



*United States Office of Personnel Management
The Federal Government's Human Resources Agency*

Benefits Administration Letter

Number: 23-306

Date: June 2023

Subject: Changes to Agency Contributions for the Federal Employees Retirement System

This letter provides notice of the revised normal cost percentages for employees covered by the Federal Employee Retirement System (FERS) Act of 1986. The revised normal cost percentages, as described in the enclosed tables, are effective at the beginning of the first pay period commencing on or after October 1, 2023, and affect agencies' contribution rates for FERS employees, FERS-Revised Annuity Employees (FERS-RAE) and FERS-Further Revised Annuity Employees (FERS-FRAE). Agency appeals of the normal cost percentages must be filed no later than **October 16, 2023**.

If you have questions about this letter, please send an email to FinancialBALs@opm.gov or call 202-606-0606. We look forward to assisting you.

Enclosure

Enclosure

FERS Contribution Rates

Category	CPDF Code	Oct-2021 Agency %	Oct – 2023 Agency %
Regular	K	18.4	18.4
Law Enforcement, Firefighter, Supreme Court Police	M	37.6	38.2
Air Traffic Controller	L	37.5	39.1
Military Reserve Tech.	N	21.1	20.6
Customs and Border Protection Officers	O	37.6	38.2
CIA Special Overseas	None	26.2	26.2
Members of Congress	None	24.3	25.0
Congressional Employees ¹	None	25.8	25.7
Capital Police	None	37.6	38.2
Regular – Postal Service	None	16.2	16.1
Law Enforcement – Postal	None	37.6	38.2

FERS-RAE Contribution Rates

RAE and FRAE Members and Staff receive Regular benefits.

Category	CPDF Code	Oct-2021 Agency %	Oct – 2023 Agency %
Regular	KR	16.6	16.5
Law Enforcement, Firefighter, Supreme Court Police	MR	35.8	36.4
Air Traffic Controller	LR	35.8	37.3
Military Reserve Tech.	NR	19.3	18.7
Customs and Border Protection Officers	OR	35.8	36.4
CIA Special Overseas	None	24.5	24.4
Members of Congress	None	16.6	16.5
Congressional Employees	None	16.6	16.5
Capital Police	None	35.8	36.4
Regular – Postal Service	None	14.4	14.2
Law Enforcement – Postal	None	35.8	36.4

¹ Separate NC% for Capitol Police versus other Congress EEs, per P.L. 116-94.

FERS-FRAE Contribution Rates

Category	CPDF Code	Oct-2021 Agency %	Oct – 2023 Agency %
Regular	KF	16.6	16.5
Law Enforcement, Firefighter, Supreme Court Police	MF	35.8	36.4
Air Traffic Controller	LF	35.8	37.3
Military Reserve Tech.	NF	19.3	18.7
Customs and Border Protection Officers	OF	35.8	36.4
CIA Special Overseas	None	24.5	24.4
Members of Congress	None	16.6	16.5
Congressional Employees	None	16.6	16.5
Capital Police	None	35.8	36.4
Regular – Postal Service	None	13.4	13.2
Law Enforcement – Postal	None	34.7	35.3