

Attachment F. Industry Wage Rates (2022\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Total Compensation	Overhead % of Total Compensation ^b	Overhead	Hourly Loaded Wages ^c
			(a)	(b)	(c) = (a)+(b)	(d)	(e)=(c)*(d)	(f)=(c)+(e)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-22	\$54.29	\$24.66	\$78.95	20%	\$15.79	\$94.74
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-22	\$46.01	\$23.27	\$69.28	20%	\$13.86	\$83.14
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-22	\$23.11	\$10.33	\$33.44	20%	\$6.69	\$40.13

Footnotes:

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2022 (U.S. Bureau of Labor Statistics, 2023)*.

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

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