

## Attachment D

### Wage Rate Tables from the Economic Analysis for the Proposed Rulemaking

#### NAICS:

#### Sector

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W			
Benefits Percentage <sup>2</sup>	$Lb = B/W$	45.0%	45.0%	45.0%
Benefits per hour	$B = W * Lb$	\$0.00	\$0.00	\$0.00
Loaded Hourly Rate	$Wb = W + B = W(1+Lb)$	\$0.00	\$0.00	\$0.00
Overhead Percentage <sup>3</sup>	$Lo = OH/Wb$	50%	50%	50%
Overhead per hour	$OH = Wb * Lo$	\$0.00	\$0.00	\$0.00
Fully Loaded Hourly Rate	$Wf = Wb + OH = W + B + OH$	\$0.00	\$0.00	\$0.00

1. Data Source: BLS <http://www.bls.gov/oes/current/oesrci.htm>

**May 2013 data**

NAICS - **indicate the number and name**

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.

#### NAICS: 325300

#### Pesticide Registrants

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$57.76	\$32.46	\$18.18

Benefits Percentage <sup>2</sup>	$L_b = B/W$	45.0%	45.0%	45.0%
Benefits per hour	$B = W * L_b$	\$26.00	\$14.61	\$8.18
Loaded Hourly Rate	$W_b = W + B = W(1+L_b)$	\$83.76	\$47.07	\$26.36
Overhead Percentage <sup>3</sup>	$L_o = OH/W_b$	50%	50%	50%
Overhead per hour	$OH = W_b * L_o$	\$41.88	\$23.54	\$13.18
Fully Loaded Hourly Rate	$W_f = W_b + OH = W + B + OH$	\$125.64	\$70.61	\$39.55

- Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_325300.htm](http://www.bls.gov/oes/current/naics4_325300.htm) **May 2013 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 Occupations  
     Technical: 43-0000, Office and Administrative Support Occupations  
     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:  
Sector 11**

updated  
4/06/2015

**Agriculture**

Labor Category:	Formula	Farmers, Ranchers & Agricultural Managers	Scientists & Technicians	Pesticide Handlers & Applicators	Agricultural Workers	Clerical	Average of Scientists & Technicians, and Agricultural Workers
Unloaded Hourly Rate <sup>1</sup>	= W	\$35.41	\$25.42	\$14.73	\$9.62	\$17.24	\$17.52

Benefits Percentage <sup>2</sup>	Lb = B/W	46.3%	46.3%	46.3%	46.3%	46.3%	0.0%
Benefits per hour	B = W*Lb	\$16.40	\$11.77	\$6.82	\$4.46	\$7.98	\$0.00
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$51.81	\$37.19	\$21.55	\$14.08	\$25.22	\$17.52
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%	50%	50%	
Overhead per hour	OH = Wb*Lo	\$25.90	\$18.60	\$10.78	\$7.04	\$12.61	
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$77.71	\$55.79	\$32.33	\$21.11	\$37.83	

1. Data Source: [http://www.bls.gov/oes/current/naics2\\_11.htm](http://www.bls.gov/oes/current/naics2_11.htm)  
 BLS  
 NAICS: Sector 11 - Agriculture, Forestry, Fishing and Hunting  
 Standard Occupational Codes

**May  
2014  
data**

Farmers and Ranchers	11-9013	Farmers, Ranchers, and Other Agricultural Managers	formerly 11-9012, Farmers and Ranchers
Agricultural Managers	11-9013	Farmers, Ranchers, and Other Agricultural Managers	formerly 11-9011, Farm, Ranch, 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.

**NAICS:  
115000  
Agricultural  
Support**

Labor Category:	Form ula	Farmers, Ranchers & Agricultu ral Managers	Scientis ts & Techni cians	Pesticid e Handle rs & Applica tors	Agric ultura l Work ers	Clerica l
Unloaded Hourly Rate <sup>1</sup>	= W	\$35.83	\$22.19	\$14.82	\$9.27	\$15.25
Benefits Percentage <sup>2</sup>	Lb = B/W	45%	45%	45%	45%	45%
Benefits per hour	B = W*L b	\$16.13	\$9.99	\$6.67	\$4.17	\$6.86
Loaded Hourly Rate	Wb = W + B = W(1+ Lb)	\$51.96	\$32.18	\$21.49	\$13.4 4	\$22.11
Overhead Percentage <sup>3</sup>	Lo = OH/ Wb	50%	50%	50%	50%	50%
Overhead per hour	OH = Wb* Lo	\$25.98	\$16.09	\$10.75	\$6.72	\$11.06
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$77.94	\$48.27	\$32.24	\$20.1 6	\$33.17

1. Data Source: [http://www.bls.gov/oes/current/naics3\\_115000.htm](http://www.bls.gov/oes/current/naics3_115000.htm)  
BLS

**May  
2013  
data**

NAICS 115000 - Support  
 Activities for Agriculture and Forestry  
 Standard Occupational

Codes

Farmers and Ranchers	11-9013	Farmers, Ranchers, and Other Agricultural Managers	formerly 11-9012, Farmers and Ranchers
Agricultural Managers	11-9013	Farmers, Ranchers, and Other Agricultural Managers	formerly 11-9011, Farm, Ranch, 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 Farmworkers and Laborers,	
Agricultural Workers	45-2092	Crop, Nursery, and Greenhouse	wage rates updated 4/08/2014
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.

**NAICS: 999200**  
**State Government**

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
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- Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999200.htm](http://www.bls.gov/oes/current/naics4_999200.htm) **May 2013 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  
 Clerical: Occupations  
 updated 4/08/2014
- 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: 999100**  
**EPA or Federal Government**

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

- Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999100.htm](http://www.bls.gov/oes/current/naics4_999100.htm) **May 2013 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  
 updated 4/08/2014
- 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.