**Appendix 3**

**Calculations for Section 12: Respondent Burden Hours & Costs – Labor & Workforce Metrics**

**Tables 12.16.1-A to Tables 12.16.1-B: Labor Reporting Forms for Supplemental Measures for Davis Bacon, Good Jobs Metrics, and Workforce Training Program [Government]**

*Step 1: Calculate proportion of respondent burden hours across all staff roles at relevant levels of seniority.*

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| **TABLE 12.16.1-A: PROPORTION of Respondent Hours by Staff Role** |
| Number of Hours: Management | Number of Hours: Technical | Number of Hours: Clerical/Support | Total Proportion |
| 0.15 | 0.7 | 0.15 | 1 |

*Step 2: Calculate loaded and weighted labor cost across all staff roles involved.*

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| **TABLE 12.16.2-A: LOADED WAGE RATES for Respondents**  **Wage rate + 110% loading for account for costs of benefits and overhead** |
| Wage Rate/Hour: Management | Wage Rate/Hour: Technical | Wage Rate/Hour: Clerical/Support | Wage rates obtained from the Bureau of Labor Statistics (BLS) for [Federal, State, and Local Government, including State and Local Government Schools and Hospitals and the U.S. Postal Service.](https://www.bls.gov/oes/current/oessrci.htm#91)  |
| $130.10(General and Operations Managers) | $81.27(Social Scientists and Related Workers) | $65.86(Secretaries and Administrative Assistants) |

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| **TABLE 12.16.3-A: WEIGHTED LABOR COSTS for Respondents** |
| Weighted Hourly Labor Cost | Explanation of Calculations |
| $86.28 | Weighted Hourly Labor Cost =(Wage rate \* proportion of hours) calculated for each respondent group (management, technical, clerical/support) and summed. |

*Total burden calculations (hours and costs) are shown in Section 14 – Labor Reporting Forms.*

**Tables 2.16.1-B to 2.16.3-B:** **Labor Reporting Forms for Supplemental Measures for Davis Bacon, Good Jobs Metrics, and Workforce Training Program [Non-Government]**

*Step 1: Calculate proportion of respondent burden hours across all staff roles at relevant levels of seniority.*

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| **TABLE 12.16.1-B: PROPORTION of Respondent Hours by Staff Role** |
| Number of Hours: Management | Number of Hours: Technical | Number of Hours: Clerical/Support | Total Proportion |
| 0.15 | 0.7 | 0.15 | 1 |

*Step 2: Calculate loaded and weighted labor cost across all staff roles involved.*

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| **TABLE 12.16.2-B: LOADED WAGE RATES for Respondents**  **Wage rate + 110% loading for account for costs of benefits and overhead** |
| Wage Rate/Hour: Management | Wage Rate/Hour: Technical | Wage Rate/Hour: Clerical/Support | Wage rates obtained from the Bureau of Labor Statistics (BLS) for [NAICS 813200 – Grantmaking and Giving Services.](https://www.bls.gov/oes/current/naics4_813200.htm) |
| $128.00(General and Operations Managers) | $80.03(Social Scientists and Related Workers) | $56.26(Secretaries and Administrative Assistants) |

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| **TABLE 12.16.3-B: WEIGHTED LABOR COSTS for Respondents** |
| Weighted Hourly Labor Cost | Explanation of Calculations |
| $83.66 | Weighted Hourly Labor Cost =(Wage rate \* proportion of hours) calculated for each respondent group (management, technical, clerical/support) and summed. |

*Total burden calculations (hours and costs) are shown in Section 14 – Labor Reporting Forms.*