

Year	Managerial	Technical	Clerical
2010	\$77.77	\$67.59	\$30.35
2011	\$70.73	\$64.66	\$29.86
2012	\$72.88	\$64.39	\$29.51
2013	\$77.82	\$64.55	\$30.35
2014	\$80.22	\$72.22	\$31.26
2015	\$81.18	\$75.89	\$33.66
2016	\$83.26	\$78.40	\$34.26
2017	\$76.67	\$77.94	\$34.99
2018	\$80.09	\$75.32	\$34.50
2019	\$87.55	\$82.15	\$35.58
2020	\$94.54	\$80.50	\$36.58

Note: updated derivation method

Table x: Manufacturing Industry Wage Rates (2020\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Total Compensation	Overhead % of Total Compensation ^b
			(a)	(b)	(c) = (a)+(b)	(d)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-20	\$54.32	\$24.46	\$78.78	20%
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-20	\$44.63	\$22.45	\$67.08	20%
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-20	\$20.86	\$9.62	\$30.48	20%

Footnotes

^a Source: Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2020 (U.S. Bureau of Labor Statistics, 2021).

^b An overhead rate of 20% is used based on assumptions in Handbook on Valuing Changes in Time Use Induced by Regulatory and Other U.S. EPA Actions (EPA 2020)

^c Wage data are rounded to the closest cent in this analysis.

Overhead	Hourly Loaded Wages^c
<i>(e)=(c)*(d)</i>	<i>(f)=(c)+(e)</i>
\$15.76	\$94.54
\$13.42	\$80.50
\$6.10	\$36.58

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Table x: Manufacturing Industry Wage Rates (2019\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Total Compensation	Overhead % of Total Compensation ^b
			(a)	(b)	(c) = (a)+(b)	(d)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-19	\$50.31	\$22.65	\$72.96	20%
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-19	\$45.60	\$22.86	\$68.46	20%
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-19	\$20.21	\$9.44	\$29.65	20%

Footnotes

^a Source: Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2019 (U.S. Bureau of L

^b An overhead rate of 20% is used based on assumptions in Handbook on Valuing Changes in Time Use Induced by Regulatory Rec EPA Actions (EPA 2020)

^c Wage data are rounded to the closest cent in this analysis.

Overhead	Hourly Loaded Wages^c
<i>(e)=(c)*(d)</i>	<i>(f)=(c)+(e)</i>
\$14.59	\$87.55
\$13.69	\$82.15
\$5.93	\$35.58
<p>abor Statistics, 2020). requirements and Other U.S.</p>	

Table x: Industry Wage Rates (2019\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-19	\$50.31	\$22.65	45%	17%	1.62
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-19	\$45.60	\$22.86	50%	17%	1.67
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-19	\$20.21	\$9.44	47%	17%	1.64

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2019* (U.S. Bureau of Statistics, 2020).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to re-inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames (accessed 6/17/20):

1. Dec 2019 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

Hourly Loaded Wages^d
<i>(f)=(a)×(e)</i>
\$81.51
\$76.21
\$33.09
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BLS site:

<https://www.bls.gov/web/ecec/ecsuphst.pdf>

Navigation to BLS site (on date of access, June 17, 2020):

- 1 From www.bls.gov
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigate to "ECT Publications" (by scrolling or link)
----extend list by selecting: All NCS Publications (including benefits, compensation costs, and wag
- 4 Go to "ECEC" tab
- 4 Select "December 2006-Present Employer Costs for Employee Compensation Historical Listings, P

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2020). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fin*

Reference Filenames:

1. Dec 2019 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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"private industry supplemental tables"

lementary Tables: December 2006 – December 2019. Retrieved June 17, 2020, from <https://www.bls.gov/wel>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

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Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates (2018\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-18	\$48.73	\$23.08	47%	17%	1.64
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-18	\$44.35	\$23.43	53%	17%	1.70
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-18	\$20.77	\$10.20	49%	17%	1.66

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – June 2019* (U.S. Bureau of Labor 2019).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Pt* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames (accessed 6/20/19):

1. Dec 2018 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

Hourly Loaded Wages^d
<i>(f)=(a)×(e)</i>
\$80.09
\$75.32
\$34.50
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Note corrected value. Previous value (\$24.43) was a typo

Note that

the reference has also been updated from "December 2006 - March 2019" to December

er 2006 - June 2019" because the March table could not be located.

BLS site:

<https://www.bls.gov/web/ecec/ecsuphst.pdf>

Navigation to BLS site (on date of Access, June 20, 2019):

- 1 From www.bls.gov
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigagate to "ECT Publications" (by scrolling or link)
----extend list by selecting: All NCS Publications (including benefits, compensation costs, and wag
- 4 Go to "ECEC" tab
- 4 Select "December 2006-Present Employer Costs for Employee Compensation Historical Listings, P

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2019). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fin*

Reference Filenames:

1. Dec 2018 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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"private industry supplemental tables"

lementary Tables: December 2006 – March 2019. Retrieved June 20, 2019, from <https://www.bls.gov/web/ec>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

ec/ecsuphst.pdf

Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates (2016\$)								
Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c	Hourly Loaded Wages ^d
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1	(f)=(a)×(e)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-17	\$46.59	\$22.16	48%	17%	1.65	\$76.67
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-17	\$45.82	\$24.33	53%	17%	1.70	\$77.94
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-17	\$20.49	\$11.02	54%	17%	1.71	\$34.99

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2017* (U.S. Bureau of Labor Statistics, 2018).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames (accessed 3/26/18):

1. Dec 2017 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

BLS site:

<https://www.bls.gov/web/ecec/ecsuphst.pdf>

Navigation to BLS site (on date of Access, March 21, 2017):

- 1 From www.bls.gov
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigate to "ECT Publications" (by scrolling or link)
Select "All NCS Publications (including benefits, compensation costs, and wages) »"
- 4 Under "COMPENSATION COST TREND PUBLICATIONS":
Select "Private Industry Supplemental Historical Listing, December 2006 Forward [PDF

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2018). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fir*

Reference Filenames:

1. Dec 2017 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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lementary Tables: December 2006 – December 2017. Retrieved March 26, 2018, from <https://www.bls.gov/w>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

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Economics and Policy Analysis Branch.

Table x: Industry Wage Rates (2016\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-16	\$50.09	\$24.65	49%	17%	1.66
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-16	\$45.66	\$24.98	55%	17%	1.72
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-16	\$20.29	\$10.52	52%	17%	1.69

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2016* (U.S. Bureau of Labor Statistics, 2017).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames (accessed 3/22/17):

1. Dec 2016 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

Hourly Loaded Wages^d
<i>(f)=(a)×(e)</i>
\$83.26
\$78.40
\$34.26
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BLS site:

<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>

Navigation to BLS site (on date of Access, March 21, 2017):

- 1 From www.bls.gov (you are looking for the National Compensation Survey)
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigatate to "ECT Publications" (by scrolling or link)
Select "All NCS Publications (including benefits, compensation costs, and wages) »"
- 4 Under "COMPENSATION COST TREND PUBLICATIONS":
Select ECEC Supplemental Tables Historical Data, December 2006 Forward [PDF] [TXT]

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2015). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fir*

Reference Filenames:

1. Dec 2016 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

]"

lementary Tables: December 2006 – December 2015. Retrieved March 21, 2016, from <http://www.bls.gov/nc>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

s/ect/sp/ecsuphst.pdf

Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates (2015\$)								
Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c	Hourly Loaded Wages ^d
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1	(f)=(a)×(e)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-15	\$48.66	\$24.25	50%	17%	1.67	\$81.18
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-15	\$44.06	\$24.34	55%	17%	1.72	\$75.89
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-15	\$19.91	\$10.37	52%	17%	1.69	\$33.66

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2015* (U.S. Bureau of Labor Statistics, 2016).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames:

1. Dec 2015 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

BLS site:

<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>

Navigation to BLS site (on date of Access, March 21, 2016):

- 1 From www.bls.gov (you are looking for the National Compensation Survey)
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigate to "ECT Publications" (by scrolling or link)
Select "All NCS Publications (including benefits, compensation costs, and wages) »"
- 4 Under "COMPENSATION COST TREND PUBLICATIONS":
Select ECEC Supplemental Tables Historical Data, December 2006 Forward [PDF] [TXT]

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2015). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fir*

Reference Filenames:

1. Dec 2015 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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lementary Tables: December 2006 – December 2015. Retrieved March 21, 2016, from <http://www.bls.gov/nc>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

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Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates								
Labor Category	Data Sources ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c	Loaded Wages ^d
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1	(f)=(a)×(e)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-14	\$47.90	\$24.18	50%	17%	1.67	\$80.22
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-14	\$42.19	\$22.86	54%	17%	1.71	\$72.22
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-14	\$18.68	\$9.40	50%	17%	1.67	\$31.26

Total Compensation

\$72.08

\$65.05

\$28.08

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2014* (U.S. Bureau of Labor Statistics, 2015).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

BLS site:

<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>

Navigation to BLS site (on date of Access, March 19, 2015):

- 1 From www.bls.gov (you are looking for the National Compensation Survey)
- 2 ---hold cursor over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigagate to "ECT Publications" (by scrolling or link)
Select "All NCS Publications (including benefits, compensation costs, and wages) »"
- 4 Under "COMPENSATION COST TREND PUBLICATIONS":
Select ECEC Supplemental Tables Historical Data, December 2006 Forward [PDF] [TXT]

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2015). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fin*

Reference Filenames:

1. Dec 2014 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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lementary Tables: December 2006 – December 2014. Retrieved March 19, 2015, from <http://www.bls.gov/nc>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis F
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

s/ect/sp/ecsuphst.pdf

Branch.

Economics and Policy Analysis Branch.

Table : Loaded Industry Wage Rates (December 2013)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS <i>ECEC</i> , Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '13	\$46.21	\$23.70	51.29%	17%	1.68
Professional/ Technical	BLS <i>ECEC</i> , Private Manufacturing industries , “Professional and related“	Dec '13	\$39.70	\$21.14	53.25%	17%	1.70
Clerical	BLS <i>ECEC</i> , Private Manufacturing industries , “Office and Administrative Support”	Dec '13	\$18.05	\$9.23	51.14%	17%	1.68

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded numbers were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-March 2014*, US Bureau of Labor Statistics, September 10, 2014 (pp 31,33,37) (<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>, accessed October 23, 2014).

Loaded Wages^a
(F) =(A)*(E)
\$77.77
\$67.59
\$30.35
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Total Compensation

\$69.91
\$60.84
\$27.28

notice of correction: http://www.bls.gov/bls/ecec_correction_091014.htm

revised reference document:

<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf> accessed October 23, 2014

Table : Loaded Industry Wage Rates (December 2013)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS <i>ECEC</i> , Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '13	\$46.25	\$23.71	51%	17%	1.68
Professional/ Technical	BLS <i>ECEC</i> , Private Manufacturing industries , “Professional and related“	Dec '13	\$38.16	\$19.90	52%	17%	1.69
Clerical	BLS <i>ECEC</i> , Private Manufacturing industries , “Office and Administrative Support”	Dec '13	\$18.05	\$9.23	51%	17%	1.68

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded numbers were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inver. Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-March 2014*, US Bureau of Labor Statistics, June 11, 2014 (pp 31,33,37) (<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>, accessed July 7, 2014).

Loaded Wages^a
(F) =(A)*(E)
\$77.82
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Total Compensation

\$69.96
\$58.06
\$27.28

<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf> accessed July 7, 2014

Table : Loaded Industry Wage Rates (December 2012)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS <i>ECEC</i> , Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '12	\$43.95	\$21.46	49%	17%	1.66
Professional/ Technical	BLS <i>ECEC</i> , Private Manufacturing industries , “Professional and related“	Dec '12	\$38.53	\$19.31	50%	17%	1.67
Clerical	BLS <i>ECEC</i> , Private Manufacturing industries , “Office and Administrative Support”	Dec '12	\$17.64	\$8.87	50%	17%	1.67

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded data were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-December 2012*, US Bureau of Economic Analysis, March 12, 2013 (pp 31,33,37) (<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>, accessed March 28, 2013).

Loaded Wages^a
(F) =(A)*(E)
\$72.88
\$64.39
\$29.51
ded values
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of Labor

Total Compensation

\$65.41
\$57.84
\$26.51

<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>

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Table : Loaded Industry Wage Rates (December 2011)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec '11	\$43.01	\$20.41	47%	17%	1.64
Professional/ Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec '11	\$38.48	\$19.64	51%	17%	1.68
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec '11	\$17.89	\$8.93	50%	17%	1.67

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded numbers were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of "1" means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-December 2011*, US Bureau of Economic Analysis, March 14, 2012 (pp 17,18,20) (<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>, accessed March 14, 2012).

Loaded Wages^a
(F) =(A)*(E)
\$70.73
\$64.66
\$29.86
ded values
itory 002).
of Labor

Total Compensation

\$63.42
\$58.12
\$26.82

Table : Loaded Industry Wage Rates (December 2010)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c	Loaded Wages ^a
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1	(F) =(A)*(E)
Managerial	BLS <i>ECEC</i> , Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '10	\$42.82	\$19.64	46%	17%	1.63	\$69.74
Professional/ Technical	BLS <i>ECEC</i> , Private Manufacturing industries , “Professional and related“	Dec '10	\$36.93	\$18.50	50%	17%	1.67	\$61.71
Clerical	BLS <i>ECEC</i> , Private Manufacturing industries , “Office and Administrative Support”	Dec '10	\$17.36	\$8.67	50%	17%	1.67	\$28.98

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded values were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-June 2011*, US Bureau of Labor Statistics, September 8, 2011 (pp 17,18,20) (<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>, accessed October 12, 2011).

**Total
Compensa
tion**

\$62.46
\$55.43
\$26.03

<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>
pp. 17, 18, 20

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