
Employee Turnover Cost Calculator

Quantify what turnover costs your PMC and build the business case for investing in retention.

Your Team Profile

- Total employees: _____
- Average salary (frontline): \$ _____
- Average salary (property managers / professional roles): \$ _____
- Average salary (senior leadership): \$ _____
- Voluntary departures in the last 12 months: _____

Replacement Costs by Role Type (Gallup)

Role Type	Cost %	Avg Salary	Cost per Departure
Frontline (leasing, maintenance, admin)	40%	\$	\$
Professional (property mgrs, coordinators)	80%	\$	\$
Senior (regional managers, directors)	200%	\$	\$

Your Annual Turnover Cost

Category	# Left	Total Cost
Frontline departures		\$
Professional role departures		\$
Senior leadership departures		\$
Total annual turnover cost		\$

The Business Case

70% of voluntary turnover is preventable (Gallup). If improvements reduced turnover by one-third:

- Total annual turnover cost (from above): \$ _____
 - Reduction target ($\div 3$): \$ _____
- Estimated annual savings from reduced turnover: \$ _____**

Hidden Costs Not Captured Above

- Lost institutional knowledge (42% unique to individual — Panopto)
- Reduced morale and increased workload on remaining staff
- Inconsistent resident experience during transitions
- Management time on recruiting, interviewing, and training
- Compounding value of experience — each year someone stays, they improve

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