

ATTACHMENT E:
WORK SHEET USED TO CALCULATE PESTICIDE INDUSTRY LABOR COSTS

PESTICIDE INDUSTRY LABOR COSTS

Labor Category	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$56.84	\$30.60	\$19.92
Benefits Percentage ²	Lb = B/W	46.4%	46.4%	46.4%
Benefits per hour	B = W*Lb	\$26.37	\$14.20	\$9.24
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$83.21	\$44.80	\$29.16
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$41.60	\$22.40	\$14.58
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$124.81	\$67.19	\$43.74

1. Data Source: BLS

http://www.bls.gov/oes/current/naics4_325300.htm

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.

May 2016 data

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