



November 14, 2019

SUBJECT: Fringe Benefit Information for Agreements

TO: The File

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Financial Management and Agreements Division

The following fringe benefit information is used when providing cooperators salary information for an agreement.

When an incumbent is in the position, the actual benefits and salary amounts are used based on data from the salary payroll system.

When providing salary projections for vacant positions the following guidance is utilized:

All permanent full-time and part-time vacancies and those temporary vacancies which are eligible for FERS will be budgeted with an average benefit rate of 40 percent (rounded), based on the breakdown below.

Benefit	Percent
FICA/OASDI (Social Security)	6.20%
Health Insurance Tax (HIT)	1.45%
FERS Retirement	15.50%
Thrift Savings Plan (TSP) variable	4.45%
Health/Life Insurance (optional/variable)	11.70%
<u>Total Benefits</u>	<u>39.30% (40% rounded up)</u>

Temporary vacancies not eligible for FERS will be budgeted with a benefit rate of 8 percent (7.65% rounded) for OASDI and HIT.