**ATTACHMENT E:**

**WORK SHEET USED TO CALCULATE PESTICIDE INDUSTRY LABOR COSTS**

**PESTICIDE INDUSTRY LABOR COSTS**

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| --- | --- | --- | --- | --- |
| Labor Category: | Formula | Managerial | Technical | Clerical |
| Unloaded Hourly Rate1 | = W | $66.36 | $34.86 | $22.65 |
| Benefits Percentage2 | 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 Percentage3 | 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 |

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| 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: March 31, 2020 | |