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| **NAICS: 325300** | | | |  | |  |  |  | | |
| **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** | | |
| NAICS 325300 - Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing | | | | | | | | | | |
| Standard Occupational Classification (SOC): | | | | | | |  |  | | |
| 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** | | |  | |  |  | |  | |
| **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** | |
| NAICS 999100 - Federal Executive Branch | | | | | |  | |  | |
| Standard Occupational Classification (SOC): | | | | | |  | |  | |
| 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. | | | | | | | | | |