

MANUFACTURER	WGHTED AVER 2018		Updated Dec 2020	Weighted Average
manager	\$70.10	\$62.73	\$73.50	\$65.78
technical	\$55.39	\$39.10	\$58.08	\$41.11
clerical	\$26.02	\$25.21	\$27.28	\$26.65

NON-MANUFACTURER

manager	\$59.57	\$62.46
technical	\$32.27	\$33.84
clerical	\$25.16	\$26.38

SERCs and LEPCs

manager	\$59.33	\$62.52
technical	\$57.75	\$60.85
clerical	\$34.16	\$35.99

Wage rates updated using % increases from March 2018 through Dec. 2020 from Tables 9 and 4 in BLS

Exhibit 1 - Unit costs and burdens - updated from 2018, using updated wage rates

Information Collection Activity	Management	Technical	Clerical	Total Hours	Annual Unit Cost
RULE FAMILIARIZATION					
Read and understand regulations	2.5	7.5	0	10	\$472.76
SDS REPORTING					
Basic Reporting					
Determine which chemicals meet/exceed the thresholds (new facilities)	1	3	0	4	\$189.10
Submit SDSs to SERC, LEPC, and fire department (new facilities)	0.25	1	0.5	1.75	\$70.88
Alternative Reporting					
Submit list of hazardous chemicals grouped by hazard category (new facilities)	0	1	0.25	1.25	\$47.77
Submit revised SDSs (new and currently covered facilities)	0.25	0.5	0.25	1	\$43.66
Submit new SDSs (new and currently covered facilities)	0.25	0.5	0.25	1	\$43.66
Additional Reporting					
Submit SDS upon request (new and currently covered facilities)	0.25	0.5	0.25	1	\$43.66
INVENTORY REPORTING					
Basic Reporting					
Develop and submit Tier II (new and currently covered facilities)					
<i>Manufacturers</i>					
Small	4	10.25	0	14.25	\$684.48
Medium	4	76.25	0	80.25	\$3,397.73
Large	8	112.25	0	120.25	\$5,140.78
<i>Non-manufacturers</i>					
Small	2	8.25	0	10.25	\$470.71
Medium	4	36.25	0	40.25	\$1,753.33
Large	6	34.25	0	40.25	\$394.65
					\$12,753.18

Exhibit 2 - State/local government - unit costs and burdens per gov't -

	Management Hrs	Technical Hrs	Clerical Hrs	Total Hours	Annual Unit Cost
INFORMATION REQUESTS					
File and maintain annual inventory forms and data	0	5.8	31.8	37.6	\$1,497
Input data and maintain database of 312 data	0	46.3	323.8	370.1	\$14,472
Provide SDSs upon written request	0	0.6	0.6	1.2	\$56
Provide Tier II information upon written request	0	0.6	0.6	1.2	\$56
Total	0	53.2	356.8	410.0	\$16,081

Exhibit 3 - State and Local Gov't Annual Burden and Cost

	Number of Respondents	Management Hrs	Technical Hrs	Clerical Hrs	Total Annual Hours	Annual Cost	O&M
INFORMATION REQUESTS							
File & maintain annual inventory forms and data	3,052	0	17,650	97,073	114,723	\$4,568,062	
Input data and maintain database of 312 data	43	0	1,989	13,925	15,915	\$622,287	
LEPCs provide SDS on written request	3,000	0	1,735	1,735	3,470	\$168,016	\$ 9,900
SERCs and LEPCs provide Tier II information upon written request	3,052	0	1,765	1,765	3,530	\$170,928	\$ 10,072
Total			23,139	114,499	137,638	\$5,529,293	\$19,972

Exhibit 4 - Facilities

	Number of Respondents	Management Hrs	Technical Hrs	Clerical Hrs	Total Burden Hours	Annual Cost	O&M costs
RULE FAMILIARIZATION							
Read and understand regulations	140	350	1050	0	1,400	\$66,187	
Subtotal					1,400	\$66,187	
SDS REPORTING							
Basic Reporting							
Determine which chemicals meet/exceed the thresholds (new facilities)	140	140	420	0	560	\$26,475	
Submit SDSs to SERC, LEPC, and fire department (new facilities)	42	10.5	42	21	73.50	\$2,977	\$139
Alternative Reporting							
Submit list of hazardous chemicals grouped by hazard category (new facilities)	98	0	98	24.5	122.50	\$4,682	\$323
Submit revised SDSs (new and currently covered facilities)	23,132	5,783	11,566	5,783	23,132	\$1,009,984	\$76,336
Submit new SDSs (new and currently covered facilities)	23,132	5,783	11,566	5,783	23,132	\$1,009,984	\$76,336
Additional Reporting							
Submit SDS upon request (new and currently covered facilities)	4,626	1,157	2,313	1,157	4,626	\$201,997	\$15,267
Subtotal					51,646	\$2,256,099	\$168,400
INVENTORY REPORTING							
Basic Reporting							
Develop and submit Tier II (new and currently covered facilities)							
Manufacturers							
Small	124,219	496,875	1,273,243	0	1,770,118	\$85,024,861	\$409,922
Medium	10,409	41,638	793,717	0	835,354	\$35,368,289	\$34,351
Large	4,164	33,310	467,382	0	500,692	\$21,404,978	\$13,740
Non-manufacturers							

Small	312,282	624,564	2,576,327	0	3,200,891	\$146,993,151	\$1,030,531
Medium	6,940	27,758	251,561	0	279,319	\$12,167,425	\$22,901
Large	4,626	27,758	158,454	0	186,213	\$1,825,812	\$15,267
Subtotal	462,640	1,251,904	5,520,683		6,772,587	\$302,784,517	\$1,526,712
GRAND TOTAL (Facilities)					6,825,633	\$305,040,615	\$1,695,112

2nd FR notice says \$1,715,094

Exhibit 5 - Facilities

	Total Burden Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Annual	6,825,633	\$305,040,615	\$0	\$1,695,112	\$306,735,727
Three-Year	20,476,900	\$915,121,846	\$0	\$5,085,337	\$920,207,182

2nd FR says 6,963,271

States accepting paper Tier 2 forms IA, KS, MN, NB, NH NY, OH, OK, SD,VT
IA

Exhibit 6-- LEPCs and SERCs

	Total Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Annual	137,638	\$5,529,293	\$0	\$19,972	\$5,549,265
Three-Year	412,913	\$16,587,879	\$0	\$59,915	\$16,647,794

Exhibit 7 - Public Burden

	Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Facilities	6,825,633	\$305,040,615	\$0	\$1,695,112	\$306,735,727
SERCs and LEPCs	137,638	\$5,529,293	\$0	\$19,972	\$5,549,265
Total	6,963,271	\$310,569,908	\$0	\$1,715,084	\$312,284,992
Three-Year	20,889,813	\$931,709,724	\$0	\$5,145,252	\$936,854,976

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MANUFACTURER	WGHTED AVER 2018		Updated Dec 2020	Weighted Average
manager	\$70.10	\$62.73	\$73.50	\$65.78
technical	\$55.39	\$39.10	\$58.08	\$41.11
clerical	\$26.02	\$25.21	\$27.28	\$26.65

NON-MANUFACTURER				
manager	\$59.57		\$62.46	
technical	\$32.27		\$33.84	
clerical	\$25.16		\$26.38	

SERCs and LEPCs				
manager	\$59.33		\$62.52	
technical	\$57.75		\$60.85	
clerical	\$34.16		\$35.99	

Wage rates updated using % increases from March 2018 through Dec. 2020 from Tables 9 and 4 in BLS

Exhibit 1 - Unit costs and burdens - updated from 2018, using updated wage rates

Information Collection Activity	Management	Technical	Clerical	Total Hours	Annual Unit Cost
RULE FAMILIARIZATION					
Read and understand regulations	2.5	7.5	0	10	\$472.76
SDS REPORTING					
Basic Reporting					
Determine which chemicals meet/exceed the thresholds (new facilities)	1	3	0	4	\$189.10
Submit SDSs to SERC, LEPC, and fire department (new facilities)	0.25	1	0.5	1.75	\$70.88
Alternative Reporting					
Submit list of hazardous chemicals grouped by hazard category (new facilities)	0	1	0.25	1.25	\$47.77
Submit revised SDSs (new and currently covered facilities)	0.25	0.5	0.25	1	\$43.66
Submit new SDSs (new and currently covered facilities)	0.25	0.5	0.25	1	\$43.66
Additional Reporting					
Submit SDS upon request (new and currently covered facilities)	0.25	0.5	0.25	1	\$43.66
INVENTORY REPORTING					
Basic Reporting					
Develop and submit Tier II (new and currently covered facilities)					
<i>Manufacturers</i>					
Small	4	10.25	0	14.25	\$684.48
Medium	4	76.25	0	80.25	\$3,397.73
Large	8	112.25	0	120.25	\$5,140.78
<i>Non-manufacturers</i>					
Small	2	8.25	0	10.25	\$470.71
Medium	4	36.25	0	40.25	\$1,753.33
Large	6	34.25	0	40.25	\$1,802.66
					\$14,161.19

2021 ICR has a significant miscalculation.

2021 ICR value	\$394.65	2021 ICR sum	\$12,753.18
2021 correct #	\$1,802.66	2021 correct #	\$14,161.19
Unit deviation	\$1,408.01	Unit deviation	\$1,408.01

Exhibit 2 - State/local government - unit costs and burdens per gov't -

	Management Hrs	Technical Hrs	Clerical Hrs	Total Hours	Annual Unit Cost
INFORMATION REQUESTS					
File and maintain annual inventory forms and data	0	5.8	31.8	37.6	\$1,497
Input data and maintain database of 312 data	0	46.3	323.8	370.1	\$14,472
Provide SDSs upon written request	0	0.6	0.6	1.2	\$56
Provide Tier II information upon written request	0	0.6	0.6	1.2	\$56
Total	0	53.2	356.8	410.0	\$16,081

Exhibit 3 - State and Local Gov't Annual Burden and Cost

	Number of Respondents	Management Hrs	Technical Hrs	Clerical Hrs	Total Annual Hours	Annual Cost	O&M
INFORMATION REQUESTS							
File & maintain annual inventory forms and data	3,052	0	17,650	97,073	114,723	\$4,568,062	
Input data and maintain database of 312 data	43	0	1,989	13,925	15,915	\$622,287	
LEPCs provide SDS on written request	3,000	0	1,735	1,735	3,470	\$168,016	\$ 9,900
SERCs and LEPCs provide Tier II information upon written request	3,052	0	1,765	1,765	3,530	\$170,928	\$ 10,072
Total			23,139	114,499	137,638	\$5,529,293	\$19,972

Exhibit 4 - Facilities

	Number of Respondents	Management Hrs	Technical Hrs	Clerical Hrs	Total Burden Hours	Annual Cost	O&M costs
RULE FAMILIARIZATION							
Read and understand regulations	140	350	1050	0	1,400	\$66,187	
Subtotal					1,400	\$66,187	
SDS REPORTING							
Basic Reporting							
Determine which chemicals meet/exceed the thresholds (new facilities)	140	140	420	0	560	\$26,475	
Submit SDSs to SERC, LEPC, and fire department (new facilities)	42	10.5	42	21	73.50	\$2,977	\$139
Alternative Reporting							
Submit list of hazardous chemicals grouped by hazard category (new facilities)	98	0	98	24.5	122.50	\$4,682	\$323
Submit revised SDSs (new and currently covered facilities)	23,132	5,783	11,566	5,783	23,132	\$1,009,984	\$76,336
Submit new SDSs (new and currently covered facilities)	23,132	5,783	11,566	5,783	23,132	\$1,009,984	\$76,336
Additional Reporting							
Submit SDS upon request (new and currently covered facilities)	4,626	1,157	2,313	1,157	4,626	\$201,997	\$15,267
Subtotal					51,646	\$2,256,099	\$168,400
INVENTORY REPORTING							
Basic Reporting							
Develop and submit Tier II (new and currently covered facilities)							
Manufacturers							
Small	124,219	496,875	1,273,243	0	1,770,118	\$85,024,861	\$409,922
Medium	10,409	41,638	793,717	0	835,354	\$35,368,289	\$34,351
Large	4,164	33,310	467,382	0	500,692	\$21,404,978	\$13,740
Non-manufacturers							
Small	312,282	624,564	2,576,327	0	3,200,891	\$146,993,151	\$1,030,531
Medium	6,940	27,758	251,561	0	279,319	\$12,167,425	\$22,901
Large	4,626	27,758	158,454	0	186,213	\$8,339,839	\$15,267
Subtotal	462,640	1,251,904	5,520,683		6,772,587	\$309,298,544	\$1,526,712
GRAND TOTAL (Facilities)					6,825,633	\$311,620,829	\$1,695,112

2nd FR notice says \$1,715,094

Exhibit 5 - Facilities

	Total Burden Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Annual	6,825,633	\$311,620,829	\$0	\$1,695,112	\$313,315,941
Three-Year	20,476,900	\$934,862,487	\$0	\$5,085,337	\$939,947,824

2nd FR says 6,963,271

States accepting paper Tier 2 forms
IA

IA, KS, MN, NB, NH
NY, OH, OK, SD,VT

Exhibit 6-- LEPCs and SERCs

	Total Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Annual	137,638	\$5,529,293	\$0	\$19,972	\$5,549,265
Three-Year	412,913	\$16,587,879	\$0	\$59,915	\$16,647,794

Exhibit 7 - Public Burden

	Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Facilities	6,825,633	\$311,620,829	\$0	\$1,695,112	\$313,315,941
SERCs and LEPCs	137,638	\$5,529,293	\$0	\$19,972	\$5,549,265
Total	6,963,271	\$317,150,122	\$0	\$1,715,084	\$318,865,206
Three-Year	20,889,813	\$951,450,366	\$0	\$5,145,252	\$956,595,618

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Large Facility		Grand Total	
2021 ICR value	\$1,825,812.10	2021 ICR sum	\$305,040,615.17
2021 correct #	\$8,339,839.44	2021 correct #	\$311,620,829.14
Unit deviation	\$6,514,027.34	Unit deviation	\$6,580,213.97

Exhibit 4 - State and Local Gov't Annual Burden and Cost

	Number of Respondents	Management Hrs	Technical Hrs	Clerical Hrs	Total Annual Hours	Annual Cost	O&M
INFORMATION REQUESTS							
File & maintain annual inventory forms and data	3,052	0	17,650	97,073	114,723	\$5,807,992	
Input data and maintain database of 312 data	43	0	1,989	13,925	15,915	\$792,140	
LEPCs provide SDS on written request	3,000	0	1,735	1,735	3,470	\$211,155	\$11,589
SERCs and LEPCs provide Tier II information upon written request	3,052	0	1,765	1,765	3,530	\$214,815	\$11,790
Total			23,139	114,499	137,638	\$7,026,101	\$23,379

Exhibit 5 - Facilities

	Number of Respondents	Management Hrs	Technical Hrs	Clerical Hrs	Total Burden Hours	Annual Cost	O&M costs
RULE FAMILIARIZATION							
Read and understand regulations	140	350	1050	0	1,400	\$107,095	
Subtotal					1,400	\$107,095	
SDS REPORTING							
Basic Reporting							
Determine which chemicals meet/exceed the thresholds (new facilities)	140	140	420	0	560	\$42,838	
Submit SDSs to SERC, LEPC, and fire department (new facilities)	42	10.5	42	21	73.50	\$4,746	\$162
Alternative Reporting							
Submit list of hazardous chemicals grouped by hazard category (new facilities)	98	0	98	24.5	122.50	\$8,044	\$379
Submit revised SDSs (new and currently covered facilities)	23,132	5,783	11,566	5,783	23,132	\$1,558,900	\$89,360
Submit new SDSs (new and currently covered facilities)	23,132	5,783	11,566	5,783	23,132	\$1,558,900	\$89,360
Additional Reporting							
Submit SDS upon request (new and currently covered facilities)	4,626	1,157	2,313	1,157	4,626	\$311,780	\$17,872
Subtotal					51,646	\$3,485,209	\$197,133
INVENTORY REPORTING							
Basic Reporting							
Develop and submit Tier II (new and currently covered facilities)							
Manufacturers							
Small	124,219	496,875	1,273,243	0	1,770,118	\$136,178,381	\$479,863
Medium	10,409	41,638	793,717	0	835,354	\$61,531,108	\$40,212
Large	4,164	33,310	467,382	0	500,692	\$36,998,763	\$16,085
Non-manufacturers							
Small	312,282	624,564	2,576,327	0	3,200,891	\$242,366,432	\$1,206,360
Medium	6,940	27,758	251,561	0	279,319	\$20,770,431	\$26,808
Large	4,626	27,758	158,454	0	186,213	\$13,978,140	\$17,872
Subtotal	462,640	1,251,904	5,520,683		6,772,587	\$511,823,257	\$1,787,200
GRAND TOTAL (Facilities)					6,825,633	\$515,415,560	\$1,984,333

Exhibit 6 - Facilities

	Total Burden Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Annual	6,825,633	\$515,415,560	\$0	\$1,984,333	\$517,399,894
Three-Year	20,476,900	\$1,546,246,681	\$0	\$5,953,000	\$1,552,199,681

Exhibit 7-- LEPCs and SERCs

	Total Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Annual	137,638	\$7,026,101	\$0	\$23,379	\$7,049,481
Three-Year	412,913	\$21,078,304	\$0	\$70,137	\$21,148,442

Exhibit 8 - Public Burden

	Hours	Labor Cost	Capital Cost	O&M Cost	Total Cost
Facilities	6,825,633	\$515,415,560	\$0	\$1,984,333	\$517,399,894
SERCs and LEPCs	137,638	\$7,026,101	\$0	\$23,379	\$7,049,481
Total	6,963,271	\$522,441,662	\$0	\$2,007,713	\$524,449,374
Three-Year	20,889,813	\$1,567,324,986	\$0	\$6,023,138	\$1,573,348,123

Agency Non-Labor Costs	
	\$70,000
	\$81,943

Difference between .19 & .16 (corrected)	
Labor	O&M
\$1,239,930	
\$169,853	
\$43,139	\$1,689.14
\$43,887	\$1,718.42
\$1,496,809	\$3,407.57

Difference between .19 & .16 (corrected)	
Labor	O&M
\$40,908	
\$40,908	
\$16,363	
\$1,769	\$24
\$3,363	
\$548,916	
\$548,916	
\$109,783	\$2,605
\$1,229,110	\$28,733

Difference between .19 & .16 (corrected)	
Labor	O&M
\$51,153,520.12	\$69,941
\$26,162,819.02	\$5,861
\$15,593,785.52	\$2,344
\$95,373,281.09	\$175,830
\$8,603,006.14	\$3,907
\$5,638,300.75	\$2,605
\$202,524,712.64	\$260,488
\$203,794,731.29	\$289,221

FACILITIES	Change in hours	Change in labor c	Change in O&M cost
1352.16	6,825,633	\$311,620,829	\$1,695,112
1352.19 Renewal	6,825,633	\$515,415,560	\$1,984,333
	0	\$203,794,731	\$289,221

SERCs/LEPCs	Change in hours	Change in labor c	Change in O&M cost
1352.16	137,638	\$5,529,293	\$19,972
1352.19 Renewal	137,638	\$7,026,101	\$23,379
	0	\$1,496,809	\$3,408

TOTAL	Change in hours	Change in labor c	Change in O&M cost
1352.16	6,963,271	\$317,150,122	\$1,715,084
1352.19 Renewal	6,963,271	\$522,441,662	\$2,007,713
	0	\$205,291,540	\$292,629

Exhibit 1: Respondent Labor Rates

Entity Type	Entity and Labor Category	Labor Rate per Hour
Manufacturing Facilities	Manager	\$87.90
Manufacturing Facilities	Technical	\$74.94
Manufacturing Facilities	Clerical	\$38.52
Non-Manufacturing Facilities	Manager	\$86.80
Non-Manufacturing Facilities	Technical	\$72.10
Non-Manufacturing Facilities	Clerical	\$35.68
Facilities, Weighted Average	Manager	\$87.13
Facilities, Weighted Average	Technical	\$72.95
Facilities, Weighted Average	Clerical	\$36.53
SERCs and LEPCs	Manager	\$77.94
SERCs and LEPCs	Technical	\$75.63
SERCs and LEPCs	Clerical	\$46.08

Exhibit 2: Section 311 and 312 Reporting and Recordkeeping Requirements**Estimated Unit Burden and Labor Costs -- Facilities**

Information Collection Activity	Activity Detail	Management Hours	Technical Hours
Rule Familiarization	Read and understand regulations	2.50	7.50
SDS Basic Reporting	Determine which chemicals meet/exceed the thresholds (new facilities)	1.00	3.00
SDS Basic Reporting	Submit SDSs to SERCs, LEPCs, and fire dept. (new facilities only)	0.25	1.00
SDS Alternative Reporting	Submit list of hazardous chemicals grouped by hazard category (new facilities)	0.00	1.00
SDS Alternative Reporting	Submit revised SDSs (new and current facilities)	0.25	0.50
SDS Alternative Reporting	Submit new SDSs	0.25	0.50
SDS Additional Reporting	Submit SDS upon request (new and current facilities)	0.25	0.50
Information Collection Activity	Entity Type	Management Hours	Technical Hours
Inventory Reporting	Manufacturers, Small	4.00	10.25
Inventory Reporting	Manufacturers, Medium	4.00	76.25
Inventory Reporting	Manufacturers, Large	8.00	112.25
Inventory Reporting	Non-Manufacturers, Small	2.00	8.25
Inventory Reporting	Non-Manufacturers, Medium	4.00	36.25
Inventory Reporting	Non-Manufacturers, Large	6.00	34.25

Exhibit 3: Sections 311 and 312 Reporting and Recordkeeping Requirements**Estimated Unit Burden and Labor Costs - State and Local Governments**

Information Collection Activity	Activity Detail	Management Hours	Technical Hours
Information Requests	File and maintain annual inventory forms and data	0	5.8
Information Requests	Input data and maintain database of 312 data	0	46.3
Information Requests	Provide SDSs upon written request	0	0.6

Information Requests	Provide Tier II information upon written request	0	0.6
Total		0	53.2

Exhibit 4: Sections 311 and 312 Reporting and Recordkeeping Requirements
Estimated Annual Burden and Labor Costs - State and Local Governments

Information Collection Activity	Activity Detail	Number of Respondents	Management Hours
Information Requests	File and maintain annual inventory forms and data	3,052	0
Information Requests	Input data and maintain database of 312 data	43	0
Information Requests	LEPCs provide SDS on written request	3,000	0
Information Requests	SERCs and LEPCs provide Tier II information upon written request	3,052	0
Total	Total	0	0

Exhibit 5: Section 311 and 312 Reporting and Recordkeeping Requirement
Estimated Annual Burden and Labor Costs - Facilities

Information Collection Activity	Activity Detail	Number of Respondents	Management Hours
Rule Familiarization	Read and understand regulations	140	350
SDS Basic Reporting	Determine which chemicals meet/exceed the th	140	140
SDS Basic Reporting	Submit SDSs to SERCs, LEPCs, and fire dept.	42	10.5
SDS Alternative Reporting	Submit list of hazardous chemicals grouped by h	98	0
SDS Alternative Reporting	Submit revised SDSs	23,132	5,783
SDS Alternative Reporting	Submit new SDSs	23,132	5,783
SDS Additional Reporting	Submit SDS upon request	4,626	1,157
Subtotal			
Information Collection Activity	Entity Type	Number of Respondents	Management Hours
Inventory Reporting	Manufacturers, Small	124,219	496,875
Inventory Reporting	Manufacturers, Medium	10,409	41,638
Inventory Reporting	Manufacturers, Large	4,164	33,310
Inventory Reporting	Non-Manufacturers, Small	312,282	624,564
Inventory Reporting	Non-Manufacturers, Medium	6,940	27,758
Inventory Reporting	Non-Manufacturers, Large	4,626	27,758
Subtotal		462,640	1,251,904
Total			

Exhibit 6: Summary of Total Burden and Cost Estimates - Facilities

Time Period	Total Burden Hours	Labor Cost	Capital Cost
Annual	6,825,633	\$515,415,560	\$0
Three-Year	20,476,900	\$1,546,246,681	\$0

Exhibit 7: Summary of Total Burden and Cost Estimates - SERCs and LEPCs

Time Period	Total Burden Hours	Labor Cost	Capital Cost
Annual	137,638	\$7,026,101	\$0
Three-Year	412,913	\$21,078,304	\$0

Exhibit 8: Total Public Burden

Entity Type	Total Burden Hours	Labor Cost	Capital Cost
Facilities	6,825,633	\$515,415,560	\$0
SERCs and LEPCs	137,638	\$7,026,101	\$0
Annual Total	6,963,271	\$522,441,662	\$0
Three-Year Total	20,889,813	\$1,567,324,986	\$0

Clerical Hours	Total Hours	Annual Unit Cost
0.00	10.00	\$764.97
0.00	4.00	\$305.99
0.50	1.75	\$113.00
0.25	1.25	\$82.09
0.25	1.00	\$67.39
0.25	1.00	\$67.39
0.25	1.00	\$67.39
Clerical Hours	Total Hours	Annual Unit Cost
0.00	14.25	\$1,096.28
0.00	80.25	\$5,911.11
0.00	120.25	\$8,885.90
0.00	10.25	\$776.11
0.00	40.25	\$2,993.03
0.00	40.25	\$3,021.39

Clerical Hours	Total Hours	Annual Unit Cost
31.8	37.6	\$1,903
323.8	370.1	\$18,422
0.6	1.2	\$70

0.6	1.2	\$70
356.8	410.0	\$20,466

Technical Hours	Clerical Hours	Total Annual Hours	Total Annual Cost
17,650	97,073	114,723	\$5,807,992
1,989	13,925	15,915	\$792,140
1,735	1,735	3,470	\$211,155
1,765	1,765	3,530	\$214,815
23,139	114,499	137,638	\$7,026,101

Technical Hours	Clerical Hours	Total Burden Hours	Total Annual Cost
1050	0	1,400	\$107,095
420	0	560	\$42,838
42	21	74	\$4,746
98	24.5	123	\$8,044
11,566	5,783	23,132	\$1,558,900
11566	5,783	23,132	\$1,558,900
2,313	1,157	4,626	\$311,780
		53,046	\$3,592,304
Technical Hours	Clerical Hours	Total Burden Hours	Total Annual Cost
1,273,243	0	1,770,118	\$136,178,381
793,717	0	835,354	\$61,531,108
467,382	0	500,692	\$36,998,763
2,576,327	0	3,200,891	\$242,366,432
251,561	0	279,319	\$20,770,431
158,454	0	186,213	\$13,978,140
5,520,683	0	6,772,587	\$511,823,257
		6,825,633	\$515,415,560

O&M Cost	Total Cost
\$1,984,333	\$517,399,894
\$5,953,000	\$1,552,199,681

O&M Cost	Total Cost
\$23,379	\$7,049,481
\$70,137	\$21,148,442

O&M Cost	Total Cost
\$1,984,333	\$517,399,894
\$23,379	\$7,049,481
\$2,007,713	\$524,449,374
\$6,023,138	\$1,573,348,123

Table 4. Private industry workers by occupational and industry group

Table 4. Private industry workers by occupational and industry group - 2025 Q04 Results, <https://www.bls.gov/news.release/ecec.t04.htm>. Labor rates are based on the Manufacturing and construction labor based on Manufacturing and construction occupations, technical labor based on Management, business, and financial occupations, technical labor based on Professional and related occupations, and clerical labor based on Office and administrative support occupations.

For release 10:00 a.m. (ET) Friday, March 20, 2026

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group

Series	<u>Total compensation(1)</u>		Wages and salaries		Total benefits		Paid
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)
Private industry workers	46.15	100	32.36	70.1	13.79	29.9	3.52
Occupational group							
Management, professional, and related occupations	77.22	100	53.03	68.7	24.19	31.3	7.28
Management, business, and financial occupations	86.61	100	58.51	67.6	28.09	32.4	8.33
Professional and related occupations	72.19	100	50.1	69.4	22.09	30.6	6.71
Sales and office occupations	35.54	100	25.48	71.7	10.05	28.3	2.45
Sales and related occupations	35.01	100	26.37	75.3	8.65	24.7	2.09
Office and administrative support occupations	35.96	100	24.79	68.9	11.17	31.1	2.73
Service occupations	23.39	100	17.99	76.9	5.4	23.1	1.02
Natural resources, construction, and maintenance occupations	46.91	100	32.25	68.7	14.66	31.3	2.65
Construction, extraction, farming, fishing, and forestry occupations	45.53	100	31.33	68.8	14.2	31.2	2.05
Installation, maintenance, and repair occupations	48.32	100	33.18	68.7	15.13	31.3	3.26
Production, transportation, and material moving occupations	36.26	100	24.82	68.4	11.45	31.6	2.18
Production occupations	36.66	100	24.71	67.4	11.95	32.6	2.28
Transportation and material moving occupations	36.01	100	24.88	69.1	11.13	30.9	2.13
Industry and occupational group							
<u>Goods-producing industries</u>	48.97	100	33.28	68	15.69	32	3.2
Management, professional, and related occupations	80.04	100	54.68	68.3	25.36	31.7	6.89

Management, business, and financial occupations	85.61	100	58.77	68.7	26.84	31.3	7.12
Professional and related occupations	73.31	100	49.73	67.8	23.58	32.2	6.6
Sales and office occupations	42.5	100	30.8	72.5	11.7	27.5	2.73
Office and administrative support occupations	38.12	100	26.85	70.4	11.28	29.6	2.56
Natural resources, construction, and maintenance occupations	47.75	100	32.49	68	15.26	32	2.29
Construction, extraction, farming, fishing and forestry occupations	46.5	100	31.94	68.7	14.56	31.3	2.01
Installation, maintenance, and repair occupations	51.56	100	34.18	66.3	17.38	33.7	3.15
Production, transportation, and material moving occupations	37.67	100	24.86	66	12.81	34	2.36
Production occupations	38.41	100	25.21	65.6	13.2	34.4	2.46
Transportation and material moving occupations	34.93	100	23.56	67.4	11.38	32.6	2
Construction industry	50.93	100	35.47	69.7	15.45	30.3	2.59
Manufacturing industry	47.64	100	31.88	66.9	15.76	33.1	3.58
Management, professional, and related occupations	80.44	100	54.77	68.1	25.67	31.9	7.5
Management, business, and financial occupations	87.9	100	60.36	68.7	27.54	31.3	8.3
Professional and related occupations	74.94	100	50.65	67.6	24.29	32.4	6.9
Sales and office occupations	40.87	100	28.65	70.1	12.23	29.9	2.97
Office and administrative support occupations	38.52	100	26.44	68.6	12.08	31.4	2.82
Natural resources, construction, and maintenance occupations	49.32	100	32.15	65.2	17.17	34.8	3.34
Installation, maintenance, and repair occupations	50.29	100	33.57	66.7	16.72	33.3	3.61
Production, transportation, and material moving occupations	37.63	100	24.7	65.6	12.93	34.4	2.41

Production occupations	38.47	100	25.16	65.4	13.32	34.6	2.49
Transportation and material moving occupations	33.82	100	22.62	66.9	11.2	33.1	2.07
Aircraft manufacturing industry	80.47	100	51.09	63.5	29.37	36.5	7.46
Service-providing industries(3)	45.59	100	32.17	70.6	13.42	29.4	3.58
Management, professional, and related occupations	76.89	100	52.84	68.7	24.05	31.3	7.32
Management, business, and financial occupations	86.8	100	58.46	67.4	28.34	32.6	8.57
Professional and related occupations	72.1	100	50.13	69.5	21.98	30.5	6.72
Sales and office occupations	34.93	100	25.02	71.6	9.91	28.4	2.42
Sales and related occupations	34.05	100	25.59	75.2	8.45	24.8	2.04
Office and administrative support occupations	35.68	100	24.52	68.7	11.16	31.3	2.76
Service occupations	23.38	100	17.98	76.9	5.4	23.1	1.02
Natural resources, construction, and maintenance occupations	45.77	100	31.92	69.7	13.85	30.3	3.13
Installation, maintenance, and repair occupations	47.01	100	32.78	69.7	14.23	30.3	3.3
Production, transportation, and material moving occupations	35.44	100	24.79	70	10.65	30	2.08
Production occupations	31.25	100	23.14	74	8.11	26	1.71
Transportation and material moving occupations	36.17	100	25.08	69.3	11.09	30.7	2.15
Trade, transportation, and utilities industry	38.48	100	27.47	71.4	11.01	28.6	2.52
Management, professional, and related occupations	71.52	100	50.41	70.5	21.11	29.5	6.42
Management, business, and financial occupations	85.8	100	59.47	69.3	26.33	30.7	8.09
Professional and related occupations	58.07	100	41.88	72.1	16.19	27.9	4.84
Sales and office occupations	30.18	100	22.77	75.4	7.41	24.6	1.72
Sales and related occupations	28.93	100	22.32	77.2	6.6	22.8	1.53

Office and administrative support occupations	34.8	100	24.42	70.2	10.38	29.8	2.44
Service occupations	25.33	100	18.8	74.2	6.53	25.8	1.23
Natural resources, construction, and maintenance occupations	50.44	100	34.98	69.4	15.45	30.6	3.5
Installation, maintenance, and repair occupations	50.94	100	35.52	69.7	15.41	30.3	3.56
Production, transportation, and material moving occupations	37.92	100	26.07	68.7	11.85	31.3	2.32
Transportation and material moving occupations	38	100	26.07	68.6	11.93	31.4	2.31
Wholesale trade industry	53.03	100	37.52	70.8	15.51	29.2	4.18
Sales and office occupations	53.65	100	38.91	72.5	14.74	27.5	3.95
Office and administrative support occupations	35.82	100	25.28	70.6	10.54	29.4	2.59
Production, transportation, and material moving occupations	33.52	100	23.63	70.5	9.89	29.5	2.12
Transportation and material moving occupations	33.68	100	23.64	70.2	10.04	29.8	2.14
Retail trade industry	26.41	100	20.27	76.7	6.14	23.3	1.34
Sales and office occupations	23.8	100	18.7	78.6	5.1	21.4	1.08
Sales and related occupations	23.33	100	18.47	79.1	4.87	20.9	1.01
Office and administrative support occupations	28.39	100	21	74	7.38	26	1.76
Production, transportation, and material moving occupations	24.66	100	18.33	74.3	6.34	25.7	1.22
Transportation and material moving occupations	24.45	100	18.17	74.3	6.28	25.7	1.2
Transportation and warehousing industry	49.7	100	33.2	66.8	16.5	33.2	3.37
Utilities industry	81.46	100	51.68	63.4	29.78	36.6	7.52
Information industry	82.18	100	52.95	64.4	29.23	35.6	8.51
Management, professional, and related occupations	99.53	100	64.66	65	34.87	35	10.92

Professional and related occupations	95.29	100	61.91	65	33.38	35	10.5
Sales and office occupations	56.42	100	36.58	64.8	19.84	35.2	4.91
Financial activities industry	64.76	100	42.44	65.5	22.32	34.5	5.95
Management, professional, and related occupations	91.78	100	59.9	65.3	31.89	34.7	9.08
Management, business, and financial occupations	92.85	100	60.82	65.5	32.03	34.5	9.11
Professional and related occupations	88.4	100	56.96	64.4	31.44	35.6	9
Sales and office occupations	44.72	100	29.5	66	15.21	34	3.66
Sales and related occupations	58.48	100	40.01	68.4	18.48	31.6	4.27
Office and administrative support occupations	40.71	100	26.45	65	14.26	35	3.48
Finance and insurance industry	72.19	100	46.68	64.7	25.51	35.3	6.85
Credit intermediation and related activities industry	64.86	100	41.95	64.7	22.91	35.3	6.24
Insurance carriers and related activities industry	67.57	100	44	65.1	23.57	34.9	6.31
Real estate and rental and leasing industry	42.95	100	29.99	69.8	12.97	30.2	3.29
Professional and business services industry	59.47	100	41.29	69.4	18.18	30.6	5.24
Management, professional, and related occupations	85.35	100	58.13	68.1	27.22	31.9	8.38
Management, business, and financial occupations	89.88	100	60.52	67.3	29.37	32.7	8.83
Professional and related occupations	82.31	100	56.53	68.7	25.78	31.3	8.08
Sales and office occupations	40.25	100	28.49	70.8	11.76	29.2	3.18
Office and administrative support occupations	35.2	100	24.66	70.1	10.54	29.9	2.75
Service occupations	27.43	100	20.62	75.1	6.82	24.9	1.27
Production, transportation, and material moving occupations	27.04	100	20.64	76.3	6.4	23.7	1.09

Transportation and material moving occupations	27.24	100	20.47	75.1	6.77	24.9	1.07
Professional, scientific, and technical services industry	74.63	100	51.05	68.4	23.58	31.6	7.08
Administrative and waste services industry	34.81	100	25.9	74.4	8.91	25.6	2.06
Education and health services industry	49.42	100	35.02	70.9	14.39	29.1	4.14
Management, professional, and related occupations	67.21	100	47.44	70.6	19.77	29.4	6.08
Management, business, and financial occupations	71.59	100	49.93	69.7	21.66	30.3	7.39
Professional and related occupations	66.72	100	47.16	70.7	19.56	29.3	5.93
Sales and office occupations	34.42	100	23.59	68.5	10.83	31.5	2.82
Office and administrative support occupations	34.23	100	23.45	68.5	10.78	31.5	2.81
Service occupations	27.22	100	19.84	72.9	7.38	27.1	1.6
Educational services industry	56.52	100	40.61	71.9	15.91	28.1	4.77
Management, professional, and related occupations	60.78	100	44.1	72.6	16.68	27.4	5.02
Management, business, and financial occupations	73.8	100	51.1	69.2	22.7	30.8	8.26
Professional and related occupations	58.41	100	42.83	73.3	15.59	26.7	4.42
Sales and office occupations	38.34	100	25.89	67.5	12.45	32.5	3.97
Office and administrative support occupations	38.65	100	26.06	67.4	12.59	32.6	4.02
Service occupations	35.22	100	24.21	68.7	11.01	31.3	2.66
Junior colleges, colleges, universities and professional schools industry	70.5	100	48.7	69.1	21.8	30.9	6.82
Health care and social assistance industry	48.43	100	34.25	70.7	14.18	29.3	4.05
Registered nurse occupations	77.52	100	51.27	66.1	26.25	33.9	7.44

Management, professional, and related occupations	68.67	100	48.2	70.2	20.47	29.8	6.32
Professional and related occupations	68.47	100	48.08	70.2	20.4	29.8	6.25
Sales and office occupations	33.85	100	23.26	68.7	10.59	31.3	2.66
Office and administrative support occupations	33.6	100	23.08	68.7	10.52	31.3	2.64
Service occupations	27.04	100	19.75	73	7.29	27	1.58
Hospitals industry	65.65	100	43.18	65.8	22.47	34.2	6.38
Management, professional, and related occupations	78.78	100	52.03	66	26.75	34	7.99
Registered nurse occupations	79.2	100	51.49	65	27.71	35	7.82
Service occupations	35.6	100	22.94	64.5	12.65	35.5	2.51
Nursing and residential care facilities industry	33.33	100	24.22	72.7	9.1	27.3	2.33
Management, professional, and related occupations	49.59	100	36	72.6	13.59	27.4	3.94
Service occupations	27	100	19.7	73	7.3	27	1.65
Nursing care facilities industry	35.29	100	25.92	73.4	9.37	26.6	2.28
Management, professional, and related occupations	51.54	100	38.26	74.2	13.28	25.8	3.47
Service occupations	27.88	100	20.26	72.7	7.61	27.3	1.7
Leisure and hospitality industry	20.9	100	16.93	81	3.97	19	0.7
Sales and office occupations	23.22	100	18.73	80.7	4.49	19.3	0.83
Service occupations	19.16	100	15.7	81.9	3.46	18.1	0.53
Accommodation and food services industry	19.71	100	15.96	80.9	3.76	19.1	0.62
Other services industry	37.77	100	28.02	74.2	9.75	25.8	2.56

Footnotes

(1) Includes costs for wages and salaries and benefits.

(2) Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

(3) Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; re enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment

(4) The relative standard error for this estimate is equal to or greater than 30 percent.

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ditional and industry group [December 2025]

leave	Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)
	7.6	1.87	4.1	3.51	7.6	1.55	3.4	3.34
	9.4	3.55	4.6	5.54	7.2	2.87	3.7	4.95
	9.6	4.86	5.6	6.33	7.3	3.17	3.7	5.4
	9.3	2.85	3.9	5.12	7.1	2.71	3.8	4.7
	6.9	1.06	3	3.02	8.5	0.95	2.7	2.58
	6	1.04	3	2.05	5.9	0.83	2.4	2.64
	7.6	1.07	3	3.79	10.6	1.04	2.9	2.53
	4.4	0.62	2.7	1.33	5.7	0.38	1.6	2.05
	5.6	1.96	4.2	3.84	8.2	2.27	4.8	3.93
	4.5	2.07	4.6	3.68	8.1	2.27	5	4.12
	6.7	1.85	3.8	4.02	8.3	2.27	4.7	3.74
	6	1.65	4.5	3.39	9.3	1.28	3.5	2.95
	6.2	2.25	6.1	3.51	9.6	1.02	2.8	2.9
	5.9	1.27	3.5	3.32	9.2	1.44	4	2.98
	6.5	2.63	5.4	4.21	8.6	1.84	3.8	3.8
	8.6	4.38	5.5	5.78	7.2	2.95	3.7	5.37

8.3	5.31	6.2	5.79	6.8	2.9	3.4	5.72	6.7
9	3.25	4.4	5.77	7.9	3	4.1	4.95	6.8
6.4	1.3	3	3.55	8.4	0.94	2.2	3.18	7.5
6.7	1.29	3.4	3.67	9.6	0.86	2.2	2.9	7.6
4.8	2.3	4.8	3.94	8.3	2.52	5.3	4.19	8.8
4.3	2.18	4.7	3.7	7.9	2.42	5.2	4.25	9.1
6.1	2.66	5.2	4.7	9.1	2.84	5.5	4.02	7.8
6.3	2.47	6.6	3.94	10.5	1.08	2.9	2.96	7.8
6.4	2.59	6.7	4.06	10.6	1.12	2.9	2.97	7.7
5.7	2.06	5.9	3.51	10	0.92	2.6	2.89	8.3
5.1	2.52	5	3.72	7.3	2.31	4.5	4.31	8.5
7.5	2.64	5.6	4.49	9.4	1.57	3.3	3.48	7.3
9.3	3.48	4.3	6.17	7.7	3.23	4	5.29	6.6
9.4	3.72	4.2	6.46	7.3	3.39	3.9	5.67	6.4
9.2	3.3	4.4	5.96	8	3.12	4.2	5.01	6.7
7.3	1.41	3.5	3.88	9.5	1.05	2.6	2.92	7.1
7.3	1.41	3.7	4.18	10.8	0.99	2.6	2.68	7
6.8	3.33	6.8	5.02	10.2	1.68	3.4	3.8	7.7
7.2	2.68	5.3	4.9	9.7	1.73	3.4	3.8	7.6
6.4	2.51	6.7	4.01	10.7	1.09	2.9	2.92	7.8

6.5	2.61	6.8	4.12	10.7	1.13	2.9	2.96	7.7
6.1	2.02	6	3.52	10.4	0.87	2.6	2.73	8.1
9.3	4.06	5	7.97	9.9	4.55	5.7	5.33	6.6
7.8	1.72	3.8	3.37	7.4	1.5	3.3	3.25	7.1
9.5	3.45	4.5	5.51	7.2	2.86	3.7	4.9	6.4
9.9	4.77	5.5	6.43	7.4	3.22	3.7	5.34	6.2
9.3	2.82	3.9	5.07	7	2.68	3.7	4.69	6.5
6.9	1.04	3	2.98	8.5	0.95	2.7	2.53	7.2
6	1.03	3	2	5.9	0.81	2.4	2.57	7.6
7.7	1.04	2.9	3.81	10.7	1.06	3	2.49	7
4.4	0.62	2.6	1.33	5.7	0.38	1.6	2.05	8.8
6.8	1.5	3.3	3.71	8.1	1.93	4.2	3.58	7.8
7	1.52	3.2	3.74	8	2.04	4.3	3.62	7.7
5.9	1.16	3.3	3.07	8.7	1.39	3.9	2.94	8.3
5.5	1.22	3.9	1.81	5.8	0.71	2.3	2.66	8.5
5.9	1.15	3.2	3.29	9.1	1.51	4.2	2.99	8.3
6.6	1.19	3.1	2.93	7.6	1.39	3.6	2.98	7.7
9	2.69	3.8	4.49	6.3	2.78	3.9	4.73	6.6
9.4	3.79	4.4	5.59	6.5	3.39	4	5.47	6.4
8.3	1.65	2.8	3.46	6	2.2	3.8	4.04	7
5.7	0.73	2.4	1.91	6.3	0.69	2.3	2.35	7.8
5.3	0.66	2.3	1.55	5.4	0.58	2	2.29	7.9

7	1.02	2.9	3.25	9.3	1.09	3.1	2.58	7.4
4.8	0.6	2.4	1.72	6.8	0.78	3.1	2.19	8.7
6.9	1.84	3.6	3.87	7.7	2.32	4.6	3.91	7.8
7	1.8	3.5	3.84	7.5	2.29	4.5	3.92	7.7
6.1	1.22	3.2	3.54	9.3	1.67	4.4	3.1	8.2
6.1	1.19	3.1	3.6	9.5	1.71	4.5	3.11	8.2
7.9	2.06	3.9	3.77	7.1	1.73	3.3	3.77	7.1
7.4	1.67	3.1	3.8	7.1	1.59	3	3.72	6.9
7.2	1.19	3.3	3.26	9.1	0.9	2.5	2.6	7.3
6.3	1.31	3.9	2.72	8.1	0.94	2.8	2.8	8.3
6.4	1.24	3.7	2.85	8.4	1	3	2.81	8.3
5.1	0.58	2.2	1.52	5.7	0.51	1.9	2.19	8.3
4.5	0.42	1.8	1.26	5.3	0.38	1.6	1.97	8.3
4.3	0.41	1.7	1.14	4.9	0.36	1.5	1.96	8.4
6.2	0.55	1.9	2.37	8.4	0.59	2.1	2.11	7.4
4.9	0.65	2.6	1.71	6.9	0.56	2.3	2.2	8.9
4.9	0.63	2.6	1.7	6.9	0.56	2.3	2.19	9
6.8	1.68	3.4	4.97	10	2.64	5.3	3.84	7.7
9.2	2.95	3.6	7.4	9.1	6.36	7.8	5.55	6.8
10.4	4.36	5.3	7.62	9.3	3.54	4.3	5.21	6.3
11	5.73	5.8	8.52	8.6	3.51	3.5	6.19	6.2

11	5.2	5.5	8.25	8.7	3.4	3.6	6.03	6.3
8.7	2.28	4	6.23	11	2.79	4.9	3.64	6.4
9.2	3.81	5.9	6.12	9.4	2.41	3.7	4.04	6.2
9.9	5.98	6.5	7.68	8.4	3.67	4	5.47	6
9.8	6.31	6.8	7.56	8.1	3.58	3.9	5.46	5.9
10.2	4.95	5.6	8.06	9.1	3.94	4.5	5.5	6.2
8.2	2.3	5.2	4.97	11.1	1.38	3.1	2.9	6.5
7.3	(4)4.74	8.1	4.12	7	1.6	2.7	3.75	6.4
8.5	1.6	3.9	5.22	12.8	1.31	3.2	2.65	6.5
9.5	4.63	6.4	6.87	9.5	2.81	3.9	4.34	6
9.6	3.61	5.6	6.41	9.9	2.66	4.1	3.99	6.1
9.3	3.81	5.6	6.78	10	2.45	3.6	4.21	6.2
7.7	1.4	3.3	3.9	9.1	1.22	2.8	3.15	7.3
8.8	2.83	4.8	4.14	7	1.93	3.3	4.03	6.8
9.8	4.52	5.3	5.8	6.8	3.14	3.7	5.39	6.3
9.8	5.6	6.2	6.24	6.9	3.13	3.5	5.58	6.2
9.8	3.8	4.6	5.51	6.7	3.14	3.8	5.26	6.4
7.9	1.2	3	3.37	8.4	1.14	2.8	2.87	7.1
7.8	1.2	3.4	3.23	9.2	0.83	2.4	2.53	7.2
4.6	1.01	3.7	1.84	6.7	0.31	1.1	2.39	8.7
4	1.22	4.5	1.28	4.7	0.37	1.4	2.44	9

3.9	1.34	4.9	1.51	5.6	<u>(4)0.34</u>	<u>(4)1.2</u>	2.51	9.2
9.5	3.56	4.8	5.36	7.2	2.81	3.8	4.78	6.4
5.9	1.35	3.9	2.15	6.2	0.56	1.6	2.78	8
8.4	1.6	3.2	3.68	7.4	1.58	3.2	3.4	6.9
9	2.18	3.2	4.72	7	2.42	3.6	4.38	6.5
10.3	1.86	2.6	5.3	7.4	2.58	3.6	4.52	6.3
8.9	2.21	3.3	4.66	7	2.4	3.6	4.36	6.5
8.2	0.63	1.8	4.17	12.1	0.89	2.6	2.31	6.7
8.2	0.62	1.8	4.16	12.1	0.89	2.6	2.3	6.7
5.9	1.05	3.8	1.96	7.2	0.53	2	2.24	8.2
8.4	0.5	0.9	4.15	7.3	2.68	4.7	3.81	6.7
8.3	0.52	0.9	4.22	6.9	2.84	4.7	4.08	6.7
11.2	0.74	1	5.56	7.5	3.49	4.7	4.65	6.3
7.6	0.48	0.8	3.98	6.8	2.73	4.7	3.98	6.8
10.4	0.26	0.7	3.83	10	1.82	4.8	2.57	6.7
10.4	0.26	0.7	3.87	10	1.85	4.8	2.59	6.7
7.6	0.46	1.3	3.36	9.5	1.98	5.6	2.54	7.2
9.7	0.72	1	5.89	8.4	3.97	5.6	4.4	6.2
8.4	1.75	3.6	3.61	7.5	1.43	3	3.34	6.9
9.6	4.08	5.3	5.99	7.7	3.55	4.6	5.19	6.7

9.2	2.55	3.7	4.83	7	2.32	3.4	4.44	6.5
9.1	2.57	3.8	4.8	7	2.33	3.4	4.44	6.5
7.8	0.68	2	4.22	12.5	0.76	2.2	2.27	6.7
7.9	0.67	2	4.2	12.5	0.76	2.3	2.26	6.7
5.8	1.06	3.9	1.92	7.1	0.5	1.8	2.23	8.3
9.7	3.27	5	5.65	8.6	2.93	4.5	4.25	6.5
10.1	3.92	5	6.23	7.9	3.59	4.6	5.01	6.4
9.9	4.53	5.7	6.47	8.2	3.69	4.7	5.2	6.6
7.1	2.1	5.9	3.99	11.2	1.49	4.2	2.55	7.2
7	1.1	3.3	2.5	7.5	0.59	1.8	2.58	7.7
7.9	1.46	3	3.5	7.1	1.11	2.2	3.58	7.2
6.1	1.02	3.8	2.02	7.5	0.39	1.4	2.22	8.2
6.5	1.29	3.7	2.51	7.1	0.61	1.7	2.68	7.6
6.7	1.91	3.7	3.12	6.1	1.05	2	3.73	7.2
6.1	1.09	3.9	2.17	7.8	0.42	1.5	2.23	8
3.3	0.28	1.4	0.85	4.1	0.26	1.3	1.88	9
3.6	0.25	1.1	1.3	5.6	(4)0.26	1.1	1.85	7.9
2.7	0.25	1.3	0.68	3.6	0.21	1.1	1.79	9.3
3.2	0.26	1.3	0.83	4.2	0.24	1.2	1.8	9.1
6.8	0.6	1.6	2.4	6.3	1.31	3.5	2.88	7.6

al estate and rental and leasing; professional, scientific, and technical services; management of companies and
t and recreation; accommodation and food services; and other services, except public administration.

Table 3. State and local government workers by occupational and industry

Table 3. Employer Costs for Employee Compensation for state and local government workers by occupational and industry

Series	Total compensation(1)		Wages and salaries		Total benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
State and local government workers	65.68	100	40.49	61.7	25.19	38.3
Occupational group						
Management, professional, and related	77.94	100	49.75	63.8	28.19	36.2
Professional and related	75.63	100	48.6	64.3	27.03	35.7
Teachers(2)	85	100	56.09	66	28.91	34
Primary, secondary, and special education	83.76	100	54.46	65	29.3	35
Sales and office	45.88	100	26.37	57.5	19.51	42.5
Office and administrative support	46.08	100	26.42	57.3	19.66	42.7
Service	50.17	100	28.44	56.7	21.73	43.3
Industry group						
Education and health services	68.08	100	43.46	63.8	24.62	36.2
Educational services	69.62	100	44.68	64.2	24.94	35.8
Elementary and secondary schools	67.07	100	43.09	64.2	23.98	35.8
Junior colleges, colleges, and universities	76.84	100	49.2	64	27.64	36
Health care and social assistance	59.02	100	36.29	61.5	22.73	38.5
Hospitals	61.95	100	38.99	62.9	22.97	37.1
Public administration	64.55	100	37.05	57.4	27.51	42.6

Footnotes

(1) Includes costs for wages and salaries and benefits.

(2) Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

industry group

group[Dec. 2025]

Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
4.84	7.4	0.69	1	7.49	11.4	8.69	13.2	3.48	5.3
5.36	6.9	0.49	0.6	8.15	10.5	10.31	13.2	3.88	5
4.75	6.3	0.48	0.6	8.12	10.7	9.95	13.2	3.74	4.9
4.02	4.7	0.31	0.4	8.68	10.2	12	14.1	3.9	4.6
3.6	4.3	0.29	0.3	9.04	10.8	12.75	15.2	3.62	4.3
4	8.7	0.4	0.9	7.09	15.5	5.33	11.6	2.68	5.8
4.02	8.7	0.41	0.9	7.18	15.6	5.38	11.7	2.68	5.8
4.15	8.3	1.23	2.5	5.99	11.9	7.41	14.8	2.95	5.9
4.35	6.4	0.44	0.7	7.66	11.2	8.79	12.9	3.38	5
4.13	5.9	0.31	0.4	7.76	11.1	9.38	13.5	3.36	4.8
3.37	5	0.27	0.4	7.62	11.4	9.56	14.3	3.16	4.7
6.29	8.2	0.39	0.5	8.11	10.6	8.91	11.6	3.93	5.1
5.61	9.5	1.23	2.1	7.07	12	5.31	9	3.5	5.9
5.86	9.5	1.45	2.3	6.93	11.2	5.04	8.1	3.69	5.9
5.95	9.2	1.11	1.7	7.44	11.5	9.28	14.4	3.73	5.8

Table 1.1.9. Implicit Price Deflators for Gross Domestic Pr

[Index numbers, 2017=100]

Bureau of Economic Analysis

Last Revised on: March 13, 2026 - Next Release Date April 9, 2026

Line		2021	2022	2023	2024	2025	
1	Gro	110.186	118.023	122.39	125.428	128.986	1.171
2	Personal c	108.972	116.1	120.511	123.666	126.921	
3	Goods	104.599	113.639	115.037	114.538	115.331	
4	Dura	102.182	108.792	107.979	105.751	106.184	
5	Non	105.83	116.269	118.956	119.493	120.506	
6	Services	111.044	117.13	123.091	128.119	132.645	
7	Gross priv	107.661	115.757	119.059	121.001	123.223	
8	Fixed i	108.039	116.507	120.036	122.085	124.378	
9	Nonr	103.147	109.323	112.793	114.324	116.063	
10	St	110.427	128.372	135.028	134.698	135.901	
11	E	99.908	106.065	110.865	113.173	115.728	
12		102.609	103.551	104.419	106.144	107.384	
13	Resid	125.161	141.779	145.415	149.655	154.291	
14	Change ---	---	---	---	---	---	
15	Net export---	---	---	---	---	---	
16	Exports	111.82	122.83	120.949	122.09	124.082	
17	Goods	111.702	124.724	119.361	118.92	119.88	
18	Servic	111.689	118.47	123.618	127.848	131.803	
19	Imports	106.03	113.668	111.357	112.211	112.741	
20	Goods	105.209	113.066	109.457	109.974	110.02	
21	Servic	109.566	116.096	119.675	121.99	124.727	
22	Governme	113.177	121.386	124.745	127.775	132.217	
23	Federal	108.918	115.194	120.003	123.896	130.287	
24	Nati	109.225	116.078	120.888	125.394	130.88	
25	Nond	108.518	114.05	118.857	121.953	129.547	
26	State an	115.855	125.305	127.744	130.231	133.448	
Addendum:							
27	Gross n	110.108	117.939	122.301	125.338	---	

[SALARY TABLE 2025-DCB](#)

Salary Table 2025-DCB

Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.94%

For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA

Total Increase: 2.22%

Effective January 2025

Hourly Basic (B) Rates by Grade and Step

Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	B	14.35	14.83	15.31	15.78	16.26	16.54	17.01	17.49
	O	21.53	22.25	22.97	23.67	24.39	24.81	25.52	26.24
2	B	16.14	16.52	17.05	17.51	17.7	18.22	18.74	19.26
	O	24.21	24.78	25.58	26.27	26.55	27.33	28.11	28.89
3	B	17.61	18.19	18.78	19.37	19.95	20.54	21.13	21.71
	O	26.42	27.29	28.17	29.06	29.93	30.81	31.7	32.57
4	B	19.76	20.42	21.08	21.74	22.4	23.06	23.72	24.38
	O	29.64	30.63	31.62	32.61	33.6	34.59	35.58	36.57
5	B	22.11	22.85	23.59	24.32	25.06	25.8	26.53	27.27
	O	33.17	34.28	35.39	36.48	37.59	38.7	39.8	40.91
6	B	24.65	25.47	26.29	27.11	27.93	28.76	29.58	30.4
	O	36.98	38.21	39.44	40.67	41.9	43.14	44.37	45.6
7	B	27.39	28.3	29.22	30.13	31.04	31.96	32.87	33.78
	O	41.09	42.45	43.83	45.2	46.56	47.94	49.31	50.67
8	B	30.33	31.35	32.36	33.37	34.38	35.39	36.4	37.41
	O	45.5	47.03	48.54	50.06	51.57	53.09	54.6	55.35
9	B	33.5	34.62	35.74	36.85	37.97	39.09	40.2	41.32
	O	50.25	51.93	53.61	55.28	55.35	55.35	55.35	55.35
10	B	36.9	38.13	39.35	40.58	41.81	43.04	44.27	45.5
	O	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35
11	B	40.54	41.89	43.24	44.59	45.94	47.29	48.64	49.99
	O	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35
12	B	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93
	O	55.35	55.35	55.35	55.35	55.35	56.69	58.31	59.93
13	B	57.78	59.7	61.63	63.55	65.48	67.41	69.33	71.26
	O	57.78	59.7	61.63	63.55	65.48	67.41	69.33	71.26
14	B	68.27	70.55	72.83	75.1	77.38	79.65	81.93	84.2
	O	68.27	70.55	72.83	75.1	77.38	79.65	81.93	84.2
15	B	80.31	82.99	85.66	88.34	91.02	93.53	93.53	93.53
	O	80.31	82.99	85.66	88.34	91.02	93.53	93.53	93.53

Step 9	Step 10
17.51	17.95
26.27	26.93
19.78	20.3
29.67	30.45
22.3	22.89
33.45	34.34
25.04	25.7
37.56	38.55
28.01	28.74
42.02	43.11
31.22	32.04
46.83	48.06
34.7	35.61
52.05	53.42
38.43	39.44
55.35	55.35
42.44	43.55
55.35	55.35
46.73	47.96
55.35	55.35
51.34	52.7
55.35	55.35
61.55	63.17
61.55	63.17
73.18	75.11
73.18	75.11
86.48	88.76
86.48	88.76
93.53	93.53
93.53	93.53