

<b>Tab</b>	<b>NAICS</b>	<b>Worksheets</b>
Dir		Directions on how to make an ICR wage table, and data
Tabs		This worksheet
Rules		The Word document with NAICS by rule in 2007
NAICS		The above worksheet sorted by NAICS, also with the cl
Template		Template for ICR wage tables
Ag	110000	ICR wages for agriculture
Ag Spt	115000	ICR wages for agriculture support
Contractors	238900	ICR wages for Other Specialty Trade Contractors
Chem Manuf	325100	ICR wages for Basic Chemical Manufacturing
Registrant	325300	ICR wages for Pesticide, Fertilizer, and Other Agricultu
Food Manuf	311000	ICR wages for Food Manufacturing
Wholesale	424900	ICR wages for Miscellaneous Nondurable Goods Merc
Retail Supply	444200	ICR wages for Lawn and Garden Equipment Supply St
Retail Stores	453900	ICR wages for Miscellaneous Store Retailers
R&D	541710	ICR wages for Research and Development in the Phys
Bldg Services	561700	ICR wages for Services to Buildings and Dwellings
PCO	561710	ICR wages for Exterminating and Pest Control Service
Colleges	611300	ICR wages for Colleges, Universities, and Professional
IR4 Consulting	541600	ICR wages for Management, Scientific, and Technical
Gov	999000	ICR wages for governments at all levels
EPA	999100	ICR wages for EPA or the Federal government
State Gov	999200	ICR wages for state governments
Local Gov	999300	ICR wages for local governments
Fringe		Estimation of fringe benefits
Summary		Comparison of unloaded wage rates for all sectors in th

Current OPP ICRs and associated NAICS codes (5/15/07 cgs)

Rule	ICR #	NAICS	Industry
Container/containment	1631	325320	Pesticides and Other Ag Chemical MFG
Container/containment	1631	422910	Farm Supply
Container/containment	1631	561790	Other services to buildings and dwellings
Container/containment	1631	453998	all other misc. store retailers (except tobacco)
Container/containment	1631	235990	all other special trade contractors
6(a)(2)	1204	325320	Pesticide MFGs and Other Ag Chemical MFG
Export Policy	161	325320	Pesticides and Other Ag Chemical MFG
1080 collar	1249	325320	Pesticides and Other Ag Chemical MFG
1080 collar	1249	9241	Administration of Environmental Quality Control Programs
Maintenance Fee	1214	325320	Pesticides and Other Ag Chemical MFG
Maintenance Fee	1214	9641	Regulation of Ag Marketing and Commodities
PRIA	2147	325320	Pesticides and Other Ag Chemical MFG
PRIA	2147	32518	Other basic inorganic chemical MFG
PRIA	2147	32519	Other basic organic chemical MFG
Special Review/Registration Review	922	325320	Pesticide and Other Ag Chemical MFG
Re-registration	1504	325320	Pesticide and Other Ag Chemical MFG
AR/PCT	1911	325320	Pesticide and Other Ag Chemical MFG
PIP	1693	325320	Pesticides and Other Ag Chemical MFG
PIP	1693	54171	Research and Development in the Physical, Engineering, and Life Sciences
PIP	1693	325414	Biological Products (except Diagnostic) MFG
PIP	1693	611310	Colleges, Universities, and Professional Schools
PIP	1693	422910	Farm Supplies Wholesalers
PIP	1693	422930	Flower, Nursery Stock, and Florists' Supplies (Wholesalers)
Section 3	595	325320	Pesticides MFG and Other Ag Chemical MFG
Worker Protection	1759	111	Crop production
Worker Protection	1759	115	Support activities for agriculture and forestry,
SLN	595	92411	State Government Agencies
CRP	616	325320	Pesticides and Other Ag Chemical MFG
Notice of Supplemental Distribution of Registered Pesticide	278	9641	regulation of agricultural marketing and commodities
App. Cert. Training	155	111	Crop Production,
App. Cert. Training	155	112	Animal Production
App. Cert. Training	155	561710	Applicators Exterminating and Pest Control Services
App. Cert. Training	155	924110	Environmental protection program administration
App. Cert. Training	155	926140	Pest control programs, agricultural, governmental
App. Cert. Training	155	444220	Retail Nursery, Lawn, and Garden Supply stores
App. Cert. Training	155	424910	Agricultural chemicals merchant wholesalers
Tolerance Petitions	597	325320	Pesticides and Other Ag Chemical MFG
Human Studies	2195	325320	Pesticides and Other Ag Chemical MFG
Section 18	596	9641	Regulation of agricultural marketing and commodities
Experimental Use Permit	276	325320	Pesticides and Other Ag Chemical MFG

\*Note: ICR numbers in are EPA numbers for the specific ICR. As of spring, 2007, OPP has 20 ICRs. This summary document does not attempt to correct errors in the NAICS codes cited in the current ICR documents.

Rule	ICR #	NAICS	Industry	BLS Data*	Similar Industry
App. Cert. Training	155	111000	Crop Production,	11	Agriculture, Forestry, Fishing, and Hunting
Worker Protection	1759	111000	Crop production	11	Agriculture, Forestry, Fishing, and Hunting
App. Cert. Training	155	112000	Animal Production	11	Agriculture, Forestry, Fishing, and Hunting
Worker Protection	1759	115000	Support activities for agriculture and forestry,	Yes	
Container/containment	1631	238990	all other special trade contractors	238900	Other Specialty Trade Contractors
PRIA	2147	325180	Other basic inorganic chemical MFG	325100	Basic Chemical Manufacturing
PRIA	2147	325190	Other basic organic chemical MFG	325100	Basic Chemical Manufacturing
Export Policy	161	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Experimental Use Permit	276	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Section 3	595	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Tolerance Petitions	597	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
CRP	616	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Special Review/Registration Review	922	325320	Pesticide and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
6(a)(2)	1204	325320	Pesticide MFGs and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Maintenance Fee	1214	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
1080 collar	1249	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Re-registration	1504	325320	Pesticide and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Container/containment	1631	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
PIP	1693	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
AR/PCT	1911	325320	Pesticide and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
PRIA	2147	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
Human Studies	2195	325320	Pesticides and Other Ag Chemical MFG	325300	Pesticide, Fertilizer, and Other Ag Chemical MFG
PIP	1693	325414	Biological Products (except Diagnostic) MFG	325400	Petroleum and Coal Products Manufacturing
App. Cert. Training	155	424910	Agricultural chemicals merchant wholesalers	424900	Miscellaneous Nondurable Goods Wholesalers
Container/containment	1631	424910	Farm Supply	424900	Miscellaneous Nondurable Goods Wholesalers
PIP	1693	424910	Farm Supplies Wholesalers	424900	Miscellaneous Nondurable Goods Wholesalers
PIP	1693	424930	Flower, Nursery Stock, and Florists' Supplies (Wholesalers)	424900	Miscellaneous Nondurable Goods Wholesalers
App. Cert. Training	155	444220	Retail Nursery, Lawn, and Garden Supply stores	444200	Lawn and Garden Equipment and Supplies Stores
Container/containment	1631	453998	all other misc. store retailers (except tobacco)	453900	Other Miscellaneous Store Retailers
PIP	1693	541710	Research and Development in the Physical, Engineering, and Life Sciences	Yes	
App. Cert. Training	155	561710	Applicators Exterminating and Pest Control Services	Yes	
Container/containment	1631	561790	Other services to buildings and dwellings	561700	Services to Buildings and Dwellings
PIP	1693	611310	Colleges, Universities, and Professional Schools	611300	Colleges, Universities, and Professional Schools
1080 collar	1249	924100	Administration of Environmental Quality Control Programs	999000	Federal, State, and Local Government
App. Cert. Training	155	924110	Environmental protection program administration	999000	Federal, State, and Local Government
SLN	595	924110	State Government Agencies	999200	State Government
App. Cert. Training	155	926140	Pest control programs, agricultural, governmental	999000	Federal, State, and Local Government
Notice of Supplemental Distribution of Registered Pesticide	278	964100	Regulation of agricultural marketing and commodities	999000	Federal, State, and Local Government
Section 18	596	964100	Regulation of agricultural marketing and commodities	999000	Federal, State, and Local Government
Maintenance Fee	1214	964100	Regulation of agricultural marketing and commodities	999000	Federal, State, and Local Government
* This column gives the closest NAICS for which there is BLS wage data. "Yes" means that BLS wage data is available for the exact NAICS.					
There is no BLS data for NAICS 92 and 96, only for 99.					

## Sector

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W			
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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

1. 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

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: 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 <sup>1</sup>	= W	\$41.35	\$26.50	\$18.86	\$13.11	\$18.88
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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](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.>

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 <sup>1</sup>	= W	\$41.35	\$24.36	\$18.86	\$13.11
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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](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 <sup>1</sup>	= W	\$66.36	\$34.86	\$22.65
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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](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 <sup>1</sup>	= W	\$37.61	\$22.54	\$13.58	\$16.74
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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](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 561710**

updated October 5, 2020

**Exterminating and Pest Control Services**

Labor Category:	Formula	Managerial	1st Line Supervisor	Pest Control Workers	Pesticide Handlers	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$47.62	\$25.43	\$19.10	\$18.95	\$17.23
Benefits Percentage <sup>2</sup>	Lb = B/W	46.0%	46.0%	46.0%	46.0%	46.0%
Benefits per hour	B = W*Lb	\$21.91	\$11.70	\$8.79	\$6.40	\$7.93
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$69.53	\$37.13	\$27.89	\$21.23	\$25.16
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$34.76	\$18.56	\$13.94	\$10.62	\$12.58
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$104.29	\$55.69	\$41.83	\$31.85	\$37.74

1. Data Source: BLS [http://www.bls.gov/oes/current/naics5\\_561710.htm](http://www.bls.gov/oes/current/naics5_561710.htm)

NAICS 561710 - Exterminating and Pest Control Services

Standard Occupational Codes:

Management: 11-0000, Management Occupations

1st Line Supervisor: 37-1012, First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers

Pest Control Workers: 37-2021, Pest Control Workers

Pesticide Handlers: 37-3012, Pesticide Handlers, Sprayers, and Applicators, Vegetation

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

**NAICS: 999000**

updated October 5, 2020

**Government—All Levels**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$49.52	\$36.35	\$21.05
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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](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 <sup>1</sup>	= W	\$60.69	\$42.69	\$22.40
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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](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 <sup>1</sup>	= W	\$44.40	\$30.51	\$21.02
Benefits Percentage <sup>2</sup>	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 <sup>3</sup>	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

1. Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999200.htm](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

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.



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