



OFFICE OF THE UNDER SECRETARY OF DEFENSE
1100 DEFENSE PENTAGON
WASHINGTON, DC 20301-1100

COMPTROLLER
(Program/Budget)

OCT 01 2019

MEMORANDUM FOR DEPUTY CHIEF MANAGEMENT OFFICER OF THE
DEPARTMENT OF DEFENSE
ASSISTANT SECRETARY OF THE ARMY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF THE NAVY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF THE AIR FORCE
(FINANCIAL MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF DEFENSE (HEALTH
AFFAIRS)
COMPTROLLERS, DEFENSE AGENCIES

SUBJECT: Fiscal Year (FY) 2020 Department of Defense (DoD) Civilian Personnel
Fringe Benefits Rates

The FY 2020 DoD Civilian Personnel Fringe Benefits Rates are published on the attachment to this memorandum and on the reimbursable rates page of the Office of the Under Secretary of Defense (Comptroller) (OUSDC) website:
<https://comptroller.defense.gov/Financial-Management/Reports/rates2020/>

The "Billings to Other DoD Components and Federal Agencies" will be used when obtaining reimbursement for services provided to another DoD activity or Federal agency. The "Billings to All Others" will be used when obtaining reimbursement for services provided to agencies outside of the Federal Government. These rates contain a factor of 6.9 percent to recover unfunded benefits such as civilian retirement, post-retirement health care, and post-retirement life insurance.

Questions regarding these rates should be directed to Tara Cook, who can be reached at tara.l.cook21.civ@mail.mil or (703) 692-0668.


Anne McAndrew
Deputy Comptroller

Attachment:
As stated



CIVILIAN PERSONNEL FRINGE BENEFIT
FISCAL YEAR 2020

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 2020 civilian personnel fringe benefit rates, which are effective October 1, 2019, are as follows:

	<u>BILLINGS TO OTHER DoD COMPONENTS AND FEDERAL AGENCIES ^{1/}</u>	<u>BILLINGS TO ALL OTHERS ^{2/3/}</u>
ARMY	36.5%	43.4%
NAVY	34.5%	41.4%
MARINE CORPS	33.9%	40.8%
AIR FORCE	31.2%	38.1%
DEFENSE HEALTH AGENCY	29.9%	36.8%
DEFENSE CONTRACT AUDIT AGENCY	34.4%	41.3%
DEFENSE LOGISTICS AGENCY	28.8%	35.7%
OTHER DEFENSE AGENCIES	35.3%	42.2%

Notes:

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

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

^{3/} These rates include 6.9 percent factor for unfunded civilian retirement, postretirement health benefit, and postretirement life insurance costs.

CALCULATION FOR FY 2020 FRINGE BENEFIT RATES FOR APPROPRIATED FUNDS

	Total Object Class 11 1/	Total Object Class 12 1/	Funded Benefits Rate 2/	Unfunded Retirement Rate 3/	Public and Private Party Rate 4/
Army	13,033,323	4,759,716	36.5%	6.9%	43.4%
Navy	9,811,243	3,382,447	34.5%	6.9%	41.4%
Marine Corps	1,422,723	482,737	33.9%	6.9%	40.8%
Air Force	11,346,260	3,543,758	31.2%	6.9%	38.1%
Defense Health	4,574,607	1,369,215	29.9%	6.9%	36.8%
Defense Contract Audit Agency	403,415	138,819	34.4%	6.9%	41.3%
Defense Logistics Agency	34,756	10,006	28.8%	6.9%	35.7%
Other Defense Agencies	6,618,410	2,339,122	35.3%	6.9%	42.2%
Overall	47,244,737	16,025,820	33.9%	6.9%	40.8%

Notes:

1/ Sources: The FY 2020 President's Budget for Civilian Personnel Costs (OP-8) from Appropriated Funds Activities, excludes the OP-8 for the Working Capital Funds.

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

3/ OUSD(C) Memorandum for Record dated August 16, 2019 subject: FY 2020 Unfunded Civilian Retirement (UCR) Factor.

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