|  |  |
| --- | --- |
|  |  |
|  |  |
| **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  |
|  |  |  |  |  |
| 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. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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  |
|  |  |  |  |  |
| 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. |