**Appendix 5**

**Calculations for Section 14: EPA Staff Burden Hours & Costs – Program-Specific Forms**

|  |  |  |
| --- | --- | --- |
| **Program Name**  | **Table Numbers**  | **Page Number**  |
| Indian Environmental General Assistance Program (GAP) | 14.2.1 to 14.2.3  | 2  |
| State and Indoor Tribal Radon Grants  | 14.3.1 to 14.3.3  | 3  |
| Pollution Prevention (P2) Program | 14.4.1 to 14.4.3  | 4 |
| Emerging Contaminants in Small or Disadvantaged Communities (EC-SDC) Grants  | 14.5.1 to 14.5.3  | 5  |
| Environmental Finance Center (EFC) Grant Program  | 14.6.1 to 14.6.3  | 6  |
| Gulf Hypoxia Program | 14.7.1 to 14.7.3  | 7  |
| Gulf of Mexico Program | 14.8.1 to 14.8.3  | 8  |
| Long Island Sound Program | 14.9.1 to 14.9.3  | 9  |
| Reducing Lead in Drinking Water Grants  | 14.10.1 to 14.10.3  | 10  |
| Rural, Small and Tribal Technical Assistance Program  | 14.11.1 to 14.11.3  | 11  |
| Training and Technical Assistance to Improve Water Quality and Enable Small Public Water Systems to Provide Safe Drinking Water  | 14.12.1 to 14.12.3  | 12  |
| School and Child Care Lead Testing and Reduction Grant Program  | 14.13.1 to 14.13.3  | 13  |
| Section 319 Nonpoint Source Program | 14.14.1 to 14.14.3 | 14  |
| Tribal Drinking Water Grant Program | 14.15.1 to 14.15.3 | 15 |
| Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) Grants | 14.16.1 to 14.16.3 | 16 |

**Tables 14.2.1 to 14.2.3: Indian Environmental General Assistance Program (GAP)**

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

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| --- |
| **TABLE 14.2.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.2.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| --- |
| **TABLE 14.2.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.3.1 to 14.3.3: State and Tribal Indoor Radon Grants**

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

|  |
| --- |
| **TABLE 14.3.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.3.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| --- |
| **TABLE 14.3.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.4.1 to 14.4.3: Pollution Prevention (P2) Program**

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

|  |
| --- |
| **TABLE 14.4.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.4.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| --- |
| **TABLE 14.4.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.5.1 to 14.5.3: Emerging Contaminants in Small or Disadvantaged Communities (EC-SDC) Grants**

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

|  |
| --- |
| **TABLE 14.5.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.5.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

|  |
| --- |
| **TABLE 14.5.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.6.1 to 14.6.3: Environmental Finance Center (EFC) Grant Program**

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

|  |
| --- |
| **TABLE 14.6.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.7 | 1  |

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

|  |
| --- |
| **TABLE 14.6.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| --- |
| **TABLE 14.6.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42 | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.7.1 to 14.7.3: Gulf Hypoxia Program**

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

|  |
| --- |
| **TABLE 14.7.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.95 | 0.00 | 1  |

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

|  |
| --- |
| **TABLE 14.7.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| **TABLE 14.7.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $107.81 | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.8.1 to 14.8.3: Gulf of Mexico Program**

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

|  |
| --- |
| **TABLE 14.8.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.8.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| **TABLE 14.8.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.9.1 to 14.9.3: Long Island Sound Program**

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

|  |
| --- |
| **TABLE 14.9.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.9.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

|  |
| --- |
| **TABLE 14.9.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.10.1 to 14.10.3: Reducing Lead in Drinking Water Grants**

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

|  |
| --- |
| **TABLE 14.10.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.25 | 0.25 | 0.5 | 1  |

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

|  |
| --- |
| **TABLE 14.10.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| --- |
| **TABLE 14.10.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $89.87 | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.11.1 to 14.11.3: Rural, Small and Tribal Technical Assistance and Training Grant Program**

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

|  |
| --- |
| **TABLE 14.11.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.11.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

|  |
| --- |
| **TABLE 14.11.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.12.1 to 14.12.3: Training and Technical Assistance to Improve Water Quality and Enable Small Public Water Systems to Provide Safe Drinking Water**

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

|  |
| --- |
| **TABLE 14.12.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.00 | 0.00 | 1.00 | 1  |

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

|  |
| --- |
| **TABLE 14.12.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

|  |
| --- |
| **TABLE 14.12.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $63.46 | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.13.1 to 14.13.3: School and Child Care Lead Testing and Reduction Grant Program**

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

|  |
| --- |
| **TABLE 14.13.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.13.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

|  |
| --- |
| **TABLE 14.13.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.14.1 to 14.14.3: Section 319 Nonpoint Source Program**

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

|  |
| --- |
| **TABLE 14.14.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.7 | 1  |

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

|  |
| --- |
| **TABLE 14.14.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

|  |
| --- |
| **TABLE 14.14.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42 | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.15.1 to 14.15.3: Tribal Drinking Water Grant Program**

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

|  |
| --- |
| **TABLE 14.15.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

|  |
| --- |
| **TABLE 14.15.2: LOADED WAGE RATES for Agency Staff**   **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

|  |
| --- |
| **TABLE 14.15.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*

**Tables 14.4.1 to 14.4.3: Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) Grants**

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

|  |
| --- |
| **TABLE 14.4.1: PROPORTION of Agency Hours by Staff Role**  |
| Number of Hours: Management  (GS-15, Step 1)  | Number of Hours: Program Lead (GS-14, Step 1)  | Number of Hours: Project Officer (GS-11, Step 1)  | Total Proportion  |
| 0.05 | 0.25 | 0.70  | 1  |

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

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| **TABLE 14.4.2: LOADED WAGE RATES for Agency Staff**  **Wage rate + 60% loading for account for costs of benefits**  |
| Wage Rate/Hour: Management  | Wage Rate/Hour: Program Lead  | Wage Rate/Hour: Project Officer  | Agency wage rate data used to calculate labor costs gathered from the [U.S. Office of Personnel Management Salary Table 2024-DCB](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/), for employees based in the Washington, DC metropolitan area.   |
|  $125.70   (GS-15, Step 1  wage rate +  60% loading)  |  $106.86  (GS-14, Step 1 wage rate +  60% loading)  |  $63.46  (GS-11, Step 1 wage rate + 60% loading)  |

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| **TABLE 14.4.3: WEIGHTED LOADED LABOR COSTS for Agency Staff**  |
| Weighted Loaded Hourly Labor Cost  | Explanation of Calculations  |
| $77.42  | Weighted Hourly Labor Cost = (Wage rate \* proportion of hours) calculated for each respondent group (Management, Program Lead, Project Officer) and summed.  |

*Total burden calculations (hours and costs) are shown in Section 14 – Program-Specific Forms.*