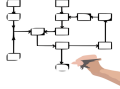




Work Process/ Labor Control



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Orientation Session for New Foodservice Directors
Presented by PDE in collaboration with Project PA



1

Labor Costs

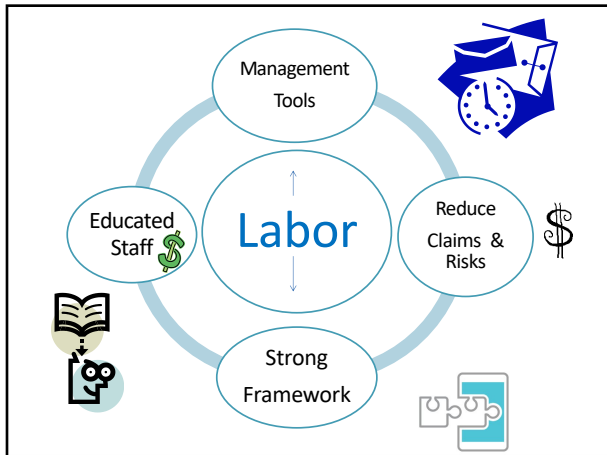
- Understand your Labor Costs 
- Percentage of Budget 
- Value of Retention 
- Scheduling Process

2

True Cost of Wages

1. Salary based on \$10.50 per hour 4.5 hours per day $45.00 \times 180 \text{ days} = \$8,505.00$
2. Cost of a substitute for days off: $\$10.00 \times 4.5 \text{ hrs.} \times 4 \text{ days} = \720.00
3. Fringe Benefits:
 - Employee meals valued at $\$3 \times 180 \text{ days} = \540
 - Employer taxes (15.2%) = \$1292
 - Health insurance: 0
 - Retirement: 17.25% = \$1467
 - Uniforms and laundry: \$200.00
 - Worker's Compensation and Employment Commission: $\$0.80 \text{ day} \times 180 = \144
4. TOTAL LABOR COSTS = $\$12,868$ or $\$71.48 = \15.88 per hour
5. If the part time employee is only productive 50% of the time, the real cost per productive hour is \$31.76

3



4

Management Tools:

Help you to Create:

- Structure
- Expectations
- Goals- Strategic Plan

Hiring Practices

- **Orientation** – 5 days = \$236.25
- **Training** – 6 hrs. = \$63. @

Retention

- **Job Descriptions**
- **Performance Evaluations**
- **Succession Plan**

5

Reduce Claims & Risks:

Add to Labor Costs....

Unemployment Claims = Hearings

- **Discrimination**
- **Harassment**

Attorney Costs

- **Workmen's Comp**

6

Strong Framework:

Framework holds it all together



Communicate Core Values

- Mission Statement

Utilize District Support

- Policies & Procedures

7

Educated Staff:

Educated Staff
"Buy - In"



Employee Driven

- Staffing Procedures

Understanding

- Efficient Work Process-
Accountability

Purpose



"Fish Philosophy"

8

Labor Control



Questions?

9
