

Appendix F:  
Summary of Labor Rate Derivation

Subpart (1)	ICR Labor Category	Labor Rates from 2009 & 2010 ICRs							Labor Rates for the Renewal ICR	
		BLS Citation	Wages & Salaries (2006\$ Q2) (3)(4)	Benefits Loading Factor (5)	Overhead Loading Factor (6)	Loaded Hourly Rate (2006\$ Q2) (7)	Loaded Hourly Rates Used in ICRs (2007\$ Q4)(8)	Wages & Salaries (2011\$ Q2) (9)(10)	Loaded Hourly Rates for Renewal ICR (2011\$ Q2) (11)	
All (2)	Technical	SOC 17-2112 (Industrial Engineer), top-level	\$33.96	0.3699	0.17	\$52.29	\$55.20	\$38.39	\$59.12	
	Managerial	SOC 11-3051 (Industrial Production Manager), top-level	\$40.37	0.4970	0.17	\$67.30	\$71.03	\$46.33	\$77.23	
	Clerical	N/A	\$17.53	0.4327	0.17	\$28.09	\$29.65	\$19.56	\$31.35	
W (12)	Legal	NAICS 541100 (Legal Services); SOC 23-1011 (Lawyer)	\$57.40	0.4970	0.17	\$95.69	\$101.00	\$65.95	\$109.94	
	Middle Manager	NAICS 211 (Oil and Gas Extraction); SOC 42-0700 (Industrial Production Managers)	N/A	0.4970	0.17	N/A	N/A	\$64.12	\$106.89	
	Senior Manager	NAICS 211 (Oil and Gas Extraction); SOC 11-1021 (Gen & Op Mngfr)	N/A	0.4970	0.17	N/A	N/A	\$73.02	\$121.72	
	Engineers	NAICS 211 (Oil and Gas Extraction); SOC 17-2112 (Ind. Engineers)	N/A	0.3699	0.17	N/A	N/A	\$50.84	\$78.29	
	Technicians	NAICS 211 (Oil and Gas Extraction); SOC 17-3024 (Electro-Mechanical Technicians)	\$39.31	0.3699	0.17	\$60.53	\$63.89	\$43.23	\$66.57	
RR / UU	Geoscientists (12)	N/A	\$67.02	NA	NA	NA	\$107.23	\$93.08	\$148.92	

Notes

- (1) Technical, Manager, Clerical, and Legal are used for all subparts. In addition to these rates, specialized rates are used for subparts W, RR, and UU.
- (2) As used in 2009 & 2010 ICRs.
- (3) The based hourly wages & salaries (not including benefits & overhead) for all categories except clerical and geoscientist are from BLS's May 2006 National Industry-Specific Occupational Employment and Wage Estimates (<http://www.bls.gov/oes/2006/may/oesosci.htm#22>).
- (4) The base hourly wages & salaries (not including benefits & overhead) for clerical is from BLS's Employer Costs for Employee Compensation (ECEC) (<http://www.bls.gov/ect/home.htm>) for June of 2006 (see archive at [http://www.bls.gov/news.release/archives/ectec\\_09222006.pdf](http://www.bls.gov/news.release/archives/ectec_09222006.pdf)) ("All workers, goods-producing industries," "Sales and office").
- (5) From BLS's ECEC (<http://www.bls.gov/ect/home.htm>) for June of 2006 (see archive at [http://www.bls.gov/news.release/archives/ectec\\_09222006.pdf](http://www.bls.gov/news.release/archives/ectec_09222006.pdf)).
- (6) The overhead loading factor is from Rice, Cody 2002. "Wage Rates for Economic Analyses of the Toxics Release Inventory Program," Analytical Support Branch, Environmental Analysis Division, Office of Environmental Information, U.S. EPA, June 10, 2002.
- (7) The loaded hourly rate = Wages & Salaries + (Wages & Salaries \* Benefits Loading Factor) + (Wages & Salaries \* Overhead Loading Factor)
- (8) Rates were escalated to 2007\$ using BLS's "Productivity and Costs, Fourth Quarter and Annual Averages, 2007 Revised," March 5, (2008)
- (9) The based hourly wages & salaries (not including benefits & overhead) for all categories except clerical and geoscientist are from BLS's May 2011 National Industry-Specific Occupational Employment and Wage Estimates (<http://www.bls.gov/oes/2011/may/oesosci.htm#22>).
- (10) The base hourly wages & salaries (not including benefits & overhead) for clerical is from BLS's ECEC for June of 2011 ([http://www.bls.gov/news.release/archives/ectec\\_09082011.pdf](http://www.bls.gov/news.release/archives/ectec_09082011.pdf)) ("All workers, goods-producing industries," "Sales and office").
- (11) For all categories except geoscientist, the loaded hourly rate = Wages & Salaries + (Wages & Salaries x Benefits Loading Factor) + (Wages & Salaries \* Overhead Loading Factor). The benefits loading factor and overhead loading factor reflect the factors used in the 2009 and 2010 ICRs.