



Benefits Administration Letter

Number: 15-309

Date: December 2015

Subject: Federal Employees Benefits Cost Factors for Fiscal Year 2016

This letter provides the imputed cost factors related to the Federal Employees Benefits Programs for Fiscal Year (FY) 2016.

FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

The FEHBP cost factors for FY 2016 are as follows:

Quarter	
1st	\$1,535
2nd	1,556
3rd	1,577
4th	1,598
FY 2016	\$6,266

RETIREMENT AND LIFE INSURANCE PROGRAMS

Agencies should use the FY 2015 cost factors provided in Benefits Administration Letter (BAL) 15-304, "Fiscal Year 2015 Factors for Calculating Imputed Costs" for calculating the FY 2016 Cost Factors for Retirement and Life Insurance for the first three quarters of FY 2016.

Those FY 2015 factors can be obtained from the OPM Web site at <http://www.opm.gov/retirement-services/publications-forms/benefits-administration-letters/2015/15-304.pdf>

A BAL providing the FY 2016 annual imputed cost factors for *all* civilian benefit programs will be posted on the OPM Web site on or before August 15, 2016.

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

Kolo Babagana
Acting Associate Chief Financial Officer
Financial Services