

**OFFICE OF PERSONNEL
MANAGEMENT****Federal Employees Retirement
System; Present Value Factors**

AGENCY: Office of Personnel
Management.

ACTION: Notice.

SUMMARY: The Office of Personnel Management (OPM) is providing notice of adjusted present value factors applicable to retirees who elect to provide survivor annuity benefits to a spouse based on a post-retirement marriage and to retiring employees who elect the alternative form of annuity or elect to credit certain service with nonappropriated fund instrumentalities. This notice is necessary to conform the present value factors to changes in economic assumptions and demographic factors approved by the Board of Actuaries of the Civil Service Retirement System.

EFFECTIVE DATE: Revised present value factors will apply to survivor reductions or employee annuities that commence on or after October 1, 1997.

ADDRESSES: Send requests for actuarial assumptions and data to the Office of the Actuary, Room 4307 STOP, Office of Personnel Management, Washington, DC 20415.

FOR FURTHER INFORMATION CONTACT: Harold L. Siegelman, (202) 606-0299.

SUPPLEMENTARY INFORMATION: Several provisions of the Federal Employees Retirement System (FERS) require reduction of annuities on an actuarial basis. Under each of these provisions, we are required to issue regulations on the method of determining the reduction to ensure that the present value of the reduced annuity plus a lump-sum equals, to the extent practicable, the present value of the unreduced benefit. The regulations for each of these benefits provide that we will publish a notice in the **Federal Register** whenever we change the factors used to compute the present values of these benefits.

Section 842.706(a) of Title 5, Code of Federal Regulations, prescribes the method for computing the reduction in the beginning rate of annuity payable to a retiree who elects an alternative form of annuity under 5 U.S.C. 8420a. That reduction is required to produce an annuity that is the actuarial equivalent of the annuity of a retiree who does not elect an alternative form of annuity. The present value factors currently used to compute the reduction were published by OPM (59 FR 35534) on July 12, 1994.

Section 842.615 of Title 5, Code of Federal Regulations, prescribes the use

of similar factors for computing the reduction required for certain elections to provide survivor annuity benefits based on a post-retirement marriage or divorce under section 8416(b) or (c) or section 8417(b) of title 5, United States Code. Under section 11004 of the Omnibus Budget Reconciliation Act of 1993, Public Law 103-66, effective October 1, 1993, OPM ceased collection of these survivor election deposits by means of either a lump sum payment or by installments. Instead, OPM is required to establish a permanent actuarial reduction in the annuity of the retiree. This means that OPM must take the amount of the deposit computed under the old law, and "translate" it into a lifetime reduction in the retiree's benefit. The reduction is based on actuarial tables, similar to those used for alternative forms of annuity under section 8420a of title 5, United States Code. The present value factors currently used to compute the reduction were published by OPM (59 FR 12143) on March 16, 1994.

Subpart F of part 847 of Title 5, Code of Federal Regulations, prescribes the use of similar factors for computing the deficiency the retiree must pay to receive credit for certain service with nonappropriated fund instrumentalities made creditable by an election under section 1043 of Public Law 104-106. The present value factors currently used to compute the deficiency were published by OPM (61 FR 41718) on August 9, 1996.

Today, OPM is publishing a notice in the **Federal Register** to revise the normal cost percentage under the FERS Act of 1986, Public Law 99-335, based on changed economic assumptions and demographic factors approved by the Board of Actuaries of the Civil Service Retirement System. Under section 8461(i) of title 5, United States Code, those changed economic assumptions require corresponding changes in the present value factors. The revised factors will become effective in October 1997 to correspond with the changes in FERS normal cost percentages. For alternative forms of annuity, the new factors will apply to annuities that commence on or after October 1, 1997. See 5 CFR 842.706. For survivor election deposits, the new factors will apply to survivor reductions that commence on or after October 1, 1997. See 5 CFR 842.615(b). For obtaining credit for service with certain nonappropriated fund instrumentalities, the new factors will apply to cases in which the date of computation under § 847.603 of Title 5, Code of Federal Regulations, is on or after October 1, 1997. See 5 CFR 847.602(c) and 847.603.

OPM is, therefore, revising the tables of present value factors to read as follows:

**TABLE I.—FERS PRESENT VALUE
FACTORS AGES 62 AND OLDER**

[Applicable to Annuity Payable Following an Election under Section 8416 (b) or (c) or Section 8417(b) or Section 8420a of Title 5, United States Code, or under Section 1043 of Public Law 104-106]

| Age | Present value factor |
|----------|----------------------|
| 62 | 160.0 |
| 63 | 155.6 |
| 64 | 151.3 |
| 65 | 147.0 |
| 66 | 142.7 |
| 67 | 138.4 |
| 68 | 134.0 |
| 69 | 129.5 |
| 70 | 125.0 |
| 71 | 120.4 |
| 72 | 115.7 |
| 73 | 111.1 |
| 74 | 106.4 |
| 75 | 101.7 |
| 76 | 97.1 |
| 77 | 92.6 |
| 78 | 88.1 |
| 79 | 83.8 |
| 80 | 79.5 |
| 81 | 75.4 |
| 82 | 71.4 |
| 83 | 67.6 |
| 84 | 64.0 |
| 85 | 60.4 |
| 86 | 57.1 |
| 87 | 53.9 |
| 88 | 50.9 |
| 89 | 48.0 |
| 90 | 45.2 |

**TABLE II.A.—FERS PRESENT VALUE
FACTORS AGES 40 THROUGH 61**

[Applicable to Annuity Payable Following an Election under Section 8416 (b) or (c) or Section 8417 (b) or Section 8420a of Title 5, United States Code, or under Section 1043 of Public Law 104-106 when Annuity is not increased by COLA'S before Age 62]

| Age | Present value factor |
|----------|----------------------|
| 40 | 167.4 |
| 41 | 166.7 |
| 42 | 166.2 |
| 43 | 166.0 |
| 44 | 165.9 |
| 45 | 165.5 |
| 46 | 165.1 |
| 47 | 164.8 |
| 48 | 164.6 |
| 49 | 164.1 |
| 50 | 163.5 |
| 51 | 163.4 |
| 52 | 163.3 |
| 53 | 163.2 |
| 54 | 162.9 |
| 55 | 162.5 |

TABLE II.A.—FERS PRESENT VALUE FACTORS AGES 40 THROUGH 61—Continued

[Applicable to Annuity Payable Following an Election under Section 8416 (b) or (c) or Section 8417 (b) or Section 8420a of Title 5, United States Code, or under Section 1043 of Public Law 104–106 when Annuity is not increased by COLA'S before Age 62]

| Age | Present value factor |
|----------|----------------------|
| 56 | 162.6 |
| 57 | 162.8 |
| 58 | 162.9 |
| 59 | 163.5 |
| 60 | 164.5 |
| 61 | 165.2 |

TABLE II.B.—FERS PRESENT VALUE FACTORS AGES 40 THROUGH 61

[Applicable to annuity payable following an election under section 8416 (b) or (c) or section 8417(b) or section 8420a of title 5, United States Code, or under section 1043 of Public Law 104–106 when annuity is increased by COLA's before age 62]

| Age | Present value factor |
|----------|----------------------|
| 40 | 236.4 |
| 41 | 233.0 |
| 42 | 230.0 |
| 43 | 227.4 |
| 44 | 224.7 |
| 45 | 221.9 |
| 46 | 219.0 |
| 47 | 216.1 |
| 48 | 213.1 |
| 49 | 210.0 |
| 50 | 206.8 |
| 51 | 203.5 |
| 52 | 200.1 |
| 53 | 196.5 |
| 54 | 192.8 |
| 55 | 188.9 |
| 56 | 185.0 |
| 57 | 181.0 |
| 58 | 176.9 |
| 59 | 172.7 |
| 60 | 168.5 |
| 61 | 164.3 |

TABLE III.—FERS PRESENT VALUE FACTORS FOR AGES AT CALCULATION BELOW 40

[Applicable to an Annual Payable Following an Election under Section 1043 of Public Law 104–106]

| Age at calculation | Present value of a monthly annuity |
|--------------------|------------------------------------|
| 17 | 287.3 |
| 18 | 285.7 |
| 19 | 284.1 |
| 20 | 282.4 |
| 21 | 280.7 |

TABLE III.—FERS PRESENT VALUE FACTORS FOR AGES AT CALCULATION BELOW 40—Continued

[Applicable to an Annual Payable Following an Election under Section 1043 of Public Law 104–106]

| Age at calculation | Present value of a monthly annuity |
|--------------------|------------------------------------|
| 22 | 278.9 |
| 23 | 277.1 |
| 24 | 275.2 |
| 25 | 273.3 |
| 26 | 271.3 |
| 27 | 269.2 |
| 28 | 267.1 |
| 29 | 264.9 |
| 30 | 262.7 |
| 31 | 260.4 |
| 32 | 258.0 |
| 33 | 255.6 |
| 34 | 253.0 |
| 35 | 250.5 |
| 36 | 247.8 |
| 37 | 245.1 |
| 38 | 242.3 |
| 39 | 239.5 |

U.S. Office of Personnel Management.

James B. King,

Director.

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OFFICE OF PERSONNEL MANAGEMENT

Federal Employees Retirement System; Normal Cost Percentages

AGENCY: Office of Personnel Management.

ACTION: Notice.

SUMMARY: The Office of Personnel Management (OPM) is providing notice of revised normal cost percentage for employees covered by the Federal Employees Retirement System (FERS) Act of 1986.

DATES: The revised normal cost percentages are effective at the beginning of the first pay period commencing on or after October 1, 1997.

Agency appeals of the normal cost percentages must be filed no later than October 20, 1997.

ADDRESSES: Send or deliver agency appeals of the normal cost percentages to the Board of Actuaries, care of William E. Flynn, III, Associate Director for Retirement and Insurance, Office of Personnel Management, Room 4A10, 1900 E Street, NW., Washington, DC 20415.

Send requests for actuarial assumptions and data to the Office of

the Actuary, Room 4307 STOP, Office of Personnel Management, Washington, DC 20415.

FOR FURTHER INFORMATION CONTACT: Harold L. Siegelman, (202)–606–0299.

SUPPLEMENTARY INFORMATION: The FERS Act of 1986, Public Law 99–335, created a new retirement system intended to cover most Federal employees hired after 1983. Most Federal employees hired before 1984 are under the older Civil Service Retirement System (CSRS). Section 8423 of title 5, United States Code, as added by the FERS Act of 1986, provides for the payment of the Government's share of the cost of the retirement system under FERS. Employees' contributions are established by law and constitute only a small fraction of the cost of funding the retirement system; employing agencies are required to pay the remaining costs. The amount of funding required, known as "normal cost," is the entry age normal cost of the provisions of FERS that relate to the Civil Service Retirement and Disability Fund (Fund). The normal cost must be computed by OPM in accordance with generally accepted actuarial practice and standards (using dynamic assumptions). Subpart D of Part 841 of Title 5, Code of Federal Regulations, regulates how normal costs are determined.

The Board of Actuaries of the Civil Service Retirement System approved a revised set of economic assumptions for use in the dynamic actuarial valuations of CSRS and FERS. These assumptions were adopted after the Board reviewed statistical data prepared by the OPM actuaries and considered trends that may affect future experience under the Systems.

Based on its analysis, the Board concluded that it would be appropriate to continue to assume a 7% rate of investment return, while reducing the anticipated rate of inflation from 4.5% to 4% and lowering the projected rate of General Schedule salary increases from 4.5% to 4.25%. These salary increases are in addition to assumed in-grade increases that reflect past experience.

In setting the new inflation assumption, the Board took into account technical changes in the calculation of the Consumer Price Index that were announced on April 1, 1996. It has been estimated that these changes will lower the annual rate of increase in the Index by about .25 of a percentage point.

The new assumptions anticipate that over the long term the annual rate of investment return will exceed inflation by 3% and General Schedule salary increases will exceed inflation by .25% a year, as compared to 2.5% and 0%,