

THE TRUE COSTS of In-House Bookkeeping & Accounting



In-house bookkeeping & accounting employees could actually be costing you more while delivering less

AVERAGE IN-HOUSE BOOKKEEPING AND ACCOUNTING SALARIES

(*U.S. Average according to GlassDoor) [1]

\$42K
Base Salary

\$68K
Base Salary

\$143K
Base Salary



FULL CHARGE BOOKKEEPER



STAFF ACCOUNTANT



CONTROLLER

+ Plus \$\$\$
Add to base salary of an in-house Bookkeeper...

COST OF BENEFITS & PTO

(*Based on average benefits costs per employee according to the Bureau of Labor Statistics) [2]



+ PLUS \$13K
per year *

- ✓ Health Insurance
- ✓ PTO
- ✓ Payroll Tax & Worker's Comp
- ✓ Retirement Benefits

COST OF OVERHEAD & IT

(*Based on national average overhead costs per employee according to Gartner) [3]



+ PLUS \$17K
per year *

- ✓ Supplies
- ✓ Office Space
- ✓ Equipment
- ✓ IT Allocation

Here's how small business accounting compares: In-house vs Outsourced

IN-HOUSE BOOKKEEPER

Fully Loaded Costs

SALARY
+ BENEFITS & PTO
+ OVERHEAD & IT
ESTIMATED TOTAL = \$72K
per year

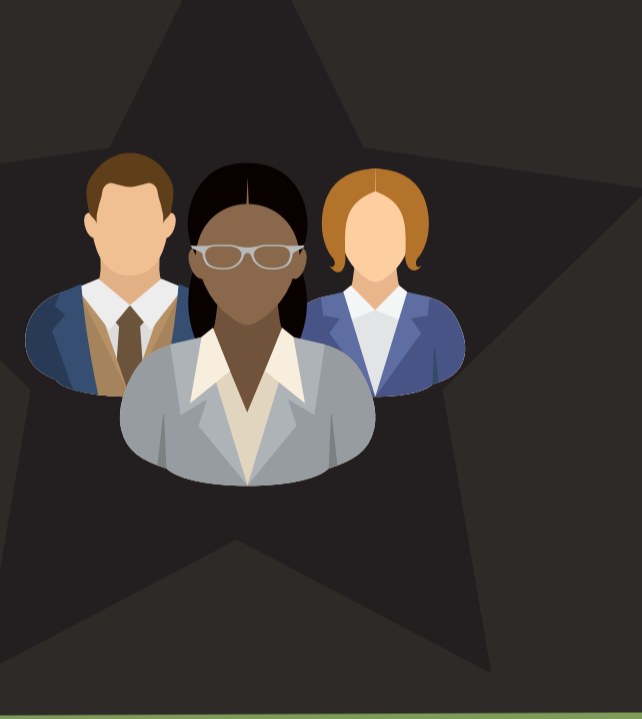
VS

GROWTHFORCE OUTSOURCED ACCOUNTING DEPARTMENT

with Bookkeeper, Staff Accountant, and Controller

\$24K-\$60K ANNUALLY
(One consistent monthly fee)

Other potential hidden costs could add even more to your total costs per year...



ADDITIONAL HIDDEN COSTS

Additional Hidden Cost:
Cost of Employee Turnover *
\$63K +/-

(*Based on 150% of bookkeeper's base salary, including direct, indirect costs and lost revenue according to the Society for Human Resource Management) [4]

Additional Hidden Cost:
Overtime *
PLUS \$2,800 +/-
per year

(*Based on average overtime costs per employee) [5]

Additional Hidden Cost:
Fraud & embezzlement *
PLUS \$150K +/-
(average cost of incident)

(*Based on average fraud costs per employee) [6]

Additional Hidden Cost:
Penalties & fines *
PLUS \$845 +/-
per year

(*Based on average cost of fines per employee) [7]

Additional Hidden Cost:
Mistakes *
PLUS \$10K +/-
per year

(*Based on average cost of mistakes per employee) [8]

How much is an hour of your time worth?

- ✓ Your Time - Value
- ✓ Time Spent with Accounting Staff
- ✓ Time Spent Hiring & Training

ESTIMATED TOTAL FOR IN-HOUSE BOOKKEEPING WITH ADDITIONAL HIDDEN COSTS

FULLY LOADED COSTS + TURNOVER + OVERTIME + FRAUD & EMBEZZLEMENT + PENALTIES & FINES + MISTAKES

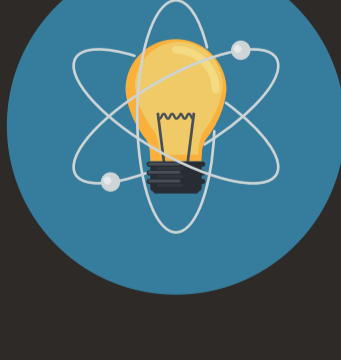
= \$298K +/-
Example possible costs per year

Besides cost savings, what more do you get with an outsourced solution?

The GrowthForce Outsourced Solution



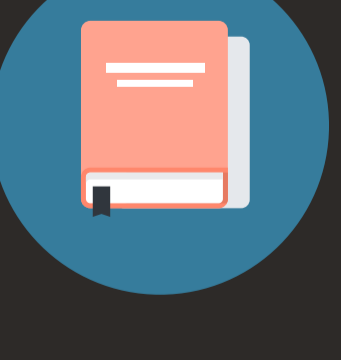
3-person Expert Team



Smart Back Office



In-depth Setup and Onboarding



Dynamic Policies and Procedures Manual



Custom Reporting Package



Management Accounting



Liaison Training



Actionable Financial Intelligence

GrowthForce™

Stop building your accounting department, and start growing your business.

www.GrowthForce.com

Sources:
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 [1] https://www.glassdoor.com/Salaries/bookkeeper-salary-SRCH_K00,10.htm
 [1] https://www.glassdoor.com/Salaries/accounting-manager-salary-SRCH_K00,18.htm
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 [3] <http://www.networkalliance.com/your-advantage/understanding-technology-costs>
 [4] <https://www.gnapartners.com/blog/how-much-does-employee-turnover-really-cost-your-business/>
 [4] <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/critical-evaluation/pages/placing-dollar-costs-on-turnover.aspx>
 [4] <https://www.growthforce.com/blog/the-real-cost-of-employee-turnover-its-more-than-you-think>
 [5] <https://www.growthforce.com/blog/is-your-bookkeeper-costing-your-business-money>
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