



Benefits Administration Letter

Number: 20-304

Date: May 2020

Subject: Changes to Agency Contributions for FERS, FERS-RAE and FERS-FRAE Beginning in Fiscal Year 2021

At its April 2018 meeting, the Board of Actuaries of the Civil Service Retirement System recommended revised long-term economic assumptions and changes to the demographic assumptions for use in actuarial valuations of Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS). These revised assumptions resulted in new normal cost percentages that increase agencies' contribution rates for FERS employees, FERS-Revised Annuity Employees (FERS-RAE) and FERS- Further Revised Annuity Employees (FERS-FRAE) beginning in October 2020.

The new contribution rates will become effective with the first pay period beginning on or after October 1, 2020.

The following tables summarize changes to contribution rates for FERS, FERS-RAE, and FERS-FRAE:

FERS Contribution Rates

Category	Oct - 2019		Oct - 2020
	CPDF Code	Agency %	Agency %
Regular	K	16.0	17.3
Law Enforcement Officer, Firefighter, Member of the Supreme Court Police	M	33.4	35.8
Air Traffic Controller	L	33.2	35.7
Military Reserve Tech	N	18.7	20.1
Customs and Border Protection Officers	O	33.4	35.8
Employees under section 303 of the CIA Act of 1964 (when serving abroad)	NONE	23.0	24.8
Member of Congress	NONE	22.2	23.1

Category	Oct - 2019		Oct - 2020
	CPDF Code	Agency %	Agency %
Member of Capitol Police	NONE	23.9	35.8
Congressional Employee	NONE	23.9	24.3
Employees of US Postal Service - Regular	NONE	14.7	15.7
Employees of US Postal Service - Law Enforcement	NONE	33.4	35.8

FERS-RAE Contribution Rates

Category	Oct - 2019		Oct - 2020
	CPDF Code	Agency %	Agency %
Regular	KR	14.2	15.5
Law Enforcement Officer, Firefighter, Member of the Supreme Court Police	MR	31.6	34.0
Air Traffic Controller	LR	31.4	33.9
Military Reserve Tech	NR	16.8	18.2
Customs and Border Protection Officers	OR	31.6	34.0
Employees under section 303 of the CIA Act of 1964 (when serving abroad)	NONE	21.3	23.1
Member of Congress	NONE	14.2	15.5
Member of Capitol Police	NONE	15.8	34.0
Congressional Employee	NONE	16.3	15.5
Employees of US Postal Service - Regular	NONE	12.8	13.8
Employees of US Postal Service - Law Enforcement	NONE	31.6	34.0

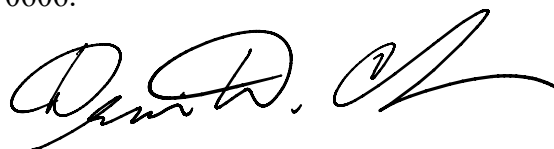
FERS-FRAE Contribution Rates

Category	Oct - 2019		Oct - 2020
	CPDF Code	Agency %	Agency %
Regular	KF	14.2	15.5
Law Enforcement Officer, Firefighter, Member of the Supreme Court Police	MF	31.6	34.0
Air Traffic Controller	LF	31.4	33.9
Military Reserve Tech	NF	16.8	18.2
Customs and Border Protection Officers	OF	31.6	34.0
Employees under section 303 of the CIA Act of 1964 (when serving abroad)	NONE	21.3	23.1

Category	Oct - 2019		Oct - 2020
	CPDF Code	Agency %	Agency %
Member of Congress	NONE	14.2	15.5
Member of Capitol Police	NONE	15.8	34.0
Congressional Employee	NONE	16.3	15.5
Employees of US Postal Service - Regular	NONE	11.7	12.7
Employees of US Postal Service - Law Enforcement	NONE	30.5	32.9

Inquiries

If you have any questions regarding the information in this letter, please email us at FinancialBALs@opm.gov, or call us 202-606-0606.



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