Industry Wage Rates (2025$)

Labor Category	Data Series [a]	Date	Wage	Fringe Benefit	Total Compensation	Overhead % of Total Compensation [b]	Overhead	Hourly Loaded Wages [c]
			(a)	*(b)*	*(c) = (a)+(b)*	*(d)*	*(e)=(c)*(d)*	*(f)=(c)+(e)*
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-25	$60.36	$26.57	$86.93	20%	$17.39	$104.32
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-25	$50.65	$23.11	$73.76	20%	$14.75	$88.51
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-25	$26.44	$11.34	$37.78	20%	$7.56	$45.34

Footnotes

[a] Source*: Employer Costs for Employee Compensation. Table 4. Private industry workers by occupational and industry group. December 2024.* (U.S. Bureau of Labor Statistics 2024).

[b] An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

[c] The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

[d] Wage data are rounded to the closest cent in this analysis.