



OFFICE OF THE UNDER SECRETARY OF DEFENSE

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WASHINGTON, DC 20301-1100

COMPTROLLER

(Program/Budget)

MEMORANDUM FOR 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) 2025 Department of Defense (DoD) Civilian Personnel
Fringe Benefits Rates

The FY 2025 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) (OUSD(C)) website:

<https://comptroller.defense.gov/Financial-Management/Reports/rates2025/>

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
applicable rate when obtaining reimbursement for services provided to agencies outside the
Federal Government is “Billings to All Others.” These rates contain a factor of 13.7 percent to
recover unfunded benefits such as civilian retirement, postretirement health care, and
postretirement life insurance.

Direct questions regarding these rates to my Point of Contact, Ms. Maggie Lipsky, at
magnolia.s.lipsky.civ@mail.mil or (703) 697-4656.

A handwritten signature in black ink, appearing to read "Anne J. McAndrew".

Anne J. McAndrew
Deputy Comptroller

Attachment:
As stated

CIVILIAN PERSONNEL FRINGE BENEFIT
FISCAL YEAR 2025

Apply civilian personnel fringe benefit rates 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 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 2025 civilian personnel fringe benefit rates, which are effective October 1, 2024, are as follows:

<u>COMPONENT</u>	<u>BILLINGS TO DoD COMPONENTS AND FEDERAL AGENCIES¹</u>	<u>BILLINGS TO ALL OTHERS^{2/3}</u>
Army	39.9%	53.6%
Navy	39.4%	53.1%
Marine Corps	34.3%	48.0%
Air Force	29.6%	43.3%
Defense Health Agency	30.0%	43.7%
Defense Contract Audit Agency	38.9%	52.6%
Defense Logistics Agency	26.3%	40.0%
Other Defense Agencies	37.3%	51.0%

Notes:

¹ Apply these rates for FMS billings to the FMS Admin Charge Account.

² Apply these rates for FMS billings other than to the FMS Admin Charge Account.

³ These rates include 13.7% for unfunded civilian retirement, postretirement health benefits, and postretirement life insurance costs.

Total Calculation for FY 2025 Adjusted Benefit Rates for Appropriated Funds

COMPONENT	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	\$ 16,412,471	\$ 6,551,319	39.9%	13.7%	53.6%
Navy	\$ 13,154,245	\$ 5,181,798	39.4%	13.7%	53.1%
Marine Corps	\$ 1,826,998	\$ 626,871	34.3%	13.7%	48.0%
Air Force	\$ 14,687,563	\$ 4,351,788	29.6%	13.7%	43.3%
Defense Health Agency	\$ 5,514,615	\$ 1,652,695	30.0%	13.7%	43.7%
Defense Contract Audit Agency	\$ 429,440	\$ 167,107	38.9%	13.7%	52.6%
Defense Logistics Agency	\$ 74,672	\$ 19,627	26.3%	13.7%	40.0%
Other Defense Agencies	\$ 8,265,482	\$ 3,079,324	37.3%	13.7%	51.0%
Overall	\$ 60,365,486	\$ 21,630,529	35.8%	13.7%	49.5%

Notes:

¹Sources: The FY 2025 President's Budget for Civilian Personnel Costs (OP-8) from Appropriated Funds Activities, excluding the OP-8 for the Working Capital Funds.

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

³OSD(C) Memorandum for Record (MFR) FY 2025 Unfunded Civilian Retirement (UCR) Factor Calculation Spreadsheet.

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