =</b>	Total Benefits (9)	\$
	Hours Actually Worked (7)	÷ \$
	<b>Hourly Value of Benefits (11)</b>	

<b>12. Total Hourly Value of Salary + Benefits =</b>	Hourly Rate	\$
	+ Hourly Value of Benefits (11)	+ \$
	<b>Total Hourly Value of Salary + Benefits</b>	\$