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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. |