

**ATTACHMENT H:****Wage Rates Tables for State Governments, Commercial Pesticide Applicators, Commercial Pesticide Dealers, Pesticide Registrants, and EPA (May 2016 Data)****NAICS: 999200****State Government**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$42.33	\$29.07	\$19.69
Benefits Percentage <sup>2</sup>	Lb = B/W	46.4%	46.4%	46.4%
Benefits per hour	B = W*Lb	\$19.64	\$13.49	\$9.13
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$61.97	\$42.56	\$28.82
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$30.98	\$21.28	\$14.41
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$92.95	\$63.83	\$43.24

1. Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999200.htm](http://www.bls.gov/oes/current/naics4_999200.htm)

NAICS 999200 - State 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

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****Commercial Pesticide Applicators**

Labor Category:	Formula	Pesticide Handlers & Applicators
Unloaded Hourly Rate <sup>1</sup>	= W	\$17.49
Benefits Percentage <sup>2</sup>	Lb = B/W	46.4%
Benefits per hour	B = W*Lb	\$8.11
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$25.60
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$12.80
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$38.41

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 & Applicators	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

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: 444200****Commercial Pesticide Dealers**

Labor Category:	Formula	Sales Managers
Unloaded Hourly Rate <sup>1</sup>	= W	\$22.20
Benefits Percentage <sup>2</sup>	Lb = B/W	46.4%
Benefits per hour	B = W*Lb	\$10.30
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$32.50
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%
Overhead per hour	OH = Wb*Lo	\$16.25
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$48.75

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.

**NAICS: 325300****Pesticide Registrants**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$56.84	\$30.60	\$19.92
Benefits Percentage <sup>2</sup>	Lb = B/W	46.4%	46.4%	46.4%
Benefits per hour	B = W*Lb	\$26.37	\$14.20	\$9.24
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$83.21	\$44.80	\$29.16
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$41.60	\$22.40	\$14.58
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$124.81	\$67.19	\$43.74

1. Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_325300.htm](http://www.bls.gov/oes/current/naics4_325300.htm)  
NAICS 325300 - Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing

## 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: 999100****EPA or Federal Government**

Labor Category:	Formula	Managerial	Technical	Clerical
Unloaded Hourly Rate <sup>1</sup>	= W	\$57.87	\$37.98	\$21.47
Benefits Percentage <sup>2</sup>	Lb = B/W	46.4%	46.4%	46.4%
Benefits per hour	B = W*Lb	\$26.85	\$17.62	\$9.96
Loaded Hourly Rate	Wb = W + B = W(1+Lb)	\$84.72	\$55.60	\$31.43
Overhead Percentage <sup>3</sup>	Lo = OH/Wb	50%	50%	50%
Overhead per hour	OH = Wb*Lo	\$42.36	\$27.80	\$15.71
Fully Loaded Hourly Rate	Wf = Wb + OH = W + B + OH	\$127.07	\$83.40	\$47.14

- Data Source: BLS [http://www.bls.gov/oes/current/naics4\\_999100.htm](http://www.bls.gov/oes/current/naics4_999100.htm)  
NAICS 999100 - Federal Executive Branch  
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.