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| **Attachment K:** | | Worksheets for Estimating OPP ICR Wage Rates for Industry and EPA Labor. | | | | |
| **NAICS: 325300** | |  |  |  |  | |
| **Pesticide Registrants** | | |  |  |  | |
| Labor Category: | | Formula | Managerial | Technical | Clerical | |
| Unloaded Hourly Rate1 | | = W | $57.42 | $28.32 | $17.02 | |
| Benefits Percentage2 | | Lb = B/W | 44% | 44% | 44% | |
| Benefits per hour | | B = W\*Lb | $25.31 | $12.49 | $7.50 | |
| Loaded Hourly Rate | | Wb = W + B = W(1+Lb) | $82.73 | $40.81 | $24.52 | |
| Overhead Percentage3 | | Lo = OH/Wb | 50% | 50% | 50% | |
| Overhead per hour | | OH = Wb\*Lo | $41.37 | $20.40 | $12.26 | |
| Fully Loaded Hourly Rate | | Wf = Wb + OH  = W + B + OH | $124.10 | $61.21 | $36.79 | |
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| 1. Data Source: BLS | | <http://www.bls.gov/oes/current/naics4_325300.htm> | | | **May 2011** | |
| NAICS 325300 - Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing | | | | | | |
| Standard Occupational Classification (SOC): | | | |  |  | |
| 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. 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. | | | | | | |

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| **NAICS: 999100** |  |  |  |  |
| **EPA or Federal Government** | |  |  |  |
| Labor Category: | Formula | Managerial | Technical | Clerical |
| Unloaded Hourly Rate1 | = W | $55.67 | $36.02 | $20.38 |
| Benefits Percentage2 | Lb = B/W | 44% | 44% | 44% |
| Benefits per hour | B = W\*Lb | $24.54 | $15.88 | $8.98 |
| Loaded Hourly Rate | Wb = W + B = W(1+Lb) | $80.21 | $51.90 | $29.36 |
| Overhead Percentage3 | Lo = OH/Wb | 50% | 50% | 50% |
| Overhead per hour | OH = Wb\*Lo | $40.11 | $25.95 | $14.68 |
| Fully Loaded Hourly Rate | Wf = Wb + OH  = W + B + OH | $120.32 | $77.85 | $44.05 |
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| 1. Data Source: BLS | <http://www.bls.gov/oes/current/naics4_999100.htm> | | | **May 2011** |
| NAICS 999100 - Federal Executive Branch | | |  |  |
| Standard Occupational Classification (SOC): | | |  |  |
| 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. 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. | | | | |