

CIVILIAN PERSONNEL FRINGE BENEFIT
FISCAL YEAR 2007

Civilian personnel fringe benefit rates should be applied to civilian labor costs incurred in support of reimbursable orders, as appropriate. These rates should be used when billing other DoD Components, Federal Agencies, and private parties under the requirements of Chapter 6 of Volume 11A, "Reimbursable Operations Policy and Procedures," of the DoD Financial Management Regulation (DoD 7000.14-R). Billings to the Foreign Military Sales (FMS) Administrative Charge Account and to FMS cases are to be processed under the provisions of Chapter 7, Volume 15, "Security Assistance Policy and Procedures," of the DoD Financial Management Regulation (DoD 7000.14-R).

The following FY 2007 civilian personnel fringe benefit rates, which are effective October 1, 2006, are as follows:

	<u>BILLINGS TO OTHER DoD COMPONENTS AND FEDERAL AGENCIES</u> ^{1/}	<u>BILLINGS TO ALL OTHERS</u> ^{2/ 3/}
ARMY	27.3%	37.8%
NAVY	29.4%	39.9%
MARINE CORPS	29.2%	39.7%
AIR FORCE	31.2%	41.7%
DEFENSE HEALTH	23.2%	33.7%
DEFENSE CONTRACT AUDIT AGENCY	25.5%	36.0%
DEFENSE LOGISTICS AGENCY	22.8%	33.3%
OTHER DEFENSE AGENCIES	29.3%	39.8%

Notes:

^{1/} These rates also shall be used for billings to the FMS Administrative Charge Account.

^{2/} These rates also should be used for FMS billings other than billings to the FMS Administrative Charge Account.

^{3/} These rates include 10.5 percent for unfunded civilian retirement, postretirement health benefit and postretirement life insurance costs.

CALCULATION FOR FY 2007 FRINGE BENEFIT RATES FOR APPROPRIATED FUNDS

	Total Object Class 11 <u>1/</u>	Total Object Class 12 <u>1/</u>	Funded Benefits Rate <u>2/</u>	Unfunded Retirement Rate <u>3/</u>	Public and Private Party Rate <u>4/</u>
Army	11,560,313	3,160,355	27.3%	10.5%	37.8%
Navy	6,517,154	1,914,864	29.4%	10.5%	39.9%
Marine Corp	777,876	227,190	29.2%	10.5%	39.7%
Air Force	7,534,914	2,347,186	31.2%	10.5%	41.7%
Defense Health	47,499	11,017	23.2%	10.5%	33.7%
Defense Contract Audit Agency	303,808	77,392	25.5%	10.5%	36.0%
Defense Logistics Agency	26,170	5,968	22.8%	10.5%	33.3%
Other Defense Agencies	4,198,896	1,230,125	29.3%	10.5%	39.8%
Overall	30,966,630	8,974,097	29.0%	10.5%	39.5%

Notes:

1/ Sources: The FY 2007 President's Budget for Civilian Personnel Costs (OP-8) from appropriated fund activities, excludes the OP-8 for Working Capital Funds.

2/ Billings to Other DoD and Federal Agencies use the "Funded Benefits Rate."

3/ OUSD(C) Memorandum For Record dated May 9, 2005 subject: Unfunded Civilian Retirement (UCR) Factor.

4/ Billings to All Others use the "Public and Private Party Rate" which includes the Unfunded Retirement Rate."