

## Attachment F

### Office of Pesticide Programs Wage Rate Estimates for Industry and EPA

**NAICS: 3250A1  
Pesticide Registrants**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$65.52	\$34.27	\$21.85
Benefits Percentage <sup>2</sup>	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 Percentage <sup>3</sup>	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](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  
43-0000, Office and Administrative Support

Clerical: 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 Rate <sup>1</sup>	= W	\$60.42	\$39.89	\$22.33
Benefits Percentage <sup>2</sup>	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 Percentage <sup>3</sup>	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](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.