



OFFICE OF THE UNDER SECRETARY OF DEFENSE

1000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1000

COMPTROLLER

(Program/Budget)

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF DEFENSE (MILITARY PERSONNEL POLICY)  
DEPUTY ASSISTANT SECRETARY OF THE ARMY  
(FINANCIAL MANAGEMENT AND COMPTROLLER)  
DEPUTY ASSISTANT SECRETARY OF THE NAVY (FINANCIAL MANAGEMENT AND COMPTROLLER)  
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE  
(FINANCIAL MANAGEMENT AND COMPTROLLER)  
DEPUTY DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DEPUTY DIRECTOR FOR RESOURCE MANAGEMENT,  
DEFENSE FINANCE AND ACCOUNTING SERVICE

SUBJECT: FY 2024 Military Personnel Retired Pay Tables for the Temporary Early Retirement Authority (TERA) Program

The attached FY 2024 Military Personnel Retired Pay Tables for the Temporary Early Retirement Authority (TERA) Program are now available on the Office of the Under Secretary of Defense (Comptroller) website, <https://comptroller.defense.gov/Financial-Management/Reports/tera/>. The tables will be used to determine the amount of funding necessary to obligate and deposit into the military personnel appropriation subaccounts to fund the cost of payments to members separated under early retirement programs in FY 2024. These amounts approximate the necessary funding based on the retirement year and years of service. Such amounts will be made available to pay the retired members for the period of entitlement up to the time that responsibility for their retired pay is funded by the Military Retirement Fund.

Questions regarding these rates should be directed to Alicia Litts in the Office of the Under Secretary of Defense (Comptroller), Program/Budget, Directorate for Military Personnel and Construction. Alicia Litts can be reached by email: [alicia.d.litts.civ@mail.mil](mailto:alicia.d.litts.civ@mail.mil), or by telephone at (703)785-2024.

Anne J. McAndrew

DoD Deputy Comptroller (Program/Budget)

DEC 15 2023

Attachment:  
As stated

**FY 2024 Military Personnel Retired Pay Tables for the Temporary Early Retirement Authority (TERA) Program**

This file should be used to determine the amount of funding necessary to obligate and deposit into the military personnel appropriation subaccounts to fund the cost of payments to members separated under early retirement programs in FY 2024.

These amounts approximate the necessary funding based on the retirement year and years of service. Such amounts will be made available to pay the retired members for the period of entitlement up to the time that responsibility for their retired pay is funded by the Military Retirement Fund.

**Worksheet tabs are separated by member service.**

**High-3:**

Refers to military members who did not elect CSB (i.e. Non-CSB). They remained under the High-3 benefit formula at their 15-year mark.

**Service:** Members with 15 Years of Service and 0 Months UP TO 19 Years of Service and 11 Months.

**TO DETERMINE THE APPROPRIATE TAB, determine your year (2024), and Year of service (15 through 19).**

For example, to find the sub-account for 2024 for someone with High-3 and 19 years of service, you would go to: 2024 High-3 19 YOS

**Assumptions:**

**FY 2024**

	<b><u>COLAS:</u></b>	<b><u>SAL INC:</u></b>
<b>2024</b>	1.032	1.052
2025	1.028	1.045
2026	1.023	1.026
2027	1.023	1.026
2028	1.023	1.026
2029	1.023	1.026
2030	1.023	1.026
2031	1.023	1.026
2032	1.023	1.026

- \* Retirements in FY 2024 are assumed to be spread throughout the year.
- \* These tables are based on approximations and assumptions, e.g. distribution of month of retirement during the fiscal year (to determine future colas and salary increases), average reduction for SBP premiums, average reduction for VA offsets, average high-3 to final-pay ratio, etc. Thus, for a given individual with known data (e.g. known month of retirement, known SBP election, known VA offset, if any, known final three years of salary), these tables aren't necessarily correct.
- \* Years of service for pay purposes and for retirement purposes are assumed to be the same.
- \* No mortality or interest discounting is assumed during the period of payments from the sub-account.
- \* For pay table purposes, retirements with zero months of service are assumed to have at least a day of service beyond the completed years. Thus, for example, the cell for 16 years and 0 months of service is based on the "Over 16" column in the military pay table.
- \* **Reminder: CSB sunset date (12/31/2017). To receive CSB a member must have remained continuously on active duty until retirement. Therefore, as of 12/31/2022, TERA and CSB election is no longer possible.**
- \* **This worksheet assumes no BRS takers. BRS taker calculations will need to be developed for FY 2026. DoDI 1332.46 states that BRS participants "may not elect a lump sum of retired pay upon retirement with less than 20 years of service."**
- \* For additional information, contact the DoD Office of the Actuary.  
--> *Ethan Field, DoD Office of the Actuary (OACT), ethan.w.field.civ@mail.mil*

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY24, amount necessary to deposit in sub-account to cover early retirement payments												
# of pmts	60	59	58	57	56	55	54	53	52	51	50	49	
months	180	181	182	183	184	185	186	187	188	189	190	191	
mult	0.375	0.377	0.379	0.381	0.383	0.385	0.388	0.390	0.392	0.394	0.396	0.398	
reduct	0.950	0.951	0.952	0.953	0.953	0.954	0.955	0.956	0.957	0.958	0.958	0.959	
<b>Factor1</b>	<b>66.07</b>	<b>64.90</b>	<b>63.74</b>	<b>62.58</b>	<b>61.42</b>	<b>60.27</b>	<b>59.12</b>	<b>57.97</b>	<b>56.82</b>	<b>55.67</b>	<b>54.53</b>	<b>53.38</b>	

Years	15	15	15	15	15	15	15	15	15	15	15	15
Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>O-10</b>												
<b>O-9</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>O-8</b>	298,654	295,281	291,853	288,371	284,834	281,242	277,595	273,894	270,138	266,327	262,462	258,542
<b>O-7</b>	259,236	256,308	253,333	250,310	247,240	244,122	240,957	237,744	234,484	231,176	227,821	224,419
<b>O-6</b>	204,395	202,087	199,741	197,358	194,937	192,478	189,983	187,450	184,879	182,271	179,626	176,943
<b>O-5</b>	192,171	190,000	187,795	185,554	183,278	180,967	178,620	176,239	173,822	171,370	168,883	166,361
<b>O-4</b>	183,194	181,125	179,023	176,887	174,717	172,514	170,277	168,006	165,703	163,365	160,994	158,590
<b>O-3</b>	161,490	159,666	157,813	155,930	154,017	152,075	150,103	148,101	146,071	144,010	141,920	139,801
<b>O-2</b>	118,689	117,349	115,987	114,603	113,197	111,769	110,320	108,849	107,356	105,842	104,306	102,748
<b>O-1</b>	93,669	92,611	91,536	90,444	89,335	88,208	87,064	85,904	84,726	83,530	82,318	81,089
<b>O-3E</b>	163,872	162,022	160,141	158,230	156,289	154,318	152,317	150,286	148,225	146,135	144,014	141,863
<b>O-2E</b>	137,446	135,894	134,317	132,714	131,086	129,433	127,755	126,051	124,323	122,569	120,790	118,986
<b>O-1E</b>	116,301	114,987	113,653	112,296	110,919	109,520	108,100	106,659	105,196	103,712	102,207	100,681
<b>W-4</b>	147,853	146,184	144,487	142,763	141,011	139,233	137,428	135,595	133,736	131,850	129,936	127,996
<b>W-3</b>	132,676	131,177	129,655	128,108	126,536	124,940	123,320	121,676	120,008	118,315	116,598	114,856
<b>W-2</b>	121,735	120,360	118,963	117,543	116,101	114,637	113,151	111,642	110,111	108,558	106,982	105,385
<b>W-1</b>	113,826	112,541	111,235	109,907	108,559	107,190	105,800	104,390	102,958	101,506	100,033	98,539
<b>E-9</b>	127,717	126,275	124,809	123,320	121,807	120,271	118,712	117,129	115,523	113,893	112,240	110,564
<b>E-8</b>	109,841	108,600	107,340	106,059	104,758	103,437	102,096	100,734	99,353	97,952	96,530	95,088
<b>E-7</b>	102,594	101,435	100,258	99,061	97,846	96,612	95,360	94,088	92,798	91,489	90,161	88,815
<b>E-6</b>	90,207	89,188	88,153	87,101	86,032	84,948	83,846	82,728	81,594	80,443	79,275	78,091
<b>E-5</b>	77,741	76,863	75,971	75,065	74,144	73,209	72,260	71,296	70,319	69,327	68,321	67,300
<b>E-4</b>	60,979	60,290	59,590	58,879	58,157	57,423	56,679	55,923	55,156	54,378	53,589	52,789
<b>E-3</b>	51,113	50,536	49,949	49,353	48,748	48,133	47,509	46,876	46,233	45,581	44,919	44,248
<b>E-2</b>	43,120	42,633	42,138	41,635	41,125	40,606	40,080	39,545	39,003	38,453	37,895	37,329
<b>E-1</b>	38,473	38,039	37,597	37,149	36,693	36,230	35,761	35,284	34,800	34,309	33,811	33,306

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY24, amount necessary to deposit in sub-account to cover early retirement payments											
# of pmts	48	47	46	45	44	43	42	41	40	39	38	37
months	192	193	194	195	196	197	198	199	200	201	202	203
mult	0.400	0.402	0.404	0.406	0.408	0.410	0.413	0.415	0.417	0.419	0.421	0.423
reduct	0.960	0.961	0.962	0.963	0.963	0.964	0.965	0.966	0.967	0.968	0.968	0.969
<b>Factor1</b>	<b>52.24</b>	<b>51.11</b>	<b>49.97</b>	<b>48.84</b>	<b>47.71</b>	<b>46.58</b>	<b>45.45</b>	<b>44.33</b>	<b>43.20</b>	<b>42.08</b>	<b>40.96</b>	<b>39.85</b>

Years	16	16	16	16	16	16	16	16	16	16	16	16
Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>O-10</b>												
<b>O-9</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>O-8</b>	257,363	253,289	249,160	244,975	240,736	236,442	232,092	227,688	223,229	218,714	214,145	209,521
<b>O-7</b>	235,909	232,175	228,390	224,555	220,669	216,732	212,745	208,708	204,621	200,483	196,294	192,056
<b>O-6</b>	187,095	184,134	181,132	178,090	175,008	171,886	168,725	165,523	162,281	158,999	155,678	152,316
<b>O-5</b>	170,785	168,081	165,341	162,565	159,751	156,902	154,015	151,093	148,133	145,138	142,106	139,037
<b>O-4</b>	155,947	153,478	150,976	148,441	145,872	143,270	140,635	137,966	135,264	132,528	129,760	126,958
<b>O-3</b>	134,992	132,855	130,689	128,494	126,271	124,018	121,737	119,427	117,088	114,720	112,323	109,898
<b>O-2</b>	99,214	97,643	96,052	94,439	92,804	91,149	89,472	87,774	86,055	84,315	82,553	80,771
<b>O-1</b>	78,299	77,060	75,804	74,531	73,241	71,934	70,611	69,271	67,915	66,541	65,151	63,744
<b>O-3E</b>	139,985	137,769	135,524	133,248	130,942	128,606	126,240	123,845	121,419	118,964	116,478	113,963
<b>O-2E</b>	114,893	113,074	111,231	109,363	107,471	105,554	103,612	101,646	99,655	97,640	95,600	93,535
<b>O-1E</b>	97,217	95,678	94,119	92,538	90,937	89,315	87,672	86,008	84,323	82,618	80,892	79,145
<b>W-4</b>	129,233	127,187	125,114	123,013	120,884	118,728	116,544	114,332	112,093	109,826	107,532	105,210
<b>W-3</b>	114,934	113,115	111,271	109,402	107,509	105,591	103,649	101,682	99,690	97,674	95,634	93,569
<b>W-2</b>	105,018	103,356	101,671	99,964	98,234	96,482	94,707	92,910	91,090	89,248	87,383	85,496
<b>W-1</b>	98,423	96,865	95,286	93,686	92,065	90,423	88,759	87,075	85,369	83,643	81,896	80,127
<b>E-9</b>	111,810	110,040	108,246	106,428	104,586	102,721	100,831	98,918	96,980	95,019	93,034	91,025
<b>E-8</b>	96,184	94,662	93,118	91,555	89,970	88,365	86,740	85,094	83,427	81,740	80,032	78,304
<b>E-7</b>	89,510	88,093	86,657	85,202	83,727	82,234	80,721	79,189	77,638	76,068	74,479	72,871
<b>E-6</b>	77,469	76,243	75,000	73,740	72,464	71,172	69,862	68,537	67,194	65,836	64,460	63,068
<b>E-5</b>	65,954	64,910	63,852	62,780	61,693	60,593	59,478	58,349	57,207	56,050	54,879	53,694
<b>E-4</b>	51,733	50,914	50,084	49,243	48,391	47,528	46,653	45,768	44,872	43,964	43,046	42,116
<b>E-3</b>	43,364	42,677	41,981	41,276	40,562	39,839	39,106	38,364	37,612	36,852	36,082	35,303
<b>E-2</b>	36,582	36,003	35,416	34,821	34,219	33,608	32,990	32,364	31,730	31,089	30,439	29,782
<b>E-1</b>	32,640	32,123	31,600	31,069	30,531	29,987	29,435	28,877	28,311	27,739	27,159	26,573

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY24, amount necessary to deposit in sub-account to cover early retirement payments											
# of pmts	36	35	34	33	32	31	30	29	28	27	26	25
months	204	205	206	207	208	209	210	211	212	213	214	215
mult	0.425	0.427	0.429	0.431	0.433	0.435	0.438	0.440	0.442	0.444	0.446	0.448
reduct	0.970	0.971	0.972	0.973	0.973	0.974	0.975	0.976	0.977	0.978	0.978	0.979
<b>Factor1</b>	<b>38.73</b>	<b>37.62</b>	<b>36.51</b>	<b>35.40</b>	<b>34.30</b>	<b>33.19</b>	<b>32.09</b>	<b>30.99</b>	<b>29.89</b>	<b>28.80</b>	<b>27.71</b>	<b>26.61</b>

Years	17	17	17	17	17	17	17	17	17	17	17	17
Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>O-10</b>												
<b>O-9</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>O-8</b>	205,998	201,236	196,419	191,548	186,620	181,638	176,601	171,509	166,362	161,159	155,902	150,590
<b>O-7</b>	188,826	184,462	180,046	175,580	171,064	166,497	161,880	157,212	152,494	147,725	142,907	138,037
<b>O-6</b>	149,755	146,293	142,791	139,250	135,668	132,046	128,384	124,682	120,940	117,158	113,337	109,475
<b>O-5</b>	136,699	133,539	130,343	127,110	123,840	120,534	117,192	113,812	110,397	106,945	103,456	99,931
<b>O-4</b>	124,823	121,938	119,019	116,067	113,081	110,062	107,010	103,924	100,806	97,653	94,468	91,249
<b>O-3</b>	108,050	105,552	103,026	100,470	97,886	95,273	92,631	89,960	87,260	84,531	81,774	78,987
<b>O-2</b>	79,413	77,577	75,720	73,842	71,943	70,022	68,080	66,117	64,133	62,127	60,101	58,053
<b>O-1</b>	62,672	61,224	59,758	58,276	56,777	55,261	53,729	52,179	50,613	49,031	47,431	45,815
<b>O-3E</b>	112,047	109,457	106,837	104,187	101,507	98,797	96,057	93,287	90,488	87,658	84,799	81,909
<b>O-2E</b>	91,963	89,837	87,687	85,512	83,312	81,088	78,839	76,566	74,268	71,946	69,599	67,227
<b>O-1E</b>	77,815	76,016	74,196	72,356	70,495	68,613	66,710	64,786	62,842	60,877	58,891	56,885
<b>W-4</b>	103,440	101,050	98,631	96,184	93,710	91,209	88,679	86,122	83,537	80,925	78,285	75,618
<b>W-3</b>	91,995	89,869	87,718	85,542	83,342	81,117	78,867	76,593	74,295	71,971	69,624	67,251
<b>W-2</b>	84,059	82,116	80,150	78,162	76,152	74,119	72,063	69,985	67,885	65,762	63,617	61,449
<b>W-1</b>	78,780	76,959	75,117	73,254	71,369	69,464	67,538	65,590	63,622	61,632	59,622	57,590
<b>E-9</b>	90,178	88,094	85,985	83,852	81,696	79,514	77,309	75,080	72,827	70,550	68,248	65,923
<b>E-8</b>	77,576	75,783	73,969	72,134	70,278	68,402	66,505	64,588	62,649	60,690	58,710	56,710
<b>E-7</b>	72,193	70,524	68,836	67,129	65,402	63,656	61,891	60,106	58,302	56,479	54,637	52,775
<b>E-6</b>	62,481	61,037	59,576	58,098	56,604	55,093	53,565	52,021	50,459	48,881	47,287	45,676
<b>E-5</b>	53,194	51,965	50,721	49,463	48,190	46,904	45,603	44,288	42,959	41,616	40,258	38,886
<b>E-4</b>	41,724	40,760	39,784	38,797	37,799	36,790	35,770	34,739	33,696	32,642	31,578	30,502
<b>E-3</b>	34,974	34,166	33,348	32,521	31,684	30,838	29,983	29,119	28,245	27,361	26,469	25,567
<b>E-2</b>	29,505	28,823	28,133	27,435	26,729	26,016	25,294	24,565	23,828	23,083	22,330	21,569
<b>E-1</b>	26,325	25,717	25,101	24,479	23,849	23,212	22,569	21,918	21,260	20,595	19,923	19,245

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY24, amount necessary to deposit in sub-account to cover early retirement payments											
# of pmts	24	23	22	21	20	19	18	17	16	15	14	13
months	216	217	218	219	220	221	222	223	224	225	226	227
mult	0.450	0.452	0.454	0.456	0.458	0.460	0.463	0.465	0.467	0.469	0.471	0.473
reduct	0.980	0.981	0.982	0.983	0.983	0.984	0.985	0.986	0.987	0.988	0.988	0.989
<b>Factor1</b>	<b>25.53</b>	<b>24.44</b>	<b>23.35</b>	<b>22.27</b>	<b>21.19</b>	<b>20.11</b>	<b>19.03</b>	<b>17.96</b>	<b>16.89</b>	<b>15.82</b>	<b>14.75</b>	<b>13.68</b>

Years	18	18	18	18	18	18	18	18	18	18	18	18
Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>O-10</b>												
<b>O-9</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>O-8</b>	151,853	146,183	140,455	134,670	128,827	122,927	116,970	110,955	104,884	98,755	92,569	86,329
<b>O-7</b>	142,578	137,254	131,876	126,444	120,958	115,418	109,825	104,178	98,477	92,723	86,915	81,055
<b>O-6</b>	111,192	107,040	102,846	98,610	94,332	90,011	85,649	81,245	76,800	72,312	67,782	63,213
<b>O-5</b>	99,310	95,602	91,856	88,072	84,251	80,393	76,497	72,564	68,593	64,585	60,539	56,458
<b>O-4</b>	89,103	85,776	82,415	79,020	75,592	72,130	68,634	65,105	61,543	57,947	54,317	50,655
<b>O-3</b>	76,336	73,485	70,606	67,698	64,761	61,795	58,800	55,777	52,725	49,644	46,534	43,397
<b>O-2</b>	56,104	54,009	51,893	49,755	47,597	45,417	43,216	40,994	38,751	36,486	34,201	31,895
<b>O-1</b>	44,277	42,624	40,954	39,267	37,563	35,843	34,106	32,352	30,582	28,795	26,991	25,172
<b>O-3E</b>	81,467	78,425	75,352	72,248	69,114	65,949	62,753	59,526	56,269	52,981	49,662	46,314
<b>O-2E</b>	64,971	62,544	60,094	57,618	55,119	52,594	50,046	47,472	44,875	42,252	39,606	36,936
<b>O-1E</b>	54,975	52,922	50,849	48,754	46,639	44,503	42,346	40,169	37,971	35,752	33,513	31,253
<b>W-4</b>	75,694	72,868	70,013	67,129	64,217	61,276	58,306	55,308	52,282	49,227	46,143	43,032
<b>W-3</b>	69,098	66,517	63,911	61,279	58,620	55,935	53,225	50,488	47,725	44,936	42,122	39,282
<b>W-2</b>	61,052	58,773	56,470	54,144	51,795	49,423	47,028	44,609	42,168	39,704	37,217	34,708
<b>W-1</b>	57,361	55,219	53,055	50,870	48,663	46,434	44,184	41,912	39,619	37,304	34,967	32,610
<b>E-9</b>	64,714	62,298	59,857	57,391	54,901	52,387	49,848	47,285	44,697	42,086	39,450	36,790
<b>E-8</b>	57,014	54,885	52,735	50,563	48,369	46,154	43,917	41,659	39,379	37,078	34,756	32,413
<b>E-7</b>	51,710	49,779	47,829	45,859	43,869	41,860	39,831	37,783	35,716	33,629	31,522	29,397
<b>E-6</b>	44,096	42,449	40,786	39,106	37,410	35,696	33,966	32,220	30,457	28,677	26,881	25,069
<b>E-5</b>	37,012	35,630	34,234	32,824	31,400	29,962	28,510	27,044	25,564	24,070	22,563	21,041
<b>E-4</b>	29,032	27,947	26,852	25,746	24,629	23,501	22,362	21,213	20,052	18,880	17,698	16,504
<b>E-3</b>	24,335	23,426	22,508	21,581	20,645	19,699	18,745	17,781	16,808	15,826	14,834	13,834
<b>E-2</b>	20,529	19,763	18,988	18,206	17,416	16,619	15,813	15,000	14,179	13,351	12,515	11,671
<b>E-1</b>	18,317	17,633	16,942	16,244	15,539	14,828	14,109	13,384	12,651	11,912	11,166	10,413

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY24, amount necessary to deposit in sub-account to cover early retirement payments											
# of pmts	12	11	10	9	8	7	6	5	4	3	2	1
months	228	229	230	231	232	233	234	235	236	237	238	239
mult	0.475	0.477	0.479	0.481	0.483	0.485	0.488	0.490	0.492	0.494	0.496	0.498
reduct	0.990	0.991	0.992	0.993	0.993	0.994	0.995	0.996	0.997	0.998	0.998	0.999
<b>Factor1</b>	<b>12.62</b>	<b>11.55</b>	<b>10.50</b>	<b>9.44</b>	<b>8.38</b>	<b>7.33</b>	<b>6.27</b>	<b>5.22</b>	<b>4.18</b>	<b>3.13</b>	<b>2.08</b>	<b>1.04</b>

Years	19	19	19	19	19	19	19	19	19	19	19	19
Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>O-10</b>												
<b>O-9</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>O-8</b>	81,552	75,081	68,551	61,962	55,313	48,605	41,839	35,013	28,127	21,183	14,180	7,119
<b>O-7</b>	76,570	70,495	64,364	58,177	51,935	45,637	39,283	32,874	26,409	19,889	13,314	6,684
<b>O-6</b>	59,715	54,977	50,196	45,371	40,502	35,591	30,636	25,637	20,596	15,511	10,383	5,213
<b>O-5</b>	53,334	49,102	44,832	40,522	36,174	31,787	27,362	22,898	18,395	13,854	9,274	4,656
<b>O-4</b>	47,852	44,055	40,224	36,357	32,456	28,520	24,550	20,544	16,504	12,430	8,320	4,177
<b>O-3</b>	40,996	37,743	34,460	31,148	27,806	24,434	21,032	17,601	14,140	10,649	7,128	3,579
<b>O-2</b>	30,130	27,740	25,327	22,893	20,436	17,958	15,458	12,936	10,392	7,826	5,239	2,630
<b>O-1</b>	23,779	21,892	19,988	18,067	16,128	14,172	12,199	10,209	8,201	6,177	4,135	2,076
<b>O-3E</b>	43,751	40,280	36,777	33,242	29,675	26,076	22,446	18,784	15,090	11,364	7,607	3,819
<b>O-2E</b>	34,892	32,124	29,330	26,510	23,666	20,796	17,901	14,980	12,034	9,063	6,067	3,046
<b>O-1E</b>	29,524	27,181	24,817	22,432	20,025	17,597	15,147	12,676	10,183	7,669	5,134	2,577
<b>W-4</b>	40,651	37,426	34,171	30,886	27,572	24,228	20,855	17,453	14,021	10,559	7,068	3,549
<b>W-3</b>	37,108	34,164	31,193	28,194	25,169	22,117	19,038	15,932	12,799	9,639	6,452	3,239
<b>W-2</b>	32,788	30,186	27,561	24,912	22,239	19,542	16,821	14,077	11,309	8,517	5,701	2,862
<b>W-1</b>	30,805	28,361	25,894	23,405	20,894	18,360	15,804	13,226	10,625	8,002	5,356	2,689
<b>E-9</b>	34,648	31,899	29,125	26,325	23,501	20,651	17,776	14,876	11,950	9,000	6,025	3,025
<b>E-8</b>	30,526	28,104	25,660	23,193	20,704	18,194	15,661	13,106	10,528	7,929	5,308	2,665
<b>E-7</b>	27,686	25,489	23,272	21,035	18,778	16,501	14,204	11,886	9,549	7,191	4,814	2,417
<b>E-6</b>	23,609	21,736	19,846	17,938	16,013	14,071	12,112	10,136	8,143	6,133	4,105	2,061
<b>E-5</b>	19,817	18,244	16,658	15,056	13,441	11,811	10,167	8,508	6,835	5,147	3,446	1,730
<b>E-4</b>	15,544	14,310	13,066	11,810	10,543	9,264	7,974	6,673	5,361	4,038	2,703	1,357
<b>E-3</b>	13,029	11,995	10,952	9,899	8,837	7,765	6,684	5,594	4,494	3,384	2,265	1,137
<b>E-2</b>	10,992	10,119	9,239	8,351	7,455	6,551	5,639	4,719	3,791	2,855	1,911	959
<b>E-1</b>	9,807	9,029	8,244	7,451	6,652	5,845	5,031	4,210	3,382	2,547	1,705	856