

Benefits Changes

2002 COLA	CSRS	FERS		2001 COLA	CSRS	FERS
Annuity began: Dec 2000 or Earlier	2.6%	2.0%		Annuity began: Dec 1999 or Earlier	3.5%	2.5%
Jan 2001	2.5%	1.8%		Jan 2000	3.2%	2.3%
Feb 2001	2.2%	1.7%		Feb 2000	2.9%	2.1%
Mar 2001	2.0%	1.5%		Mar 2000	2.6%	1.9%
Apr 2001	1.7%	1.3%		Apr 2000	2.3%	1.7%
May 2001	1.5%	1.2%		May 2000	2.0%	1.5%
Jun 2001	1.3%	1.0%		Jun 2000	1.8%	1.3%
Jul 2001	1.1%	0.8%		Jul 2000	1.5%	1.0%
Aug 2001	0.9%	0.7%		Aug 2000	1.2%	0.8%
Sep 2001	0.7%	0.5%		Sep 2000	0.9%	0.6%
Oct 2001	0.4%	0.3%		Oct 2000	0.6%	0.4%
Nov 2001	0.2%	0.2%		Nov 2000	0.3%	0.2%

2000 COLA	CSRS	FERS		1999 COLA	CSRS	FERS
Annuity began: Dec 1998 or Earlier	2.4%	2.0%		Annuity began: Dec 1997 or Earlier	1.3%	1.3%
Jan 1999	2.2%	1.8%		Jan 1998	1.2%	1.2%
Feb 1999	2.0%	1.7%		Feb 1998	1.1%	1.1%
Mar 1999	1.8%	1.5%		Mar 1998	1.0%	1.0%
Apr 1999	1.6%	1.3%		Apr 1998	0.9%	0.9%
May 1999	1.4%	1.2%		May 1998	0.8%	0.8%
Jun 1999	1.2%	1.0%		Jun 1998	0.7%	0.7%
Jul 1999	1.0%	0.8%		Jul 1998	0.5%	0.5%
Aug 1999	0.8%	0.7%		Aug 1998	0.4%	0.4%
Sep 1999	0.6%	0.5%		Sep 1998	0.3%	0.3%
Oct 1999	0.4%	0.3%		Oct 1998	0.2%	0.2%
Nov 1999	0.2%	0.2%		Nov 1998	0.1%	0.1%

1998 COLA	CSRS	FERS		1997 COLA	CSRS	FERS
Annuity began: Dec 1996 or Earlier	2.9	2.0%		Annuity began: Dec 1995 or Earlier	2.1%	2.0%
Jan 1997	2.7%	1.8%		Jan 1996	1.9%	1.8%
Feb 1997	2.4%	1.7%		Feb 1996	1.8%	1.7%
Mar 1997	2.2%	1.5%		Mar 1996	1.6%	1.5%
Apr 1997	1.9%	1.3%		Apr 1996	1.4%	1.3%
May 1997	1.7%	1.2%		May 1996	1.2%	1.2%
Jun 1997	1.5%	1.0%		Jun 1996	1.1%	1.0%
Jul 1997	1.2%	0.8%		Jul 1996	0.9%	0.8%
Aug 1997	1.0%	0.7%		Aug 1996	0.7%	0.7%
Sep 1997	0.7%	0.5%		Sep 1996	0.5%	0.5%
Oct 1997	0.5%	0.3%		Oct 1996	0.4%	0.3%
Nov 1997	0.2%	0.2%		Nov 1996	0.2%	0.2%

Children's Rate		
One Living Parent Married to Employee or Retiree	Per Child	Maximum (Divided by Number of Children)
1997	\$336.00	\$1,008.00
1998	\$343.00	\$1,029.00
1999	\$348.00	\$1,044.00
2000	\$356.00	\$1,069.00
2001	\$369.00	\$1,107.00
2002	\$378.00	\$1,134.00
2003	\$384.00	\$1,152.00
No Living Parent Married to Employee or Retiree	Per Child	Maximum (Divided by Number of Children)
1997	\$403.00	\$1,209.00
1998	\$411.00	\$1,233.00
1999	\$418.00	\$1,254.00
2000	\$428.00	\$1,284.00
2001	\$442.00	\$1,326.00
2002	\$453.00	\$1,359.00
2003	\$461.00	\$1,383.00

** Temporary Increases for Military Deposits			
	1999	2000	2001
CSRS	7.25	7.40	7.0
FERS	3.25	3.40	3.0

** Employees who want to pay the deposit for military service that they performed during any of these years need to request that the military pay center provide year by year earnings so that the deposit can be computed correctly.

Year	FERS Basic Employee Death Benefit	Interest rate for all deposits/refunds under FERS and for CSRS Employees who transfer to FERS - redepositors after 9/30/82, deposits after 9/30/82, post 56 Military Deposits and voluntary contributions
1997	\$21,335.30	6.875%
1998	\$21,783.34	6.75%
1999	\$22,066.52	5.75%
2000	\$22,596.12	5.875%
2001	\$23,386.98	6.375%
2002	\$24,018.48	5.5%
2003	\$24,354.74	5.0%

Year	FERS Retiree Annuity Supplement Earnings Limit
1997	\$8,640.00
1998	\$9,120.00
1999	\$9,600.00
2000	\$10,080.00
2001	\$10,680.00
2002	\$11,280.00
2003	\$11,520.00

FERS Employee Withholding Rates			
	1999	2000	2001
Military Reserve Technicians	1.05	1.20	0.8
Air Traffic Controllers	1.55	1.70	1.30
Law Enforcement Officers/Firefighters	1.55	1.70	1.30
All Other Regular Employees	1.05	1.20	0.8

Annual Social Security Rate Changes		
Year	Social Security Maximum Wage Base	Average Total Wages
1997	\$65,400.00	\$27,426.00
1998	\$68,400.00	\$28,861.44
1999	\$72,600.00	\$30,469.84
2000	\$76,200.00	\$32,154.82
2001	\$80,400.00	32,921.92
2002	\$84,900.00	--
2003	\$87,000.00	--

Bend Points		
1997	\$455.00	\$2,741.00
1998	\$477.00	\$2,875.00
1999	\$505.00	\$3,043.00
2000	\$531.00	\$3,202.00
2001	\$561.00	\$3,381.00
2002	\$592.00	\$3,381.00
2003	\$606.00	\$3,653.00

Temporary increase in employee retirement deductions for 1999 and 2000 CSRS Employee Withholding Rates			
Category	Percentage of Basic Pay (%)		
	1999	2000	2001
Regular	7.25	7.40	7.0
Regular Offset	1.05	1.20	0.80
Law Enforcement Officers/Firefighters	7.75	7.90	7.50
Law Enforcement Officers/Firefighters Offset	1.55	1.70	1.30
Air Traffic Controllers	7.25	7.40	7.0
Air Traffic Controllers Offset	1.05	1.20	0.80

TSP Tax Deferral Limit	
1997	\$9,500.00
1998	\$10,000.00
1999	\$10,000.00
2000	\$10,500.00
2001	\$10,500.00
2002	\$11,000.00
2003	\$12,000.00