

ATTACHMENT E:
WORK SHEET USED TO CALCULATE PESTICIDE INDUSTRY LABOR COSTS

PESTICIDE INDUSTRY LABOR COSTS

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

https://www.bls.gov/oes/current/naics4_3250A1.htm

1. Data Source: BLS

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

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