

ATTACHMENT G

Worksheets used to Calculate Respondent Labor Costs

This attachment is available as part of the electronic docket EPA-HQ-OPP-2020-0692 and is part of the ICR's Supporting Statement.

Respondent Labor Costs

IPM Promoters (NAICS 541600)				
Item	Formula	Labor Category ²		
		Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$73.39	\$37.66	\$21.11
Benefits Percentage ³	Lb = B/W	46%	46%	46%
Benefits per hour	B = W*Lb	\$33.76	\$17.33	\$9.71
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$107.15	\$54.99	\$30.82
Overhead Percentage ⁴	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$53.58	\$27.49	\$15.41
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$160.73	\$82.48	\$46.23

- Source: Bureau of Labor Statistics, NAICS 541600 – Management, Scientific, and Technical Consulting Services, May 2019, http://www.bls.gov/oes/current/naics4_541600.htm
- 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
- Total benefits/wages based on June 2014 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
- U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

IPM Users (NAICS 561710)				
Item	Formula	Labor Category ²		
		Managerial	1st Line Supervisor	Clerical
Unloaded Hourly Rate ¹	= W	\$47.62	\$25.43	\$17.23
Benefits Percentage ³	Lb = B/W	46%	46%	46%
Benefits per hour	B = W*Lb	\$21.91	\$11.70	\$7.93
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$69.53	\$37.13	\$25.16
Overhead Percentage ⁴	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$34.76	\$18.56	\$12.58
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$104.29	\$55.69	\$37.74

1. Source: Bureau of Labor Statistics, NAICS 561710 - Exterminating and Pest Control Services, May 2019, http://www.bls.gov/oes/current/naics5_561710.htm
2. Standard Occupational Codes:
Management: 11-0000, Management Occupations
1st Line Supervisor: 37-1012, First-Line Supervisors/Managers
Clerical: 43-0000, Office and Administrative Support Occupations
3. Total benefits/wages based on June 2014 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

National IPM users (NAICS 311000)				
Item	Formula	Labor Category²		
		Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$58.54	\$28.83	\$19.38
Benefits Percentage ³	Lb = B/W	46%	46%	46%
Benefits per hour	B = W*Lb	\$26.93	\$13.26	\$8.92
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$85.47	\$42.09	\$28.30
Overhead Percentage ⁴	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$42.74	\$21.05	\$14.15
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$128.21	\$63.14	\$42.44

1. Source: Bureau of Labor Statistics, NAICS 311000 - Food Manufacturing, May 2019, http://www.bls.gov/oes/current/naics3_311000.htm
2. 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
3. Total benefits/wages based on June 2014 Employer costs for employee compensation, All Civilian nonfarm workers, <http://www.bls.gov/news.release/ecec.t02.htm>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.

Worksheets used to Calculate EPA and Federal Government Labor Costs

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EPA and Federal Government Labor Costs

Item	Formula	Labor Category ²		
		Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$60.69	\$42.69	\$22.40
Benefits Percentage ³	Lb = B/W	46%	46%	46%
Benefits per hour	B = W*Lb	\$27.92	\$19.64	\$10.31
Loaded Hourly Rate	Wb = W+B = W(1+Lb)	\$88.61	\$62.33	\$32.71
Overhead Percentage ⁴	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$44.31	\$31.17	\$16.35
Fully Loaded Hourly Rate	Wf = Wb+OH = W+B+OH	\$132.92	\$93.50	\$49.06

1. Source: Bureau of Labor Statistics, NAICS 999100 – Federal Executive Branch, May 2019, http://www.bls.gov/oes/current/naics4_999100.htm
2. 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
3. Total benefits/wages based on June 2013 Employer costs for employee compensation, All Civilian nonfarm workers, <ftp://ftp.bls.gov/pub/special.requests/ocwc/ect/eccecqrtn.pdf>
4. U.S. Environmental Protection Agency, *EPA Air Pollution Control Cost Manual, Sixth Edition*, EPA-452-02-001, January 2002, pp. 2-34. The loading for indirect costs is within the range of 20-70% of the loaded labor rate (wage + benefits) suggested in EPA guidance.