

ATTACHMENT H

Work Sheets used to Calculate Respondent Labor Costs

This attachment is available as part of the electronic docket **EPA-HQ-OPP-2016-0078** and is part of the ICR's Supporting Statement.

Respondent Labor Costs: IPM Promoters

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$70.00	\$36.04	\$19.37
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$32.22	\$16.59	\$8.91
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$102.22	\$52.63	\$28.28
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$51.11	\$26.31	\$14.14
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$153.32	\$78.94	\$42.43

May 2015 data

Last Modified Date: March 30, 2016

1. Data Source: BLS http://www.bls.gov/oes/current/naics4_541600.htm
 NAICS 541600 - Management, Scientific, and Technical Consulting Services
 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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Respondent Labor Costs: IPM Users

Labor Category:	Formula	Managerial	1st Line Supervisor	Clerical
Unloaded Hourly Rate ¹	= W	\$45.10	\$24.63	\$15.14
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$20.76	\$11.34	\$6.97
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$65.86	\$35.97	\$22.11
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$32.93	\$17.98	\$11.05
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$98.78	\$53.95	\$33.16

May 2015 data.

Last Modified Date: March 30, 2016

1. Data Source: BLS http://www.bls.gov/oes/current/naics5_561710.htm
 NAICS 561710 - Exterminating and Pest Control Services
 Standard Occupational Codes:
 Management: 11-0000, Management Occupations
 1st Line Supervisor: 37-1012, First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
 Vegetation 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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Respondent Labor Costs: IPM National Users

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$53.30	\$25.13	\$16.97
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$24.53	\$11.57	\$7.81
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$77.83	\$36.70	\$24.78
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$38.91	\$18.35	\$12.39
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$116.74	\$55.04	\$37.17

May 2015 data.

Last Modified Date: March 30, 2016

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1. Data Source: BLS http://www.bls.gov/oes/current/naics3_311000.htm
 NAICS 311000 - Food Manufacturing
 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.

Work Sheets used to Calculate EPA and Federal Government Labor Costs

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Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$57.02	\$37.15	\$21.19
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$26.24	\$17.10	\$9.75
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$83.26	\$54.25	\$30.94
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$41.63	\$27.12	\$15.47
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$124.89	\$81.37	\$46.41

May 2015 data.

Last Modified Date: March 30, 2016

- Data Source: BLS http://www.bls.gov/oes/current/naics4_999100.htm
NAICS 999100 - Federal Executive Branch
Standard Occupational Codes:
Management: 11-0000, Management Occupations
Technical: 19-0000, Life, Physical, and Social Science Occupations updated 4/08/2014
Clerical: 43-0000, Office and Administrative Support 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.