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| **NAICS: 325300** | updated 07/20/2016 |  |  |  |  |
| **Pesticide Registrants** | |  |  |  |  |
| Labor Category: | Formula | Managerial | Technical | Clerical |  |
| Unloaded Hourly Rate1 | = W | $57.78 | $32.73 | $19.62 |  |
| Benefits Percentage2 | Lb = B/W | 46.0% | 46.0% | 46.0% |  |
| Benefits per hour | B = W\*Lb | $26.59 | $15.06 | $9.03 |  |
| Loaded Hourly Rate | Wb = W + B = W(1+Lb) | $84.37 | $47.79 | $28.65 |  |
| Overhead Percentage3 | Lo = OH/Wb | 50% | 50% | 50% |  |
| Overhead per hour | OH = Wb\*Lo | $42.19 | $23.90 | $14.32 |  |
| Fully Loaded Hourly Rate | Wf = Wb + OH  = W + B + OH | $126.56 | $71.69 | $42.97 |  |
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| 1. Data Source: BLS | <http://www.bls.gov/oes/current/naics4_325300.htm> | | | **May 2015 data** |  |
| NAICS 325300 - Pesticide, Fertilizer, and Other Agricultural Chemical 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. | | | | |  |

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| **NAICS: 999100** | updated 07/20/2016 |  |  |  |  |
| **EPA or Federal Government** | |  |  |  |  |
| Labor Category: | Formula | Managerial | Technical | Clerical |  |
| Unloaded Hourly Rate1 | = W | $57.02 | $37.15 | $21.19 |  |
| Benefits Percentage2 | 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 Percentage3 | 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 |  |
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| 1. Data Source: BLS | <http://www.bls.gov/oes/current/naics4_999100.htm> | | | **May 2015 data** |  |
| NAICS 999100 - Federal Executive Branch | | |  |  | |
| 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. | | | | |  |