

EPA ICR No. 0155.10

OMB Control No. 2070-0029

ATTACHMENT H

**Wage Rate Tables for State Governments, Commercial Pesticide Applicators, and
EPA**

STATE GOVERNMENT LABOR COSTS

Labor Category	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$37.74	\$26.30	\$17.88
Benefits Percentage ²	Lb = B/W	44%	44%	44%
Benefits per hour	B = W*Lb	\$16.46	\$11.47	\$7.80
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$54.20	\$37.77	\$25.68
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$27.10	\$18.88	\$12.84
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$81.29	\$56.65	\$38.51

1. Data Source: http://www.bls.gov/oes/current/naics4_999200.htm

Management: 11-0000, Management Occupations

Technical: 19-0000, Life, Physical, and Social Science Occupations

Clerical: 43-0000, Office and Administrative Support Occupations

May 2009 data

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.

COMMERCIAL PESTICIDE APPLICATOR LABOR COSTS

Labor Category	Formula	Technical
Unloaded Hourly Rate ¹	= W	\$15.52
Benefits Percentage ²	Lb = B/W	44%
Benefits per hour	B = W*Lb	\$6.40
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$21.23
Overhead Percentage ³	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$10.62
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$31.85
<p>1. Data Source: http://www.bls.gov/oes/current/naics5_561710.htm#b37-0000 Technical: 37-2021, Pest Control Workers May 2009 data</p> <p>2. Fringe benefits/wage per hour.</p> <p>3. U. S. Environmental Protection Agency, <i>EPA Air Pollution Control Cost Manual, Sixth Edition</i>, 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.</p>		

COMMERCIAL PESTICIDE DEALER LABOR COSTS

Labor Category	Formula	Sales Managers
Unloaded Hourly Rate ¹	= W	\$20.20
Benefits Percentage ²	Lb = B/W	44%
Benefits per hour	B = W*Lb	\$8.81
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$29.01
Overhead Percentage ³	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$14.50
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$43.51
<p>1. Data Source: http://www.bls.gov/oes/current/naics4_444200.htm NAICS - 444200 Lawn and Garden Equipment Supply Stores May 2009 data</p> <p>2. Fringe benefits/wage per hour.</p> <p>3. U. S. Environmental Protection Agency, <i>EPA Air Pollution Control Cost Manual, Sixth Edition</i>, 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.</p>		

PESTICIDE REGISTRANT LABOR COSTS

Labor Category	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$54.96	\$28.28	\$17.37
Benefits Percentage ²	Lb = B/W	44%	44%	44%
Benefits per hour	B = W*Lb	\$23.92	\$12.31	\$7.56
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$78.88	\$40.59	\$24.93
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$39.44	\$20.29	\$12.47
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$118.32	\$60.88	\$37.40

1. Data Source: http://www.bls.gov/oes/current/naics4_325300.htm

Management: 11-0000, Management Occupations

Technical: 19-0000, Life, Physical, and Social Science Occupations

Clerical: 43-0000, Office and Administrative Support Occupations

May 2009 data

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 COSTS

Labor Category	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$52.19	\$34.59	\$19.70
Benefits Percentage ²	Lb = B/W	44%	44%	44%
Benefits per hour	B = W*Lb	\$22.76	\$15.08	\$8.59
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$74.95	\$49.67	\$28.29
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$37.47	\$24.84	\$14.14
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$	\$74.51	\$42.43

1. Data Source: http://www.bls.gov/oes/current/naics4_999100.htm
 Management: 11-0000, Management Occupations
 Technical: 19-0000, Life, Physical, and Social Science Occupations
 Clerical: 43-0000, Office and Administrative Support Occupations
 May 2009 data
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.