

	NYC	NORTHEAST	
	Civilian Fringe Benefit Rate	Private Industry Fringe Benefit Rate	Variance
Pensions/Retirement	18.23%	4.30%	13.93%
Social Security	7.50%	7.50%	0.00%
Health Insurance	15.38%	8.30%	7.08%
Supplemental Employee Welfare Benefits/Pay	5.39%	5.70%	-0.31%
Worker's Compensation	1.09%	1.40%	-0.31%
Unemployment Insurance	0.18%	0.90%	-0.72%
MTA Payroll Tax	0.33%	N/A	0.33%
TOTAL FRINGE AS % OF SALARY	48.10%	28.10%	20.00%

Figures are % of Salary for FY 2015

NEW YORK CITY					NORTHEAST	
Uniformed Employees Fringe Benefit Rate	Police Department Fringe Benefit Rate	Corrections Department Fringe Benefit Rate	Sanitation Department Fringe Benefit Rate	Average Fringe Benefit Rate	Private Industry Fringe Benefit Rate	Variance
74.91%	66.60%	42.16%	37.82%	55.37%	4.3%	51.07%
7.50%	7.50%	7.50%	7.50%	7.50%	7.5%	0.00%
17.64%	17.64%	17.64%	17.64%	17.64%	8.3%	9.34%
3.14%	3.54%	3.61%	4.06%	3.59%	5.7%	-2.11%
0.67%	0.66%	6.51%	0.66%	2.13%	1.4%	0.73%
0.18%	0.18%	0.18%	0.18%	0.18%	0.9%	-0.72%
0.33%	0.33%	0.33%	0.33%	0.33%	N/A	0.33%
104.37%	96.45%	77.93%	68.19%	86.74%	28.10%	58.64%

	NYC	NATIONAL	
	Civilian Fringe Benefit Rate	State/Local Government Fringe Benefit Rate	Variance
Pensions/Retirement	18.23%	10.2%	8.03%
Social Security	7.50%	7.5%	0.00%
Health Insurance	15.38%	11.9%	3.48%
Supplemental Employee Welfare Benefits/Pay	5.39%	0.8%	4.59%
Worker's Compensation	1.09%	1.3%	-0.21%
Unemployment Insurance	0.18%	0.2%	-0.02%
MTA Payroll Tax	0.33%	N/A	0.33%
TOTAL FRINGE AS % OF SALARY	48.10%	31.9%	16.20%

Figures are % of Salary for FY 2015

NEW YORK CITY					NATIONAL	
Uniformed Employees Fringe Benefit Rate	Police Department Fringe Benefit Rate	Corrections Department Fringe Benefit Rate	Sanitation Department Fringe Benefit Rate	Average Fringe Benefit Rate	State/Local Government Fringe Benefit Rate	Variance
74.91%	66.60%	42.16%	37.82%	55.37%	10.2%	45.17%
7.50%	7.50%	7.50%	7.50%	7.50%	7.5%	0.00%
17.64%	17.64%	17.64%	17.64%	17.64%	11.9%	5.74%
3.14%	3.54%	3.61%	4.06%	3.59%	0.8%	2.79%
0.67%	0.66%	6.51%	0.66%	2.13%	1.3%	0.83%
0.18%	0.18%	0.18%	0.18%	0.18%	0.2%	-0.02%
0.33%	0.33%	0.33%	0.33%	0.33%	N/A	0.33%
104.37%	96.45%	77.93%	68.19%	86.74%	31.90%	54.84%

Source: NYC Office of Management and Budget (November 2015). For Northeast and National rates, based on June 2015 Bureau of Labor Statistics (BLS) news release on 9-9-15 (excludes paid leave).

Please note that in prior years there were two separate rates - Gross (non-grants) and Fixed (grants). Starting with Fiscal Year 2015 there will only be one rate posted. This rate may be used for Federal and State grant reimbursements; the calculation of fees, licenses, budgeting and IFA purposes. It is also appropriate for use when calculating the full cost of City Civilian employees for other non-grant-related purposes.