



COMPTROLLER

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

OCT - 5 2011

(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)
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTORS, DEFENSE AGENCIES

SUBJECT: Fiscal Year (FY) 2012 Department of Defense (DoD) Civilian Personnel
Fringe Benefits Rates

The FY 2012 DoD Civilian Personnel Fringe Benefits Rates are now available on the attachment (Tab A) and on the reimbursable rates page of the Office of the Under Secretary of Defense (Comptroller) (OUSD(C)) website: <http://www.dod.mil/comptroller/rates/>. 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 the federal government. This rate contains a factor of 10.4 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 Keith E. Anderson, OUSD(Comptroller), Program/Budget, Directorate for Operations at Keith.Anderson@osd.mil or by telephone at (703) 697-3252.

John P. Roth
Deputy Comptroller

Attachment:
As stated



CIVILIAN PERSONNEL FRINGE BENEFIT
FISCAL YEAR 2012

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 2012 civilian personnel fringe benefit rates, which are effective October 1, 2011, are as follows:

	<u>BILLINGS TO OTHER DoD COMPONENTS AND FEDERAL AGENCIES</u> ^{1/}	<u>BILLINGS TO ALL OTHERS</u> ^{2/ 3/}
ARMY	30.3%	40.7%
NAVY	30.0%	40.4%
MARINE CORPS	30.8%	41.2%
AIR FORCE	31.3%	41.7%
DEFENSE HEALTH	23.8%	34.2%
DEFENSE CONTRACT AUDIT AGENCY	29.2%	39.6%
DEFENSE LOGISTICS AGENCY	23.5%	33.9%
OTHER DEFENSE AGENCIES	29.1%	39.5%

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 10.4 percent factor for unfunded civilian retirement, post-retirement health benefit and post-retirement life insurance costs.

CALCULATION FOR FY 2012 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	15,676,217	4,743,772	30.3%	10.4%	40.7%
Navy	8,513,896	2,557,250	30.0%	10.4%	40.4%
Marine Corps	1,306,674	402,230	30.8%	10.4%	41.2%
Air Force	10,627,770	3,327,075	31.3%	10.4%	41.7%
Defense Health	150,836	35,927	23.8%	10.4%	34.2%
Defense Contract Audit Agency	370,534	108,334	29.2%	10.4%	39.6%
Defense Logistics Agency	28,910	6,804	23.5%	10.4%	33.9%
Other Defense Agencies	6,485,043	1,886,822	29.1%	10.4%	39.5%
Overall	43,159,880	13,068,214	30.3%	10.4%	40.7%

Notes:

1/ Sources: The FY 2012 President's Budget for Civilian Personnel Costs (OP-8) from Appropriated Funds 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 August 19, 2011 subject: FY 2012 Unfunded Civilian Retirement (UCR) Factor.

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