

Category of employees	Government-wide normal cost percentages effective at the beginning of the first pay period commencing on or after—			
	January 1, 1987	October 1, 1987	October 1, 1991	October 1, 1994
Law enforcement officers, firefighters, and employees under section 302 of the Central Intelligence Agency Act of 1964 for Certain Employees .....	31.2	26.7	28.6	25.6
Air traffic controllers .....	33.3	28.4	26.2	23.2
Military reserve technicians .....	16.0	13.7	13.3	12.1
Employees under section 303 of the Central Intelligence Agency Act of 1964 for Certain Employees when serving abroad .....	22.8	19.0	19.1	17.1
All other employees .....	16.1	13.8	13.7	12.2

All normal cost percentages in the above table include employee contributions.

[59 FR 38101, July 27, 1994]

**Subpart E—Employee Deductions and Government Contributions**

SOURCE: 52 FR 2057, Jan. 16, 1987, unless otherwise noted.

**§ 841.501 Purpose.**

This subpart contains regulations concerning deductions from employees' pay and government contributions for FERS coverage.

**§ 841.502 Definitions.**

In this subpart—

*Employee* means employee as defined in § 842.102 of this chapter or Member as defined in section 8401(20) of title 5, United States Code.

*Employee deduction* means the portion of the normal cost of FERS coverage which is deducted from an employee's basic pay.

*FERS* means chapter 84 of title 5, United States Code.

*Fund* means the Civil Service Retirement and Disability Fund.

*Normal cost percentage* or *Normal cost* means the entryage normal cost of the provisions of FERS which relate to the Fund, computed by the Office in accordance with generally accepted actuarial practice and standards (using dynamic assumptions) and expressed as a level percentage of aggregate basic pay. Normal cost percentage or normal cost include both agency and employee contributions.

*Social security* means old age, survivors and disability insurance under section 3101(a) of the Internal Revenue Code of 1954.

**§ 841.503 Amounts of employee deductions.**

(a) Except as provided in paragraph (b) of this section, the rate of employee deductions from basic pay for FERS coverage is seven percent of basic pay minus the percent of tax which is (or would be) in effect for the payment, for the employee cost of social security.

(b) The rate of employee deductions from basic pay for FERS coverage for a Member, law enforcement officer, firefighter, air traffic controller, Congressional employee, or employee under section 302 of the Central Intelligence Agency Act of 1964 for Certain Employees is seven and one-half percent of basic pay, minus the percent of tax which is (or would be) in effect for the payment, for the employee cost of social security.

(c) Employee deductions will be at the rate in paragraph (a) or (b) of this section as if social security deductions were being made even if social security deductions have ceased because of the amount of earnings during the year, or are not made for any other reason.

[52 FR 2057, Jan. 16, 1987, as amended at 52 FR 25197, July 6, 1987]

**§ 841.504 Agency responsibilities.**

(a) Each employing agency is required to contribute the total amount of the normal cost percentage for each category of its employees, determined under § 841.413 of this part, to the Fund.

(b) Each employing agency must withhold the appropriate amount of employee deductions from the basic pay paid each covered employee for