**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.*

|  |  |  |  |
| --- | --- | --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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.*

|  |  |  |  |
| --- | --- | --- | --- |
| **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) |

|  |  |
| --- | --- |
| **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.*