

**Wage Rates for cost estimates.**

**NAICS: Sector 11**

**Agriculture**

Labor Category:	Formula	Farmers, Ranchers & Agricultural Managers	Scientists & Technicians	Agricultural Workers
Unloaded Hourly Rate <sup>1</sup>	= W	\$31.60	\$23.15	\$9.33
Benefits Percentage <sup>2</sup>	Lb = B/W	44%	44%	44%
Benefits per hour	B = W*Lb	\$13.78	\$10.09	\$4.07
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$45.38	\$33.24	\$13.40
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$22.69	\$16.62	\$6.70
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$68.07	\$49.87	\$20.10

1. Data Source: BLS [http://www.bls.gov/oes/current/naics2\\_11.htm](http://www.bls.gov/oes/current/naics2_11.htm)

NAICS: Sector 11 - Agriculture, Forestry, Fishing and Hunting

Standard Occupational Codes

Farmers and Ranchers Agricultural Managers	11-9013	Farmers, Ranchers, and Other Agricultural Managers
Scientists & Technicians	11-9013	Farmers, Ranchers, and Other Agricultural Managers
	19-0000	Life, Physical, and Social Science Occupations Farmworkers and Laborers, Crop, Nursery, and Greenhouse
Agricultural Workers Clerical	45-2092 43-0000	Office and Administrative Support Occupations

2. Fringe benefits/wage per hour. The average for non farm, non federal civilian workers.

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.

**NAICS: 325300**

**Pesticide Registrants**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$55.84	\$28.25	\$17.23
Benefits Percentage <sup>2</sup>	Lb = B/W	44%	44%	44%

Benefits per hour	$B = W * Lb$	\$24.35	\$12.32	\$7.51
Loaded Hourly Rate	$Wb = W + B = W(1+Lb)$	\$80.19	\$40.57	\$24.74
Overhead Percentage <sup>3</sup>	$Lo = OH/Wb$	50%	50%	50%
Overhead per hour	$OH = Wb * Lo$	\$40.09	\$20.28	\$12.37
Fully Loaded Hourly Rate	$Wf = Wb + OH = W + B + OH$	\$120.28	\$60.85	\$37.11

- Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_325300.htm](http://www.bls.gov/oes/current/naics4_325300.htm) **May 2010 data**  
NAICS 325300 - Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing  
Standard Occupational Codes:  
Management: 11-0000, Management Occupations  
19-0000, Life, Physical, and Social Science  
Technical: Occupations  
43-0000, Office and Administrative Support  
Clerical: Occupations
- Fringe benefits/wage per hour. The average for non farm, non federal civilian workers.
- 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.

## NAICS: 999200

### State Government

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	$= W$	\$38.36	\$26.78	\$18.20
Benefits Percentage <sup>2</sup>	$Lb = B/W$	44%	44%	44%
Benefits per hour	$B = W * Lb$	\$16.73	\$11.68	\$7.94
Loaded Hourly Rate	$Wb = W + B = W(1+Lb)$	\$55.09	\$38.46	\$26.14
Overhead Percentage <sup>3</sup>	$Lo = OH/Wb$	50%	50%	50%
Overhead per hour	$OH = Wb * Lo$	\$27.54	\$19.23	\$13.07
Fully Loaded Hourly Rate	$Wf = Wb + OH = W + B + OH$	\$82.63	\$57.68	\$39.20

- Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999200.htm](http://www.bls.gov/oes/current/naics4_999200.htm) **May 2010 data**  
NAICS 999200 - State Government  
Standard Occupational Codes:  
Management: 11-0000, Management Occupations  
Technical: 19-0000, Life, Physical, and Social Science Occupations

43-0000, Office and Administrative Support  
Occupations

Clerical:

2. Fringe benefits/wage per hour. The average for non farm, non federal civilian workers.

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.

**NAICS: 999100**

**EPA or Federal Government**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$55.64	\$33.23	\$20.06
Benefits Percentage <sup>2</sup>	Lb = B/W	44%	44%	44%
Benefits per hour	B = W*Lb	\$24.26	\$14.49	\$8.75
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$79.90	\$47.72	\$28.81
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$39.95	\$23.86	\$14.40
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$119.85	\$71.58	\$43.21

1. Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999100.htm](http://www.bls.gov/oes/current/naics4_999100.htm)

**May 2010 data**

NAICS 999100 - Federal Executive Branch

Standard Occupational Codes:

- Management: 11-0000, Management Occupations  
19-0000, Life, Physical, and Social Science
- Technical: Occupations  
43-0000, Office and Administrative Support
- Clerical: Occupations

2. Fringe benefits/wage per hour. The average for non farm, non federal civilian workers.

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.