

Sector

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W			
Benefits Percentage ²	Lb = B/W	45.0%	45.0%	45.0%
Benefits per hour	B = W*Lb	\$0.00	\$0.00	\$0.00
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$0.00	\$0.00	\$0.00
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$0.00	\$0.00	\$0.00
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$0.00	\$0.00	\$0.00

- Data Source: BLS <http://www.bls.gov/oes/current/oessrci.htm> **May 2013 data**
 NAICS - **indicate the number and name**
 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
- Fringe benefits/wage per hour. The average for non farm, non federal civilian workers.
- 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.

Civilian workers, excluding farm and federal government

<http://ftp.bls.gov/pub/special.requests/ocwc/ect/ececqrtn.pdf>
<http://www.bls.gov/news.release/ecec.t02.htm>

(historical summary)
 (detailed current)

UPDATE FRINGE BENEFITS BEFORE UPDATING LABOR CATEGORIES

	Jun-20	19-Jun	Dec-17	Jun-17	Mar-16	Mar-15	Mar-14	March 2014	Mar-13	Mar-2012	June 2011	Mar-2011	June 2010	Mar 2009	June 2008	Sep 2007	June 2007	Mar 2006
Salaries and wages (unloaded)	26.17	25.22	\$24.49	\$24.10	\$23.25	\$22.65	\$21.77	\$21.77	\$21.35	\$21.27	\$20.80	20.91	20.55	\$20.49	\$19.85	\$19.56	\$19.38	\$18.82
Benefits	12.04	11.55	\$11.38	\$11.18	\$10.70	\$10.49	\$9.80	\$9.80	\$9.49	\$9.42	\$9.17	9.15	8.96	\$8.90	\$8.64	\$8.47	\$8.37	\$8.04
% of salaries & wages	46.0%	45.8%	46.5%	46.4%	46.0%	46.3%	45.0%	45.0%	44.4%	44.3%	44.1%	43.8%	43.6%	43.4%	43.5%	43.3%	43.2%	42.7%
Total Compensation	\$38.21	\$36.77	\$35.87	\$35.28	\$33.95	\$33.14	\$31.57	\$31.57	\$30.84	\$30.69	\$29.97	\$30.06	\$29.51	\$29.39	\$28.49	\$28.03	\$27.75	\$26.86

The fringe benefits are 46.0% of the unloaded salaries and wages for civilian, non federal and non farm workers.

This fringe rate is also applied to federal and farm workers in the tables in this workbook.

As of 05/21/18, the wage rates for 2017 are available from BLS.

OPP will use the May 2017 wage rate estimates from BLS as of 05/21/18

They can be accessed at the following link: <http://www.bls.gov/news.release/ecec.t02.htm>

May 2019 Data Accessed September 30, 2020

Updated: March 21, 2020


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NAICS: Sector 11

updated October 5, 2020

Agriculture

Labor Category:	Formula	Farmers, Ranchers & Agricultural Managers	Scientists & Technicians	Pesticide Handlers & Applicators	Agricultural Workers	Clerical
Unloaded Hourly Rate ¹	= W	\$41.35	\$26.50	\$18.86	\$13.11	\$18.88
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$19.02	\$12.19	\$8.68	\$6.03	\$8.69
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$60.37	\$38.69	\$27.54	\$19.14	\$27.57
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$30.19	\$19.35	\$13.77	\$9.57	\$13.78
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$90.56	\$58.04	\$41.31	\$28.71	\$41.35

1. Data Source: BLS http://www.bls.gov/oes/current/naics2_11.htm

NAICS: Sector 11 - Agriculture, Forestry, Fishing and Hunting

Standard Occupational Codes

Farmers and Ranchers	11-9013	Farmers, Ranchers, and Other Agricultural Managers
Agricultural Managers	11-9013	Farmers, Ranchers, and Other Agricultural Managers
Scientists & Technicians	19-0000	Life, Physical, and Social Science Occupations
Pesticide Handlers & Ap	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation
Agricultural Workers	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
Clerical	43-0000	Office and Administrative Support Occupations

May 2019 data

Last Modified Date: March 31, 20

formerly 11-9012, Farmers and R
formerly 11-9011, Farm, Ranch, &

Sector-specific wage https://www.bls.gov/oes/current/naics2_11.htm

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: 115000

updated October 5, 2020

Agricultural Support

Labor Category:	Formula	Farmers, Ranchers & Agricultural Managers	Scientists & Technicians	Pesticide Handlers & Applicators	Agricultural Workers
Unloaded Hourly Rate ¹	= W	\$41.35	\$24.36	\$18.86	\$13.11
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$19.02	\$11.21	\$8.68	\$6.03
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$60.37	\$35.57	\$27.54	\$19.14
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$30.19	\$17.78	\$13.77	\$9.57
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$90.56	\$53.35	\$41.31	\$28.71

1. Data Source: BLS http://www.bls.gov/oes/current/naics3_115000.htm

NAICS 115000 - Support Activities for Agriculture and Forestry

Standard Occupational Codes

Farmers and Ranchers	11-9013	Farmers, Ranchers, and Other Agricultural Managers	formerly 11-9012,
Agricultural Managers	11-9013	Farmers, Ranchers, and Other Agricultural Managers	formerly 11-9011,
Scientists & Technicians	19-0000	Life, Physical, and Social Science Occupations	
Pesticide Handlers & Ap	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Sector-specific w
Agricultural Workers	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	
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.

Clerical
\$18.07
46.0%
\$8.31
\$26.38
50%
\$13.19
\$39.58

May 2019 data

Last Modified Date:

Farmers and Ranchers
Farm, Ranch, and other

<https://www.bls.gov>

Chemical Manufacturing (3251, 3252, 3253, and 3259 only)

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$66.36	\$34.86	\$22.65
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$30.53	\$16.04	\$10.42
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$96.89	\$50.90	\$33.07
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$48.45	\$25.45	\$16.54
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$145.34	\$76.35	\$49.61

1. Data Source: BLS https://www.bls.gov/oes/current/naics4_3250A1.htm
 NAICS 3250A1 - Chemical Manufacturing (3251, 3252, 3253, and 3259 only)
 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 2019 data

Last Modified Date: M



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NAICS: 444200

updated October 5, 2020

Retail Nursery, Lawn, and Garden Supply Stores

Labor Category:	Formula	Managerial	Sales Managers	Sales Representatives	Clerical
Unloaded Hourly Rate ¹	= W	\$37.61	\$22.54	\$13.58	\$16.74
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$17.30	\$10.37	\$6.25	\$7.70
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$54.91	\$32.91	\$19.83	\$24.44
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$27.46	\$16.45	\$9.91	\$12.22
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$82.37	\$49.36	\$29.74	\$36.66

1. Data Source: BLS http://www.bls.gov/oes/current/naics4_444200.htm

NAICS - 444200 Lawn and Garden Equipment Supply Stores

Standard Occupational Codes:

Management: 11-0000, Management Occupations

Sales Managers 41-1011, First Line Supervisors/Managers of Retail Sales Workers

Sales Representative 41-2031, Retail Sales Person

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 2019 data

Last Modified Date: March 31, 2019



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NAICS: 999000

updated October 5, 2020

Government—All Levels

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$49.52	\$36.35	\$21.05
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$22.78	\$16.72	\$9.68
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$72.30	\$53.07	\$30.73
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$36.15	\$26.54	\$15.37
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$108.45	\$79.61	\$46.10

1. Data Source: BLS http://www.bls.gov/oes/current/naics3_999000.htm

NAICS 999000 - Federal, State, and Local Government

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

May 2019 data

Last Modified Date: N

Updated 4/08/14

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

updated October 5, 2020

EPA or Federal Government

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$60.69	\$42.69	\$22.40
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
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 ³	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. Data Source: BLS http://www.bls.gov/oes/current/naics4_999100.htm

May 2019 data

NAICS 999100 - Federal Executive Branch

Last Modified Date: March 31, 2020

Standard Occupational Codes:

Management: 11-0000, Management Occupations

Technical: 19-0000, Life, Physical, and Social Science Occupations updated 4/08/2014

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: 999200

updated October 5, 2020

State Government

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate ¹	= W	\$44.40	\$30.51	\$21.02
Benefits Percentage ²	Lb = B/W	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$20.43	\$14.04	\$9.67
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$64.83	\$44.55	\$30.69
Overhead Percentage ³	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$32.41	\$22.27	\$15.35
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$97.24	\$66.82	\$46.04

- Data Source: BLS http://www.bls.gov/oes/current/naics4_999200.htm **May 2019 data**
 NAICS 999200 - State Government Last Modified Date: N
 Standard Occupational Codes:
 Management: 11-0000, Management Occupations
 Technical: 19-0000, Life, Physical, and Social Science Occupations updated 4/08/2014
 Clerical: 43-0000, Office and Administrative Support Occupations
- Fringe benefits/wage per hour. The average for non farm, non federal civilian workers.
- 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.

Sector	Labor	Source	Sub	Website	Date	Wage	Benefits	Notes
federal	mgt	BLS NAICS 999100	11-0000 Mgt Occ	http://www.bls.gov/oe	May-05	\$43.39		mean hourly
federal	tech	BLS NAICS 999100	19-0000 Life, Phy	http://www.bls.gov/oe	May-05	\$30.93		mean hourly
federal	clerical	BLS NAICS 999100	43-0000 Office Ad	http://www.bls.gov/oe	May-05	\$21.99		mean hourly
industry	mgt	BLS NAICS 325300	11-0000 Mgt Occ	http://www.bls.gov/oes	May-05	\$47.02		mean hourly
industry	tech	BLS NAICS 325300	19-0000 Life, Phy	http://www.bls.gov/oes	May-05	\$30.21		mean hourly
industry	clerical	BLS NAICS 325300	43-0000 Office Ad	http://www.bls.gov/oes	May-05	\$15.41		mean hourly
state	mgt	BLS NAICS 999200	11-0000 Mgt Occ	http://www.bls.gov/oes	May-05	\$33.29		mean hourly
state	tech	BLS NAICS 999200	19-0000 Life, Phy	http://www.bls.gov/oes	May-05	\$23.02		mean hourly
state	clerical	BLS NAICS 999200	43-0000 Office Ad	http://www.bls.gov/oes	May-05	\$15.75		mean hourly
civilian	all	BLS Comp Cost Tren	all workers	http://www.bls.gov/nev	Mar-06	\$18.82	\$8.04	43%