

ATTACHMENT F

Wage Rate Tables used to Calculate Respondent Labor Costs

This attachment is available as part of the electronic docket EPA-HQ-OPP-2011-0183 and is part of the ICR's Supporting Statement, OMB Control No.: 2070-0196.

Respondent Labor Costs

Authorized Agencies (NAICS 999100)		
Item	Formula	Labor Category²: Technical
Unloaded Hourly Rate ¹	= W	\$37.15
Benefits Percentage ³	Lb = B/W	46.3%
Benefits per hour	B = W*Lb	\$17.21
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$54.36
Overhead Percentage ⁴	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$27.18
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$81.53

- Source: Bureau of Labor Statistics, NAICS 999100 - Federal Executive Branch, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
- 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
- Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
- U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

Private Applicators (NAICS 119012)		
Item	Formula	Labor Category²: Managers
Unloaded Hourly Rate ¹	= W	\$35.17
Benefits Percentage ³	Lb = B/W	46.3%
Benefits per hour	B = W*Lb	\$16.28
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$51.45

- Source: Bureau of Labor Statistics, NAICS 119012 - Farmers, Ranchers, and Other Agricultural Managers, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
- 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

- Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
- U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

Noncertified Applicators under the Supervision of a Private Applicator (NAICS 373012)		
Item	Formula	Labor Category²: Pesticide Handlers & Applicators
Unloaded Hourly Rate ¹	= W	\$14.74
Benefits Percentage ³	Lb = B/W	46.3%
Benefits per hour	B = W*Lb	\$6.82
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	21.56

- Source: Bureau of Labor Statistics, NAICS 373012- Pesticide Handlers & Applicators, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
- 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
- Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
- U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

Commercial Applicators (NAICS 373012)		
Item	Formula	Labor Category²: Pesticide Handlers & Applicators
Unloaded Hourly Rate ¹	= W	\$14.74
Benefits Percentage ³	Lb = B/W	46.3%
Benefits per hour	B = W*Lb	\$6.82
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	21.56

- Source: Bureau of Labor Statistics, NAICS 373012- Pesticide Handlers & Applicators, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
- 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

7. Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
8. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

Noncertified Applicators under the Supervision of a Commercial Applicator (NAICS 373011)		
Item	Formula	Labor Category²: Pesticide Applicator
Unloaded Hourly Rate ¹	= W	\$12.11
Benefits Percentage ³	Lb = B/W	46.3%
Benefits per hour	B = W*Lb	\$5.61
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$17.72

1. Source: Bureau of Labor Statistics, NAICS 373011- Pesticide Applicator, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
2. 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
3. Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

RUP Dealers (NAICS 444200)		
Item	Formula	Labor Category²: Sales Managers
Unloaded Hourly Rate ¹	= W	\$20.77
Benefits Percentage ³	Lb = B/W	46.3%
Benefits per hour	B = W*Lb	\$9.62
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$30.39
Overhead Percentage ⁴	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$15.19
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$45.58

1. Source: Bureau of Labor Statistics, NAICS 444200- Retail Nursery, Lawn and Garden Supply, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
2. 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

3. Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

State Government (NAICS 999200)				
Item	Formula	Labor Category ²		
		Senior Technical	Jr. Technical	Administrative
Unloaded Hourly Rate ¹	= W	\$40.88	\$27.80	\$19.17
Benefits Percentage ³	Lb = B/W	46.3%	46.3%	46.3%
Benefits per hour	B = W*Lb	\$18.93	\$12.88	\$8.88
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$59.81	\$40.68	\$28.05
Overhead Percentage ⁴	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$29.91	\$20.34	\$14.02
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$89.72	\$61.01	\$42.07

1. Source: Bureau of Labor Statistics, NAICS 999200- State Government, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
2. 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
3. Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

Government (All Levels)* (NAICS: 999000)				
Item	Formula	Labor Category²		
		Managerial	Technical	Administrative
Unloaded Hourly Rate ¹	= W	\$44.87	\$32.66	\$18.89
Benefits Percentage ³	Lb = B/W	46.3%	46.3%	46.3%
Benefits per hour	B = W*Lb	\$20.78	\$15.13	\$8.75
Loaded Hourly Rate	Wb = W+B = W(1+Lb)	\$65.65	\$47.79	\$27.64
Overhead Percentage ⁴	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$32.83	\$23.89	\$13.82
Fully Loaded Hourly Rate	Wf = Wb+OH = W+B+OH	\$98.48	\$71.68	\$41.46

*These wages were used for the grouping of federal agencies, D.C., territories and tribes in the ICR.

1. Source: Bureau of Labor Statistics, NAICS 999000 – Federal, State, and Local Government, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
2. Standard Occupational Codes:
Management: 11-0000, Management Occupations
Technical: 19-0000, Life Physical, and Social Science Occupations
Administrative: 43-0000, Office, Clerical and Administrative Support Occupations
3. Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <ftp://ftp.bls.gov/pub/special.requests/ocwc/ect/ececqrtn.pdf>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

Wage Rate Tables used to Calculate Agency (EPA) Labor Costs

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Agency Labor Costs

EPA (NAICS: 999100)				
Item	Formula	Labor Category ²		
		Managerial	Technical	Administrative
Unloaded Hourly Rate ¹	= W	\$56.54	\$37.15	\$21.15
Benefits Percentage ³	Lb = B/W	46.3%	46.3%	46.3%
Benefits per hour	B = W*Lb	\$26.19	\$17.21	\$9.80
Loaded Hourly Rate	Wb = W+B = W(1+Lb)	\$82.73	\$54.36	\$30.95
Overhead Percentage ⁴	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$41.36	\$27.18	\$15.47
Fully Loaded Hourly Rate	Wf = Wb+OH = W+B+OH	\$124.09	\$81.53	\$46.42

1. Source: Bureau of Labor Statistics, NAICS 999100 – Federal Executive Branch, May 2014, http://www.bls.gov/oes/2014/may/oes_stru.htm
2. Standard Occupational Codes:
 Management: 11-0000, Management Occupations
 Technical: 19-0000, Life Physical, and Social Science Occupations
 Administrative: 43-0000, Office, Clerical and Administrative Support Occupations
3. Total benefits/wages based on June 2015 Employer costs for employee compensation, All Civilian nonfarm workers, <ftp://ftp.bls.gov/pub/special.requests/ocwc/ect/ececqrtn.pdf>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.