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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. |  |