Total Compensation and Site Value Calculator

WC-03 | Chapter 2 | Both | Version 1.0

Compare a season using household hours and costs. This is a planning worksheet, not an automatic calculator or a payroll and tax determination. Use the same period throughout.

Write in the spaces or click a blank field to type in Word.

Offer or campground	Season and weeks

Calculation	Your figures	Chapter 2 example
A. Total work hours for all adults		2 × 20 × 12 = 480
B. Gross cash pay for the season		480 × $18 = $8,640
C. Site value per month × months		$600 × 3 = $1,800
D. Added travel cost		$800
E. Added internet cost		$180
F. Added clothing and supplies		$120
G. Added costs = D + E + F		$1,100
H. Total exchange = B + C − G		$9,340
I. Cash before taxes = B − G		$7,540

Total exchange per hour = H ÷ A Example $19.46

Cash per hour before taxes = I ÷ A Example $15.71

If rates differ, calculate each person’s hours × rate and add the pay. Add other cash or benefits only once and label them. Use a realistic value for a site you would otherwise buy. Do not divide by zero hours.

Other benefits, costs, and assumptions

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Owner cost of the season

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Campground	Season

Base wages or contract payments for the season

Item	Cost and basis
1. Payroll taxes, workers compensation, insurance, and paperwork	
2. Site and forgone guest revenue	
3. Utilities, propane, laundry, and discounts	
4. Uniforms, tools, vehicles, safety gear, and supplies	
5. Paid training and trainer time	
6. Coverage for days off, illness, turnover, and peaks	
7. Recruiting and screening	

Total incremental cash cost

Separate site opportunity cost and occupancy assumption

Budget, coverage gap, and decision

Separate actual cash costs from opportunity costs. Avoid counting the same site cost twice. Site value here is not an authorized wage credit. Check applicable wage, lodging, overtime, classification, and tax rules with qualified advisers.

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