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| **NAICS: 3250A1** | | | |  | |  |  | |  | |
| **Pesticide Registrants** | | | | | |  |  | |  | |
| Labor Category: | | Formula | | Managerial | | Technical | Clerical | | | |
| Unloaded Hourly Rate1 | | = W | | $65.52 | | $34.27 | $21.85 | | | |
| Benefits Percentage2 | | Lb = B/W | | 45.8% | | 45.8% | 45.8% | | | |
| Benefits per hour | | B = W\*Lb | | $30.01 | | $15.69 | $10.01 | | | |
| Loaded Hourly Rate | | Wb = W + B = W(1+Lb) | | $95.53 | | $49.96 | $31.86 | | | |
| Overhead Percentage3 | | Lo = OH/Wb | | 50% | | 50% | 50% | | | |
| Overhead per hour | | OH = Wb\*Lo | | $47.76 | | $24.98 | $15.93 | | | |
| Fully Loaded Hourly Rate | | Wf = Wb + OH  = W + B + OH | | $143.29 | | $74.95 | $47.78 | | | |
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| 1. Data Source: BLS | | | | <https://www.bls.gov/oes/current/naics4_3250A1.htm> | | | | | **May 2018** | |
| 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 | | $60.42 | | | $39.89 | | $22.33 | |
| Benefits Percentage2 | Lb = B/W | | 45.8% | | | 45.8% | | 45.8% | |
| Benefits per hour | B = W\*Lb | | $27.67 | | | $18.27 | | $10.23 | |
| Loaded Hourly Rate | Wb = W + B = W(1+Lb) | | $88.09 | | | $58.16 | | $32.56 | |
| Overhead Percentage3 | Lo = OH/Wb | | 50% | | | 50% | | 50% | |
| Overhead per hour | OH = Wb\*Lo | | $44.05 | | | $29.08 | | $16.28 | |
| Fully Loaded Hourly Rate | Wf = Wb + OH  = W + B + OH | | $132.14 | | | $87.24 | | $48.83 | |
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| 1. Data Source: BLS | | | <http://www.bls.gov/oes/current/naics4_999100.htm> | | | | | **May 2018** | |
| 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. | | | | | | | | | |