

## ATTACHMENT H

## Wage Rates Tables for State Governments, Commercial Pesticide Applicators, Dealers and EPA

**STATE GOVERNMENT LABOR COSTS**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$39.78	\$27.20	\$18.76
Benefits Percentage <sup>2</sup>	Lb = B/W	45.0%	45.0%	45.0%
Benefits per hour	B = W*Lb	\$17.91	\$12.24	\$8.45
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$57.69	\$39.44	\$27.21
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$28.84	\$19.72	\$13.60
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$86.53	\$59.17	\$40.81

1. Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999200.htm](http://www.bls.gov/oes/current/naics4_999200.htm)

NAICS 999200 - State Government

Standard Occupational Codes:

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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## Wage Rates Tables for State Governments, Commercial Pesticide Applicators, Dealers and EPA

## COMMERCIAL PESTICIDE APPLICATOR LABOR COSTS

Labor Category:	Formula	Pesticide Handlers
Unloaded Hourly Rate <sup>1</sup>	= W	\$14.82
Benefits Percentage <sup>2</sup>	Lb = B/W	45.0%
Benefits per hour	B = W*Lb	\$6.67
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$21.49
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$10.75
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$32.24

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	11-9013	Farmers, Ranchers, and Other Agricultural Managers
Agricultural Managers	11-9013	Farmers, Ranchers, and Other Agricultural Managers
Scientists & Technicians	19-0000	Life, Physical, and Social Science Occupations
Pesticide Handlers & Applicators	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation
Agricultural Workers	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
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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## Wage Rates Tables for State Governments, Commercial Pesticide Applicators, Dealers and EPA

## COMMERCIAL PESTICIDE DEALER LABOR COSTS

Labor Category:	Formula	Sales Managers
Unloaded Hourly Rate <sup>1</sup>	= W	\$21.13
Benefits Percentage <sup>2</sup>	Lb = B/W	45%
Benefits per hour	B = W*Lb	\$9.51
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$30.64
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$15.32
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$45.96

1. Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_444200.htm](http://www.bls.gov/oes/current/naics4_444200.htm)

NAICS - 444200 Lawn and Garden Equipment Supply Stores

Standard Occupational Codes:

Management: 11-0000, Management Occupations

Sales Managers 41-1011, First Line Supervisors/Managers of Retail Sales Workers

Sales Representative 41-2031, Retail Sales Person

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.

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## Wage Rates Tables for State Governments, Commercial Pesticide Applicators, Dealers and EPA

## PESTICIDE REGISTRANT LABOR COSTS

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$57.76	\$32.46	\$18.18
Benefits Percentage <sup>2</sup>	Lb = B/W	45.0%	45.0%	45.0%
Benefits per hour	B = W*Lb	\$26.00	\$14.61	\$8.18
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$83.76	\$47.07	\$26.36
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$41.88	\$23.54	\$13.18
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$125.64	\$70.61	\$39.55

1. Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_325300.htm](http://www.bls.gov/oes/current/naics4_325300.htm)  
 NAICS 325300 - Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing  
 Standard Occupational Codes:

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

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## Wage Rates Tables for State Governments, Commercial Pesticide Applicators, Dealers and EPA

## EPA LABOR COSTS

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$55.83	\$36.86	\$20.77
Benefits Percentage <sup>2</sup>	Lb = B/W	45%	45%	45%
Benefits per hour	B = W*Lb	\$25.13	\$16.59	\$9.35
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$80.96	\$53.45	\$30.12
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$40.48	\$26.73	\$15.06
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$121.44	\$80.18	\$45.18

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

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.