# Appendix D

**Hazardous Waste Program Costs** 

## **Cost Details**

Tables 1 and 2 show cost details for State Fiscal Years 2027 and 2028 for implementation of a RCRA C Hazardous Waste Program in the State of Alaska.

Table 1: SFY 2027 Cost Detail

18-7111				Cost Details					
Personal Services: SU Cola									
SU Cola 3% GGU Cola 3% GGU Cola 3% Base Salary PCN Position Description (Annual) 106,014 66,121 172,135 0.20 34,427 18-7387 Environ Program Manager 3 174,024 108,539 282,563 0.35 98,897 18-7378 Environ Program Spec 4 86,748 54,104 140,852 0.25 33,213 18-7726 Admin Assist 3 71,027 44,300 115,327 0.20 23,065 18-7739 Program Cond 2 108,387 67,601 175,988 0.25 43,997 18-7874 Environ Program Manager 1 139,281 86,870 226,151 1.00 226,151 18-7874 Environ Program Spec 3 71,221 44,421 115,642 1.00 115,642 18-7883 Environ Program Spec 3 54,236 33,827 88,062 1.00 88,062 18-7883 Environ Program Spec 3 66,900 41,725 108,625 1.00 106,625 18-7884 Environ Program Spec 3 73,389 45,773 119,162 1.00 119,162 18-7890 Environ Program Spec 3 66,900 3 100,2315 1.00 102,315 1.00 102,315 1.00 102,315 1.00 102,315 1.00 102,315 1.00 102,315 1.00 102,315 1.00 102,315 1.00 102,315 1.00 103,315 0.00 102,315 1.00 119,3840 0.50 86,602 0.00 100,000 100,			SFY2027 (Jul	y 1 2026 - June	30, 2027)				
PCN   Position Description   PCN   Position Description   PCN   Position Description   PCN   PCN   Position Description   PCN   P									
PCN				62 37%					
PCN   Position Description   Annual   Fringe   Salary   % FTE   Cost   Cot	000 00.0	. 0,0	Base Salary		Total		Salary		
18-7111   Accountant 4	PCN	Position Description	•			% FTE	•	Co	sts
18-7387 Environ Program Manager 3 18-7387 Environ Program Spec 4 18-7576 Environ Program Spec 4 18-7576 Environ Program Spec 4 18-7576 Environ Program Spec 4 18-7578 Program Coord 2 108,387 67,601 175,988 0.25 43,997 18-7578 Program Coord 2 108,387 67,601 175,988 0.25 43,997 18-7681 Environ Program Manager 1 139,281 86,870 226,151 1.00 226,151 18-7681 Environ Program Spec 3 71,221 44,421 115,642 1.00 115,642 18-7682 Environ Program Spec 3 17,221 44,421 115,642 1.00 10,88,062 18-7683 Environ Program Spec 3 18-7884 Environ Program Spec 3 18-7884 Environ Program Spec 3 18-7884 Environ Program Spec 3 10,388 68,830 179,04 0.50 19,662 18-789 Environ Program Spec 3 10,368 68,836 179,04 0.50 19,662 CSP EPM 1 103,150 64,335 167,484 0.25 41,871 CSP EPS 3 22,429 51,411 133,840 1.00 133,840 CSP EPS 3 24,429 51,411 133,840 1.00 133,840 CSP EPS 3 24,000 In-state travel HW S 24,000 In-state travel CSP S 7,500 Out-of-state travel S 15,000  \$  Commodities (Supplies): Field Equipment (Safety equip.) \$ 5,000 Training material (operators)sample collectors) \$ 5,000 In-state travel CSP S 7,500 Ut-of-state tr		•	· · · · · · · · · · · · · · · · · · ·						
18-7576	18-7387	Environ Program Manager 3			· ·				
18-7726 Admin Assist 3	18-7576	· · ·		· ·	· ·				
18-7793   Program Coord 2   108,387   67,601   175,988   0.25   43,997     18-7874   Environ Program Manager 1   139,281   86,870   226,151   1.00   226,151     18-7881   Environ Program Spec 3   71,221   44,421   115,642   1.00   115,642     18-7882   Environ Program Spec 2   54,236   33,827   88,662   1.00   88,062     18-7883   Environ Program Spec 3   66,900   41,725   108,625   1.00   119,162     18-7884   Environ Program Spec 3   73,389   45,773   119,162   1.00   119,162     18-7886   Environ Program Spec 3   73,389   45,773   119,162   1.00   119,162     18-7890   Environ Program Spec 3   63,013   39,301   102,315   1.00   102,315     Attorney 3   110,368   68,836   179,204   0.50   89,602     CSP EPM 1   103,150   64,335   167,484   0.25   41,871     CSP EPS 3   82,429   51,411   133,840   1.00   133,840     CSP EPS 3   82,429   51,411   133,840   1.00   133,840     CSP EPS 3   82,429   51,411   133,840   0.50   66,920     Environ Program Spec 3   82,429   51,411   133,840   0.50   66,920     Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits     Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits     Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits     Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits     Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits     Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits	18-7726	· ·		-	·				
18-7874				-	·				
18-7881	18-7874	•							
18-7882 Environ Program Spec 2	18-7881		•						
18-7883									
18-7884	18-7883	e .			·				
18-7890   Environ Program Spec 3   63,013   39,301   102,315   1.00   133,840   1.00   13				· · · · · · · · · · · · · · · · · · ·					
Attorney 3		• '		· · · · · · · · · · · · · · · · · · ·					
CSP EPM 1		· · · · · · · · · · · · · · · · · · ·							
CSP EPS 3   82,429   51,411   133,840   1.00   133,840   CSP EPS 3   82,429   51,411   133,840   1.00   133,840   CSP EPS 3   82,429   51,411   133,840   1.00   133,840   CSP EPS 3   82,429   51,411   133,840   0.50   66,920   11.50		•							
CSP EPS 3			•	· · · · · ·					
CSP EPS 3   82,429   51,411   133,840   1.00   133,840					·				
CSP EPS 3   82,429   51,411   133,840   0.50   66,920   11.50					·				
### State of the interval of t									
\$ 1,5  Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits  Travel:  In-state travel HW In-state travel CSP Out-of-state travel  State travel  Training/Conferences Building Lease Spoon Misc. (cell phones, other items) State Vehicle Costs  Field Equipment (Safety equip.) Training material (operators/sample collectors) Electronic equipment (computers/tablets/peripherals) Spoon Field Equipment (computers/tablets/peripherals) Spoon Field Direct Costs:  State Vehicle Costs:  Spoon Sp		001 El 0 3	02,423	31,711	100,040		00,320		
Fringe Benefits include retirement, worker's compensation, health insurance, and supplemental benefits  Travel:  In-state travel HW In-state travel CSP Out-of-state travel  State Value of State travel  Other:  Training/Conferences Building Lease Spoad Misc. (cell phones, other items) State Vehicle Costs  Field Equipment (Safety equip.) Training material (operators/sample collectors) Electronic equipment (computers/tablets/peripherals \$ 3,000  Total Direct Costs:  State Vehicle Costs:  State Vehicle Costs:  State Vehicle Costs  Spoad S						11.00		\$ 1.5	95,469
In-state travel HW   \$ 24,000   In-state travel CSP   \$ 7,500   \$ 7,500   \$ 15,000   \$ 15,000   \$ \$ 15,000   \$ \$ \$ 15,000   \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Fringe Bei	nefits include retirement, worker's	compensation, hea	alth insurance, a	nd supplementa	al benefits		7 .,	,
In-state travel CSP Out-of-state travel  Other:  Training/Conferences Building Lease Misc. (cell phones, other items) State Vehicle Costs  Commodities (Supplies): Field Equipment (Safety equip.) Training material (operators/sample collectors) Misc. items Electronic equipment (computers/tablets/peripherals)  Total Direct Costs:  S 7,500  \$  15,000 \$  \$  \$  Commodities (Supplies): Field Equipment (Safety equip.) S 5,000 Misc. items S 2,000 Electronic equipment (computers/tablets/peripherals)  S 1,60  Indirect Costs:  S 1,60% of Salary and Benefits ~ Federal+ match only  S 1		,	<u> </u>		,,				
Out-of-state travel  Training/Conferences Building Lease Sudding Lease S		In-state travel HW		\$ 24,000					
\$  Other:  Training/Conferences \$ 15,000 Building Lease \$ 9,030 Misc. (cell phones, other items) \$ 2,000 State Vehicle Costs \$ 500  \$  Commodities (Supplies): Field Equipment (Safety equip.) \$ 5,000 Training material (operators/sample collectors) \$ 5,000 Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals \$ 3,000  \$  Total Direct Costs: \$ 1,60% of Salary and Benefits ~ Federal+ match only \$ 1,600		In-state travel CSP							
Other:  Training/Conferences Building Lease \$ 9,030 Misc. (cell phones, other items) \$ 2,000 State Vehicle Costs \$ 500   Commodities (Supplies): Field Equipment (Safety equip.) Training material (operators/sample collectors) Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals \$ 3,000   Total Direct Costs:  \$ 1,60  Indirect Costs:  \$ 25.60% of Salary and Benefits ~ Federal+ match only  \$ 1		Out-of-state travel		\$ 15,000					
Training/Conferences Building Lease Misc. (cell phones, other items) State Vehicle Costs   Commodities (Supplies): Field Equipment (Safety equip.) Training material (operators/sample collectors) Misc. items Electronic equipment (computers/tablets/peripherals) \$ 3,000  Total Direct Costs:  15,000  \$  \$  Total Direct Costs:  25.60% of Salary and Benefits ~ Federal+ match only  \$ 1,60								\$ 4	46,500
Training/Conferences Building Lease Misc. (cell phones, other items) State Vehicle Costs  State Vehicle Costs  Commodities (Supplies): Field Equipment (Safety equip.) Training material (operators/sample collectors) Misc. items Electronic equipment (computers/tablets/peripherals)  Total Direct Costs:  15,000  \$  \$  Total Direct Costs:  \$  15,000 \$  \$  \$  \$  Total Direct Costs:  \$  \$  \$  \$  \$  \$  \$  \$  \$  \$  \$  \$  \$	Othori								
Building Lease Misc. (cell phones, other items) State Vehicle Costs  State Vehicle Costs  Commodities (Supplies): Field Equipment (Safety equip.) Training material (operators/sample collectors) Misc. items Electronic equipment (computers/tablets/peripherals)  Total Direct Costs:  State Vehicle Costs  S	Other.	Training/Conferences		¢ 15,000					
Misc. (cell phones, other items) \$ 2,000 State Vehicle Costs \$ 500  Commodities (Supplies): Field Equipment (Safety equip.) \$ 5,000 Training material (operators/sample collectors) \$ 5,000 Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals) \$ 3,000  Total Direct Costs:  \$ 1,6  Indirect Costs:  \$ 25.60% of Salary and Benefits ~ Federal+ match only		——————————————————————————————————————							
State Vehicle Costs  \$ 500  \$  Commodities (Supplies): Field Equipment (Safety equip.) Training material (operators/sample collectors) Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals) \$ 3,000  \$  Total Direct Costs:  \$ 1,60  Indirect Costs:  \$ 500  \$ 5,000  \$ 2,000  \$ 3,000  \$ 3,000  \$ 3,000		· · · · · · · · · · · · · · · · · · ·							
Commodities (Supplies):  Field Equipment (Safety equip.) \$ 5,000 Training material (operators/sample collectors) \$ 5,000 Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals) \$ 3,000  \$  Total Direct Costs:  \$ 1,6  Indirect Costs:  \$ 25.60% of Salary and Benefits ~ Federal+ match only									
Field Equipment (Safety equip.) \$ 5,000 Training material (operators/sample collectors) \$ 5,000 Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals \$ 3,000   Total Direct Costs: \$ 1,60  Indirect Costs: 25.60% of Salary and Benefits ~ Federal+ match only \$ 1								\$	26,530
Field Equipment (Safety equip.) \$ 5,000 Training material (operators/sample collectors) \$ 5,000 Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals \$ 3,000   Total Direct Costs: \$ 1,60  Indirect Costs: 25.60% of Salary and Benefits ~ Federal+ match only \$ 1									
Training material (operators/sample collectors) \$ 5,000 Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals \$ 3,000   Total Direct Costs: \$ 1,6  Indirect Costs: 25.60% of Salary and Benefits ~ Federal+ match only \$ 1	Commodi								
Misc. items \$ 2,000 Electronic equipment (computers/tablets/peripherals \$ 3,000   Total Direct Costs: \$ 1,6  Indirect Costs: 25.60% of Salary and Benefits ~ Federal+ match only \$ 1									
### Electronic equipment (computers/tablets/peripherals_\$ 3,000 \$  ### Total Direct Costs:   ### Indirect Costs:   ### 25.60% of Salary and Benefits ~ Federal+ match only \$ 1.500 \$  ### Total Direct Costs:   #### Total Direct Costs:			ple collectors)						
\$  Total Direct Costs:  \$ 1,6  Indirect Costs:  25.60% of Salary and Benefits ~ Federal+ match only  \$ 1			/tablata/paripharala						
Total Direct Costs: \$ 1,6  Indirect Costs: 25.60% of Salary and Benefits ~ Federal+ match only \$ 1		Electronic equipment (computers	s/tablets/periprierals	3,000				_	4= 000
Indirect Costs: 25.60% of Salary and Benefits ~ Federal+ match only \$ 1								\$	15,000
Indirect Costs: 25.60% of Salary and Benefits ~ Federal+ match only \$ 1									
	Total Dire	ct Costs:						\$ 1,6	83,499
4.95% of Salary and Benefits ~ ALL Non Federal only	Indirect C	osts:						\$ 10	00,756
			4.95%	of Salary and B	enefits ~ ALL N	on Federal only		\$	59,446
TOTAL PROJECT COSTS: 1,8	IOTAL PE	ROJECT COSTS:						1,8	43,700

Table 2: SFY 2028 Cost Detail

			Cost Details Program Descrip	tion				
			y 1 2027 - June					
Personal	Services:	01 12020 (001)	62.37%	50, 2020)				
		Base Salary	Benefits/	Total		Salary		
PCN	Position Description	(Annual)	Fringe	Salary	% FTE	Cost		Costs
ncrease	SU COLA	5%						
	GGU COLA	5%						
	Yearly salary increase	3.25%						
8-7111	Accountant 4	114,932	71,683	186,615	0.20	37,323	1	
8-7387	Environ Program Manager 3	188,664	117,670	306,334	0.35	107,217		
8-7576	Environ Program Spec 4	94,045	58,656	152,701	0.25	38,175		
8-7726	Admin Assist 3	77,003	48,027	125,030	0.20	25,006		
8-7793	Program Coord 1	117,505	73,288	190,793	0.25	47,698		
8-7874	Environ Program Manager 1	150,999	94,178	245,177	1.00	245,177		
8-7881	Environ Program Spec 3	77,213	48,158	125,371	1.00	125,371		
8-7882	Environ Program Spec 2	56,947	35,518	92,465	1.00	92,465		
8-7883	Environ Program Spec 2	72,527	45,235	117,762	1.00	117,762		
8-7884	Environ Program Spec 3	79,563	49,623	129,186	1.00	129,186		
8-7890	Environ Program Spec 2	68,314	42,607	110,921	1.00	110,921		
	Attorney 3	119,652	74,627	194,279	0.50	97,139		
	CSP EPM 1	111,827	69,746	181,573	0.25	45,393		
	CSP EPS 3	89,363	55,736	145,099	1.00	145,099		
	CSP EPS 3	89,363	55,736	145,099	1.00	145,099		
	CSP EPS 3	89,363	55,736	145,099	1.00	145,099		
	CSP EPS 3	89,363	55,736	145,099	0.50	72,549	1	
	33. 2. 33	•		,				
	00. 2. 00	,			11.50		\$	1,726,68
Fringe Bei	nefits include retirement, worke			· ,	11.50		\$	1,726,68
				· ,	11.50		\$	1,726,68
	nefits include retirement, worke		h insurance, and	· ,	11.50		\$	1,726,68
	nefits include retirement, worke In-state travel HW In-state travel CSP		h insurance, and \$ 24,000 \$ 7,500	· ,	11.50		\$	1,726,68
	nefits include retirement, worke		h insurance, and	· ,	11.50			
	nefits include retirement, worke In-state travel HW In-state travel CSP		h insurance, and \$ 24,000 \$ 7,500	· ,	11.50		\$	1,726,68
ravel:	nefits include retirement, worke In-state travel HW In-state travel CSP		h insurance, and \$ 24,000 \$ 7,500	· ,	11.50			
ravel:	nefits include retirement, worker In-state travel HW In-state travel CSP Out-of-state travel		h insurance, and \$ 24,000 \$ 7,500 \$ 15,000	· ,	11.50			
ravel:	In-state travel HW In-state travel CSP Out-of-state travel Training/Conferences		h insurance, and \$ 24,000 \$ 7,500 \$ 15,000	· ,	11.50			
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease		\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030	· ,	11.50			
ravel:	In-state travel HW In-state travel CSP Out-of-state travel Training/Conferences		h insurance, and \$ 24,000 \$ 7,500 \$ 15,000	· ,	11.50			
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other)		\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000	· ,	11.50			46,50
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs		\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000	· ,	11.50		\$	46,50
Travel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs		\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500	· ,	11.50		\$	46,50
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment	r's compensation, healt	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500	· ,	11.50		\$	46,50
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/sa	r's compensation, healt	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000	· ,	11.50		\$	46,50
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/samisc. items	ample collectors)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000	· ,	11.50		\$	46,50
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/sa	ample collectors)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000	· ,	11.50		\$	46,50 26,53
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/samisc. items	ample collectors)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000	· ,	11.50		\$	46,50 26,53
ravel:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/samisc. items	ample collectors)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000	· ,	11.50		\$	46,50 26,53
other:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/samisc. items	ample collectors)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000	· ,	11.50		\$	46,50 26,53
other:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/sa Misc. items Electronic equipment (compute	ample collectors)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000	· ,	11.50		\$	46,50 26,53
Travel:  Other:  Commodi	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/sa Misc. items Electronic equipment (comput	ample collectors) ers/tablets/peripherals)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000	supplemental L	11.50		\$	26,53 15,00 1,814,71
Travel:  Other:  Commodi	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/sa Misc. items Electronic equipment (comput	ample collectors) ers/tablets/peripherals)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 500 \$ 5,000 \$ 2,000 \$ 3,000	supplemental L	11.50 _penefits		\$	
Travel: Other:	In-state travel HW In-state travel CSP Out-of-state travel  Training/Conferences Building Lease Misc.(Cell phone/other) State Vehicle Costs  ties (Supplies): Field Equipment Training material (operators/sa Misc. items Electronic equipment (comput	ample collectors) ers/tablets/peripherals)	\$ 24,000 \$ 7,500 \$ 15,000 \$ 15,000 \$ 9,030 \$ 2,000 \$ 5,000 \$ 5,000 \$ 2,000 \$ 3,000	supplemental L	11.50 _penefits		\$ \$	46,500 26,53 15,00 1,814,71 100,75

### Appendix D

## **Cost Detail Categories**

The following are descriptions of cost details included in Tables 1 and 2.

#### **Personal Services**

Personal services include the salary and fringe benefits for staff working on program administration. Fringe benefits are calculated at 62.37% of base salary, and include retirement, health insurance, supplemental benefits system (FICA), worker compensation, Medicare, terminal leave, and leave cashin. For the purpose of salary increases for SFY 2028, estimates are based on COLAs of 5% for all staff, and a yearly salary increase estimate of 3.25% for all positions.

The roles of Attorney 3, as well as Contaminated Sites Program (CSP) EPM 1 and EPS 3, are not assigned to an individual position. As such, the estimated cost of the position is assigned as a Step D for the purposes of estimating personal services costs.

#### Travel

The travel estimate includes the estimated direct cost of travel to perform program administration work, including inspections, training, and program management.

## Other:

This category includes costs such as staff training and conference participation, building lease costs, state vehicle, and other miscellaneous costs.

## Commodities/Supplies:

Commodities/supplies includes items that are purchased to support the administration of the hazardous waste program. These may include field equipment, training materials, electronic equipment, and other miscellaneous items.

#### **Indirect Costs:**

Indirect costs cover administrative support for the Hazardous Waste Program. Indirect costs are computed as a percentage of Personal Services, which is 25.60% for Federal grants, and 4.95% for non-Federal fund sources.