



Benefits Administration Letter

Number: 03-313

Date: December 18, 2003

SUBJECT: IMPUTED COST FACTORS FOR FIRST QUARTER OF FY 2004

This Letter provides the imputed costs factors for the Federal civilian benefit programs for the first quarter of FY 2004. Agencies will use these cost factors to calculate their imputed costs relating to the "pensions" (the Civil Service Retirement and Federal Employees' Retirement Systems), the Federal Employees Health Benefits Program and the Federal Employees Group Life Insurance Program. To support the requirement to produce quarterly financial statements, we will provide updated cost factor information prior to the beginning of each quarter as well as at fiscal year-end for annual reporting purposes.

PENSIONS

CSRS. For most or "regular" CSRS employees, the imputed cost factor for the first quarter of FY 2004 is 25.0 percent of basic pay. The cost factors for other categories of CSRS coverage are attached.

FERS. For regular FERS employees, the imputed cost factor for the first quarter of FY 2004 is 12.0 percent of basic pay. The cost factors for other categories of FERS coverage are also on the attachment.

FEDERAL EMPLOYEE HEALTH BENEFIT PROGRAM

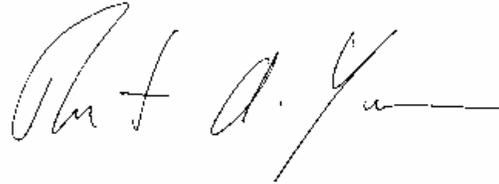
The imputed cost factor for the first quarter of FY 2004 for the Federal Employee Health Benefit Program is \$1,077.

<i>Civil Service Retirement System</i>	<i>Federal Employees' Group Life Insurance Program</i>	<i>Federal Employees Health Benefits Program</i>	<i>Federal Employees Retirement System</i>	<i>Federal Long Term Care Insurance Program</i>
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FEDERAL EMPLOYEES LIFE INSURANCE PROGRAM

The cost factor for the first quarter of FY 2004 for the Federal Employees Life Insurance Program remains 0.02 percent of basic pay.

If you have any questions about this letter, we would prefer that you email us at finance@opm.gov, so we have a record of them. You may of course call us on 202-606-0606.

A handwritten signature in black ink, appearing to read "Robert A. Yuran". The signature is fluid and cursive, with a long horizontal line extending from the end.

Robert A. Yuran, Manager
Financial Policy Group
Center for Financial Services

Attachment

COST FACTORS FOR THE CSRS AND FERS

CSRS	
Category	Cost Factor (%)
Regular	25.0
Regular offset	19.5
Law enforcement officers	40.3
Law enforcement officers – offset	35.7
Air traffic controllers	33.5
Air traffic controllers – offset	28.7
Members of Congress	28.4
Members of Congress – offset	26.1
Congressional employees	33.9
Congressional employees – offset	28.7

FERS	
Category	Cost Factor (%)
Regular	12.0
Law enforcement officers	25.1
Air traffic controllers	24.4
Members of Congress	17.7
Congressional employees	17.9
Military reserve technicians	14.7
CIA Special Overseas	17.2