

CIVILIAN PERSONNEL FRINGE BENEFIT
FISCAL YEAR 2008

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 2008 civilian personnel fringe benefit rates, which are effective October 1, 2007, are as follows:

	<u>BILLINGS TO OTHER DoD COMPONENTS AND FEDERAL AGENCIES</u> ^{1/}	<u>BILLINGS TO ALL OTHERS</u> ^{2/ 3/}
ARMY	29.1%	39.1%
NAVY	29.2%	39.2%
MARINE CORPS	30.9%	40.9%
AIR FORCE	27.1%	37.1%
DEFENSE HEALTH	24.3%	34.3%
DEFENSE CONTRACT AUDIT AGENCY	27.6%	37.6%
DEFENSE LOGISTICS AGENCY	22.8%	32.8%
OTHER DEFENSE AGENCIES	29.3%	39.3%

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 10.0 percent for unfunded civilian retirement, postretirement health benefit and postretirement life insurance costs.

CALCULATION FOR FY 2008 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	12,116,622	3,521,987	29.1%	10.0%	39.1%
Navy	6,580,952	1,923,181	29.2%	10.0%	39.2%
Marine Corp	853,892	263,950	30.9%	10.0%	40.9%
Air Force	8,498,607	2,299,188	27.1%	10.0%	37.1%
Defense Health	111,830	27,147	24.3%	10.0%	34.3%
Defense Contract Audit Agency	303,055	83,664	27.6%	10.0%	37.6%
Defense Logistics Agency	28,369	6,462	22.8%	10.0%	32.8%
Other Defense Agencies	4,523,857	1,326,453	29.3%	10.0%	39.3%
Overall	33,017,184	9,452,032	28.6%	10.0%	38.6%

Notes:

1/ Sources: The FY 2008 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 October 5, 2007 subject: Unfunded Civilian Retirement (UCR) Factor.

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