September 30, 2022

SUBJECT: Fringe Benefit Information for Agreements

TO: The File

FROM: Kim Parks, Branch Chief

Fiscal Services Branch

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 42 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) 13.70%

Total Benefits 41.30% (42% rounded up)

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