

## CIVILIAN PERSONNEL FRINGE BENEFIT RATES

DoD Performing Component	FY 2004		FY 2003		FY 2002		FY 2001	
		9.9% UCR		8.4 % UCR		8.4% UCR		9.6% UCR
	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and Includes UCR)
Army	25.4%	35.3%	24.5%	32.9%	25.8%	34.2%	24.5%	34.1%
Navy	27.4	37.3	26.5	34.9	25.1	33.5	25.0	34.6
Air Force	26.6	36.5	22.0	30.4	28.1	36.5	23.6	33.2
Marine Cps	25.0	34.9	28.4	36.8	28.1	36.5	28.9	38.5
Def Health	20.7	30.6	17.0	25.4	18.5	27.9	20.7	30.3
DCAA	24.9	34.8	25.2	33.6	23.9	32.3	23.7	33.3
DLA	18.1	28.0	22.4	30.8	23.9	32.3	21.0	30.6
Other Def	27.0	36.9	23.2	31.6	25.1	33.5	27.1	36.7

DoD Performing Component	FY 2000		FY 1999		FY 1998		FY 1997	
		9.6% UCR		16.7% UCR		16.7% UCR		16.7% UCR
	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)
Army	24.6%	34.2%	25.3%	42.0%	24.7%	41.4%	24.6%	41.3%
Navy	24.3	33.9	24.3	41.0	24.2	40.9	25.3	42.0
Air Force	24.2	33.8	23.3	40.0	22.8	39.5	22.2	38.9
Marine Cps	26.9	36.5	26.1	42.8	27.2	43.9	27.4	44.1
Def Health	24.3	33.0	20.3	37.0	20.2	36.9	19.9	36.6
DCAA	23.4	33.0	22.7	39.4	23.1	38.0	22.9	39.6
DLA	20.1	29.7	20.8	37.5	21.3	38.0	20.0	36.7
Other Def	25.1	34.7	23.4	41.0	24.4	41.1	24.0	40.7

DoD Performing Component	FY 1996		FY 1995		FY 1994		FY 1993	
		14.7% UCR		14.7% UCR		14.7% UCR		14.7 % UCR
	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)
Army	24.9%	39.6%	22.6%	37.3%	22.2%	36.9%	21.3%	36.0%
Navy	22.7	37.4	21.1	35.8	20.9	35.6	20.1	34.8
Air Force	20.9	35.6	23.9	38.6	23.8	38.5	22.1	36.8
Marine Cps	27.7	42.4	26.6	41.3	21.0	35.7	---	---
DBOF	---	---	---	---	20.6	35.3	---	---
Def Health	21.2	35.9	18.6	33.3	18.7	33.4	---	---
DCAA	25.5	40.2	23.6	38.3	24.0	38.7	23.4	38.1
DLA	20.1	34.8	20.0	34.7	19.6	34.3	20.0	34.7
Other Def	23.7	38.4	23.2	37.9	21.4	36.1	22.4	37.1

DoD Performing Component	FY 1992		FY 1991		FY 1990		FY 1989	
		14.7% UCR		14.7% UCR		14.7% UCR		14.7% UCR
	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)	Other DoD & Federal Agencies (FMS Admin Only)	All Others (FMS other than Admin and includes UCR)
Army	22.7%	37.4%	20.8%	35.5%	17.5%	32.2%	18.3%	33.0%
Navy	19.8	34.5	21.1	35.8	16.1	30.8	15.8	30.5
Air Force	20.2	34.9	21.1	35.8	18.5	33.2	20.2	34.9
Marine Cps	---	---	---	---	---	---	---	---
Def Health	---	---	---	---	---	---	---	---
DCAA	22.9	37.6	22.4	37.1	20.4	35.1	22.9	37.6
DLA	19.1	33.8	18.7	33.4	17.0	31.7	19.1	33.8
Other Def	20.6	35.3	22.4	37.1	21.1	35.8	20.6	35.3