

**EPA ICR No. 2195.03**

**OMB Control No. 2070-0169**

**ATTACHMENT E**

**Wage Rate Tables for Pesticide Registrants and EPA**

## Pesticide Registrants

Labor Category:	Formula	Managerial	Technical	Clerical
<b>Unloaded Hourly Rate<sup>1</sup></b>	= W	\$64.43	\$34.02	\$19.59
<b>Benefits Percentage<sup>2</sup></b>	Lb = B/W	43.2%	43.2%	43.2%
<b>Benefits per hour</b>	B = W*Lb	\$27.83	\$14.69	\$8.46
<b>Loaded Hourly Rate</b>	Wb = W + B = W(1+Lb)	\$92.26	\$48.71	\$28.05
<b>Overhead Percentage<sup>3</sup></b>	Lo = OH/Wb	50%	50%	50%
<b>Overhead per hour</b>	OH = Wb*Lo	\$46.13	\$24.36	\$14.03
<b>Fully Loaded Hourly Rate</b>	Wf = Wb + OH = W + B + OH	\$138.38	\$73.07	\$42.08

1. Data Source: BLS, [http://www.bls.gov/oes/current/naics5\\_541710.htm](http://www.bls.gov/oes/current/naics5_541710.htm), May 2007 data NAICS 541710 - Research and Development in the Physical, Engineering, and Life Sciences [Note that this NAICS code was selected to best represent the specialized scientists employed by pesticide registrant companies to conduct human studies research and respond to this information collection. It is different than the NAICS code typically used by EPA for pesticide registrants in general, but is considered more appropriate for this ICR.]  
Standard Occupational Codes:  
Management: 11-0000, Management Occupations  
Technical: 19-0000, Life, Physical, and Social Science Occupations  
Clerical: 43-0000, Office and Administrative Support Occupations
2. Fringe benefits/wage per hour.
3. U. S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pg. 2-34. The loading for indirect costs is within the range of 20-70% of the load labor rate (wage + benefits) suggested in EPA guidance.

## EPA

Labor Category:	Formula	Managerial	Technical	Clerical
<b>Unloaded Hourly Rate<sup>1</sup></b>	= W	\$48.17	\$33.12	\$19.00
<b>Benefits Percentage<sup>2</sup></b>	Lb = B/W	43.2%	43.2%	43.2%
<b>Benefits per hour</b>	B = W*Lb	\$20.80	\$14.30	\$8.21
<b>Loaded Hourly Rate</b>	Wb = W + B = W(1+Lb)	\$68.97	\$47.42	\$27.21
<b>Overhead Percentage<sup>3</sup></b>	Lo = OH/Wb	50%	50%	50%
<b>Overhead per hour</b>	OH = Wb*Lo	\$34.49	\$23.71	\$13.60
<b>Fully Loaded Hourly Rate</b>	Wf = Wb + OH = W + B + OH	\$103.46	\$71.14	\$40.81

1. Data Source: BLS, [http://www.bls.gov/oes/current/naics4\\_999100.htm](http://www.bls.gov/oes/current/naics4_999100.htm), May 2007 data  
NAICS 999100 - Federal Executive Branch  
Standard Occupational Codes:  
Management: 11-0000, Management Occupations  
Technical: 19-0000, Life, Physical, and Social Science Occupations  
Clerical: 43-0000, Office and Administrative Support Occupations
2. Fringe benefits/wage per hour.
3. U. S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pg. 2-34. The loading for indirect costs is within the range of 20-70% of the load labor rate (wage + benefits) suggested in EPA guidance.