#### **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/oessrci.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>	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			\$70.61	\$39.55

Data Source: BLS <a href="http://www.bls.gov/oes/current/naics4\_325300.htm">http://www.bls.gov/oes/current/naics4\_325300.htm</a>
 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

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: Sector 11 updated 4/06/201 5

**Agriculture** 

Labor Category:	Formula	Farmers, Ranchers & Agricultur al Managers	Scienti sts & Techni cians	Pestici de Handl ers & Applic ators	Agricul tural Worker s	Cler ical
Unloaded Hourly Rate <sup>1</sup>	$=\mathbf{W}$	\$35.41	\$25.42	\$14.73	\$9.62	\$17. 24

Average
of
Scientists
&
Technicia
ns, and
Agricultur
al
Workers
\$17.52

Benefits	Lb =	46.3%	46.3%	46.3%	46.3%	46.3
Percentage <sup>2</sup>	B/W					%
Benefits per hour	B =	\$16.40	\$11.77	\$6.82	\$4.46	\$7.9
	W*Lb					8
Loaded Hourly	Wb =	\$51.81	\$37.19	\$21.55	\$14.08	\$25.
Rate	W + B					22
	=					
	W(1+L					
	b)					
				1		
Overhead	Lo =	50%	50%	50%	50%	50
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%	50%	50 %
	_	50% \$25.90	\$18.60	\$10.78	\$7.04	
Percentage <sup>3</sup>	OH/Wb					%
Percentage <sup>3</sup> Overhead per	OH/Wb OH =					% \$12.
Percentage <sup>3</sup> Overhead per hour	OH/Wb OH = Wb*Lo	\$25.90	\$18.60	\$10.78	\$7.04	% \$12. 61
Percentage <sup>3</sup> Overhead per hour Fully Loaded	OH/Wb OH = Wb*Lo Wf =	\$25.90	\$18.60	\$10.78	\$7.04	% \$12. 61 \$37.
Percentage <sup>3</sup> Overhead per hour Fully Loaded	OH/Wb OH = Wb*Lo Wf = Wb +	\$25.90	\$18.60	\$10.78	\$7.04	% \$12. 61 \$37.

0.0%	
\$0.00	
\$17.52	

1. Data Source: <a href="http://www.bls.gov/oes/">http://www.bls.gov/oes/</a>
2014
BLS <a href="current/naics2">current/naics2</a> 11.htm <a href="http://www.bls.gov/oes/">data</a>

NAICS: Sector 11 - Agriculture,

Forestry, Fishing and Hunting Standard Occupational

Codes

Coucs			
Farmers and		Farmers, Ranchers, and Other	formerly 11-9012, Farmers and
Ranchers	11-9013	Agricultural Managers	Ranchers
Agricultural		Farmers, Ranchers, and Other	formerly 11-9011, Farm, Ranch,
Managers	11-9013	Agricultural Managers	and other Agricultural Managers
Scientists &		Life, Physical, and Social	
Technicians	19-0000	Science Occupations	
Pesticide			
Handlers &		Pesticide Handlers, Sprayers,	
Applicators	37-3012	and Applicators, Vegetation	
Agricultural		Farmworkers and Laborers, Cro	op,
Workers	45-2092	Nursery, and Greenhouse	
		Office and Administrative	
Clerical	43-0000	Support Occupations	
2. Fringe benefits/w	vage per ho	our. The average for	

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

Til	Б	Б	a · .·	ъ		G1 :
Labor Category:	Form	Farmers,	Scientis	Pesticid	Agric	Clerica
	ula	Ranchers	ts &	e	ultura	1
		&	Techni	Handle	1	
		Agricultu	cians	rs &	Work	
		ral		Applica	ers	
		Managers		tors		
Unloaded Hourly	$=\mathbf{W}$	\$35.83	\$22.19	\$14.82	\$9.27	\$15.25
Rate <sup>1</sup>						
Benefits	Lb =	45%	45%	45%	45%	45%
Percentage <sup>2</sup>	B/W					
Benefits per hour	B =	\$16.13	\$9.99	\$6.67	\$4.17	\$6.86
	W*L					
	b					
Loaded Hourly	Wb=	\$51.96	\$32.18	\$21.49	\$13.4	\$22.11
Rate	W +				4	
	B =					
	W(1+					
	Lb)					
Overhead	Lo=	50%	50%	50%	50%	50%
Percentage <sup>3</sup>	OH/					
	Wb					
Overhead per	OH =	\$25.98	\$16.09	\$10.75	\$6.72	\$11.06
hour	Wb*					
	Lo					
Fully Loaded	Wf =	\$77.94	\$48.27	\$32.24	\$20.1	\$33.17
Hourly Rate	Wb+				6	
	ОН					
	$=\mathbf{W}$					
	+ B +					
	ОН					
Percentage <sup>3</sup> Overhead per hour  Fully Loaded	Lo = OH/Wb OH = Wb* Lo Wf = Wb + OH = W + B +	\$25.98	\$16.09	\$10.75	\$6.72 \$20.1	\$11.0

 $\begin{array}{ccc} & & & & & \textbf{May} \\ 1. \ Data \ Source: & & & \underline{\text{http://www.bls.gov/oes/current/}} & & \textbf{2013} \\ BLS & & \underline{\text{naics3\_115000.htm}} & & \textbf{data} \\ \end{array}$ 

NAICS 115000 - Support

Activities for Agriculture and Forestry

**Standard Occupational** 

Codes

Farmers and	11-	Farmers, Ranchers, and Other	formerly 11-9012,
Ranchers	9013	Agricultural Managers	Farmers and Ranchers
Agricultural	11-	Farmers, Ranchers, and Other	formerly 11-9011, Farm, Ranch, and
Managers	9013	Agricultural Managers	other Agricultural Managers
Scientists &	19-	Life, Physical, and Social	
Technicians	0000	Science Occupations	
Pesticide			
Handlers &	37-	Pesticide Handlers, Sprayers,	
Applicators	3012	and Applicators, Vegetation	
		Farmworkers and Laborers,	
Agricultural	45-	Crop, Nursery, and	wage rates updated
Workers	2092	Greenhouse	4/08/2014
	43-	Office and Administrative	

0000 **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** 

Clerical

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	\$86.53	\$59.17	\$40.81
	= W + B + OH			

1. Data Source: BLS http://www.bls.gov/oes/current/naics4\_999200.htm May 2013 data

NAICS 999200 - State Government Standard Occupational Codes:

Management: 11-0000, Management Occupations

updated 4/08/2014

Technical: 19-0000, Life, Physical, and Social Science 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: 999100 EPA or Federal Government

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= <b>W</b>	\$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 <a href="http://www.bls.gov/oes/current/naics4">http://www.bls.gov/oes/current/naics4</a> <a href="mailto:999100.htm">999100.htm</a> <a href="mailto:May 2013 data">May 2013 data</a>

NAICS 999100 - Federal Executive Branch

**Standard Occupational Codes:** 

Management: 11-0000, Management Occupations

19-0000, Life, Physical, and Social Science

updated

Technical: Occupations

4/08/2014

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.