

**2008 DEPARTMENT OF JUSTICE
COMBINED FEDERAL CAMPAIGN**

**ESTABLISHING A FAIR SHARE
“COEFFICIENT OF GIVING” (COG)**

Establishing a “FAIR SHARE” of CFC contributions and goals for each Department of Justice component was determined after taking into account the total number of Full Time Permanent Employees (FTE) within each component and their total base salaries according to a payroll printout of September 10, 2008. There are 42 reporting components within the Department in the Washington Metropolitan Area.

The September 10th payroll printout indicated a total of 22,259 FTE and Base Salaries for the Department as indicated below:

<u>FTE</u>	
Offices and Boards	564
Divisions	4,973
Bureaus	<u>16,722</u>
Total	22,259

<u>Base Salaries</u>	
Offices and Boards	\$ 56,230,287
Divisions	\$ 539,247,257
Bureaus	<u>\$ 1,514,798,112</u>
Total	\$ 2,110,275,656

The formula for establishing a Fair Share “Coefficient of Giving” (COG) for each component was calculated by dividing the Department’s total sum of Base Salaries (\$2,110,275,656) into the Department’s established 2008 CFC Goal (\$3,000,000) to determine a coefficient “constant”, which is referred to as the “Coefficient of Giving” (COG). For the 2008 Campaign, the COG is 0.00142161522, which was rounded to 0.0014216.

The 2008 Fair Share for each component was determined by multiplying the COG (0.0014216) times the component’s annual total Base Salaries, rounded to the nearest whole dollar. By using the COG as a multiplier, each component is treated the same in establishing a “Fair Share” dollar goal, because total base salaries, rather than just the total number of FTE in the component is considered.