



Benefits Administration Letter

Number: 21-304

Date: August 2021

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

This letter is to provide 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, 2021** 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 September 29, 2021.

If you have questions about the new rates, please email your inquiries to FinancialBALs@opm.gov.

Sherri D. Jordan
Associate Chief Financial Officer
Financial Services

Enclosed

Enclosed

FERS Contribution Rates

Category	CPDF Code	Oct – 2020 Agency %	Oct – 2021 Agency %
Regular	K	17.3	18.4
Law Enforcement Officer, Firefighter, Member of the Supreme Court Police	M	35.8	37.6
Air Traffic Controller	L	35.7	37.5
Military Reserve Tech	N	20.1	21.1
Customs and Border Protection Officers	O	35.8	37.6
CIA Special Overseas	NONE	24.8	26.2
Member of Congress	NONE	23.1	24.3
Congressional Employee**	NONE	24.3	25.8
Capitol Police**	NONE	35.8	37.6
Employees of US Postal Service - Regular	NONE	15.7	16.2
Employees of US Postal Service - Law Enforcement	NONE	35.8	37.6

FERS-RAE Contribution Rates

Category	CPDF Code	Oct – 2020 Agency %	Oct – 2021 Agency %
Regular	KR	15.5	16.6
Law Enforcement Officer, Firefighter, Member of the Supreme Court Police	MR	34.0	35.8
Air Traffic Controller	LR	33.9	35.8
Military Reserve Tech	NR	18.2	19.3
Customs and Border Protection Officers	OR	34.0	35.8
CIA Special Overseas	NONE	23.1	24.5
Member of Congress*	NONE	15.5	16.6
Congressional Employee*	NONE	15.5	16.6
Capitol Police**	NONE	34.0	35.8
Employees of US Postal Service - Regular	NONE	13.8	14.4
Employees of US Postal Service - Law Enforcement	NONE	34.0	35.8

* RAE and FRAE Members and Staff receive Regular benefits.

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

FERS-FRAE Contribution Rates

Category	CPDF Code	Oct - 2020 Agency %	Oct - 2021 Agency %
Regular	KF	15.5	16.6
Law Enforcement Officer, Firefighter, Member of the Supreme Court Police	MF	34.0	35.8
Air Traffic Controller	LF	33.9	35.8
Military Reserve Tech	NF	18.2	19.3
Customs and Border Protection Officers	OF	34.0	35.8
CIA Special Overseas	NONE	23.1	24.5
Member of Congress*	NONE	15.5	16.6
Congressional Employee*	NONE	15.5	16.6
Capitol Police**	NONE	34.0	35.8
Employees of US Postal Service - Regular	NONE	12.7	13.4
Employees of US Postal Service - Law Enforcement	NONE	32.9	34.7

* RAE and FRAE Members and Staff receive Regular benefits.

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