



OFFICE OF THE UNDER SECRETARY OF DEFENSE

1 100 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1 100

1 0 DEC 2024

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: Fiscal Year 2025 Military Personnel Retired Pay Tables for the Temporary Early Retirement Authority Program

The attached fiscal year (FY) 2025 Military Personnel Retired Pay Tables for the Temporary Early Retirement Authority 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 2025. 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 Mrs. Alicia Litts in the Office of the Under Secretary of Defense (Comptroller), Program/Budget, Directorate for Military Personnel and Construction. Mrs. Litts can be reached at [alicia.d.litts.civ@mail.mil](mailto:alicia.d.litts.civ@mail.mil) or (703)785-2024.

David M. Thiede  
DoD Assistant Deputy Comptroller  
(Program/Budget)

Attachment:  
As stated

**FY 2025 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 2025.

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:** Worksheets are designed showing High-3 results.

**BRS:** To determine funding amount for BRS members, multiply appropriate High-3 table results by **0.8**.

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

**TO DETERMINE THE APPROPRIATE TAB, Use the Members Years of service completed (15 through 19).**

For example, to find the sub-account for 2025 for someone with High-3 and 19 years of service, you would go to: 2025 High-3 19 YOS

**Assumptions:**

**FY 2025**

	<b>COLAS:</b>	<b>SAL INC:</b>
<b>2025</b>	1.025	1.045
2026	1.023	1.038
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
2033	1.023	1.026

- \* Retirements in FY 2025 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.
- \* Note: 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 FY25, 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>65.43</b>	<b>64.28</b>	<b>63.13</b>	<b>61.98</b>	<b>60.84</b>	<b>59.69</b>	<b>58.55</b>	<b>57.41</b>	<b>56.27</b>	<b>55.14</b>	<b>54.01</b>	<b>52.88</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>	308,574	305,092	301,554	297,959	294,307	290,599	286,835	283,014	279,137	275,203	271,213	267,166
<b>O-7</b>	267,852	264,829	261,758	258,637	255,468	252,249	248,981	245,665	242,299	238,885	235,421	231,909
<b>O-6</b>	211,185	208,802	206,381	203,920	201,421	198,884	196,307	193,692	191,039	188,347	185,616	182,846
<b>O-5</b>	198,558	196,318	194,041	191,727	189,378	186,992	184,570	182,111	179,616	177,085	174,517	171,913
<b>O-4</b>	189,283	187,148	184,977	182,772	180,532	178,258	175,948	173,605	171,226	168,813	166,366	163,884
<b>O-3</b>	166,857	164,974	163,061	161,117	159,143	157,137	155,102	153,036	150,939	148,812	146,655	144,466
<b>O-2</b>	122,631	121,247	119,841	118,413	116,961	115,488	113,992	112,473	110,932	109,369	107,783	106,175
<b>O-1</b>	96,779	95,687	94,578	93,450	92,305	91,142	89,961	88,763	87,547	86,313	85,062	83,793
<b>O-3E</b>	169,317	167,407	165,465	163,493	161,489	159,454	157,389	155,292	153,165	151,006	148,817	146,597
<b>O-2E</b>	142,012	140,410	138,782	137,127	135,447	133,740	132,008	130,249	128,465	126,654	124,818	122,956
<b>O-1E</b>	120,165	118,809	117,431	116,031	114,609	113,165	111,699	110,211	108,701	107,169	105,616	104,040
<b>W-4</b>	152,764	151,041	149,289	147,509	145,701	143,866	142,002	140,110	138,191	136,243	134,268	132,265
<b>W-3</b>	137,086	135,539	133,967	132,370	130,748	129,100	127,428	125,730	124,008	122,260	120,488	118,690
<b>W-2</b>	125,779	124,360	122,917	121,452	119,964	118,452	116,918	115,360	113,780	112,176	110,550	108,901
<b>W-1</b>	117,608	116,281	114,932	113,562	112,170	110,757	109,322	107,866	106,388	104,889	103,368	101,826
<b>E-9</b>	131,966	130,477	128,964	127,427	125,865	124,279	122,669	121,035	119,377	117,695	115,988	114,258
<b>E-8</b>	113,497	112,217	110,915	109,593	108,250	106,886	105,501	104,096	102,670	101,223	99,756	98,267
<b>E-7</b>	106,007	104,811	103,595	102,360	101,106	99,832	98,539	97,226	95,894	94,543	93,172	91,782
<b>E-6</b>	93,208	92,156	91,087	90,001	88,898	87,778	86,641	85,487	84,316	83,128	81,922	80,700
<b>E-5</b>	80,331	79,425	78,504	77,568	76,617	75,652	74,672	73,677	72,668	71,644	70,605	69,552
<b>E-4</b>	63,009	62,298	61,576	60,842	60,096	59,339	58,570	57,790	56,998	56,195	55,380	54,554
<b>E-3</b>	52,817	52,221	51,616	51,000	50,375	49,741	49,096	48,442	47,779	47,105	46,422	45,730
<b>E-2</b>	44,558	44,055	43,545	43,025	42,498	41,963	41,419	40,867	40,307	39,739	39,163	38,579
<b>E-1</b>	39,752	39,303	38,847	38,384	37,914	37,436	36,951	36,459	35,960	35,453	34,939	34,418

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY25, 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>51.75</b>	<b>50.62</b>	<b>49.50</b>	<b>48.38</b>	<b>47.26</b>	<b>46.14</b>	<b>45.02</b>	<b>43.91</b>	<b>42.80</b>	<b>41.69</b>	<b>40.58</b>	<b>39.48</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>	265,967	261,761	257,498	253,178	248,801	244,368	239,877	235,330	230,726	226,066	221,348	216,574
<b>O-7</b>	243,793	239,938	236,030	232,071	228,059	223,995	219,879	215,711	211,491	207,219	202,895	198,518
<b>O-6</b>	193,350	190,293	187,194	184,054	180,872	177,649	174,384	171,079	167,732	164,344	160,914	157,443
<b>O-5</b>	176,491	173,700	170,871	168,005	165,100	162,158	159,179	156,161	153,106	150,013	146,883	143,715
<b>O-4</b>	161,159	158,611	156,028	153,410	150,758	148,071	145,351	142,595	139,806	136,982	134,123	131,230
<b>O-3</b>	139,505	137,299	135,063	132,797	130,501	128,176	125,820	123,435	121,021	118,576	116,102	113,597
<b>O-2</b>	102,529	100,907	99,264	97,599	95,912	94,202	92,471	90,719	88,944	87,147	85,329	83,488
<b>O-1</b>	80,915	79,635	78,338	77,024	75,693	74,344	72,978	71,594	70,194	68,776	67,341	65,888
<b>O-3E</b>	144,662	142,375	140,056	137,707	135,326	132,915	130,472	127,999	125,495	122,960	120,394	117,797
<b>O-2E</b>	118,733	116,855	114,952	113,024	111,070	109,091	107,086	105,056	103,001	100,920	98,814	96,683
<b>O-1E</b>	100,467	98,878	97,268	95,636	93,983	92,308	90,612	88,894	87,155	85,394	83,612	81,809
<b>W-4</b>	133,550	131,439	129,298	127,129	124,931	122,705	120,450	118,167	115,855	113,515	111,146	108,749
<b>W-3</b>	118,773	116,895	114,991	113,062	111,108	109,128	107,122	105,092	103,036	100,955	98,848	96,716
<b>W-2</b>	108,528	106,812	105,073	103,310	101,524	99,715	97,883	96,027	94,148	92,247	90,322	88,374
<b>W-1</b>	101,712	100,104	98,473	96,821	95,148	93,452	91,735	89,996	88,235	86,453	84,649	82,823
<b>E-9</b>	115,551	113,724	111,872	109,995	108,093	106,167	104,216	102,241	100,241	98,216	96,166	94,092
<b>E-8</b>	99,398	97,827	96,233	94,619	92,983	91,326	89,648	87,949	86,228	84,486	82,724	80,939
<b>E-7</b>	92,506	91,043	89,561	88,058	86,536	84,994	83,432	81,850	80,249	78,628	76,987	75,327
<b>E-6</b>	80,061	78,794	77,511	76,211	74,893	73,559	72,207	70,838	69,453	68,050	66,630	65,193
<b>E-5</b>	68,162	67,084	65,991	64,884	63,763	62,626	61,476	60,310	59,130	57,936	56,727	55,504
<b>E-4</b>	53,464	52,619	51,762	50,893	50,013	49,122	48,220	47,306	46,380	45,443	44,495	43,535
<b>E-3</b>	44,816	44,107	43,389	42,661	41,923	41,176	40,420	39,654	38,878	38,092	37,298	36,493
<b>E-2</b>	37,808	37,210	36,604	35,990	35,368	34,738	34,099	33,453	32,798	32,136	31,465	30,787
<b>E-1</b>	33,730	33,196	32,656	32,108	31,553	30,991	30,421	29,844	29,261	28,670	28,071	27,466

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY25, 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>38.38</b>	<b>37.27</b>	<b>36.18</b>	<b>35.08</b>	<b>33.98</b>	<b>32.89</b>	<b>31.80</b>	<b>30.71</b>	<b>29.63</b>	<b>28.54</b>	<b>27.46</b>	<b>26.38</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>	212,941	208,025	203,052	198,022	192,935	187,791	182,591	177,333	172,019	166,648	161,220	155,735
<b>O-7</b>	195,189	190,682	186,124	181,513	176,850	172,135	167,368	162,549	157,678	152,754	147,779	142,752
<b>O-6</b>	154,803	151,229	147,614	143,957	140,259	136,519	132,738	128,916	125,053	121,148	117,203	113,215
<b>O-5</b>	141,304	138,042	134,742	131,404	128,029	124,615	121,164	117,675	114,149	110,585	106,983	103,343
<b>O-4</b>	129,029	126,050	123,037	119,989	116,907	113,790	110,638	107,453	104,232	100,978	97,689	94,366
<b>O-3</b>	111,692	109,113	106,505	103,867	101,198	98,500	95,772	93,015	90,227	87,410	84,563	81,686
<b>O-2</b>	82,088	80,193	78,276	76,337	74,376	72,393	70,388	68,361	66,312	64,242	62,149	60,035
<b>O-1</b>	64,783	63,287	61,774	60,244	58,697	57,132	55,549	53,950	52,333	50,699	49,048	47,379
<b>O-3E</b>	115,821	113,148	110,443	107,707	104,940	102,142	99,313	96,454	93,563	90,642	87,689	84,706
<b>O-2E</b>	95,061	92,867	90,647	88,401	86,130	83,834	81,512	79,165	76,793	74,395	71,972	69,523
<b>O-1E</b>	80,437	78,580	76,701	74,801	72,880	70,937	68,972	66,986	64,979	62,950	60,899	58,828
<b>W-4</b>	106,925	104,456	101,959	99,433	96,879	94,296	91,685	89,045	86,376	83,679	80,954	78,200
<b>W-3</b>	95,094	92,898	90,677	88,431	86,159	83,862	81,540	79,192	76,819	74,420	71,996	69,547
<b>W-2</b>	86,891	84,885	82,856	80,803	78,728	76,629	74,507	72,361	70,193	68,001	65,786	63,548
<b>W-1</b>	81,434	79,554	77,652	75,728	73,783	71,816	69,827	67,816	65,784	63,730	61,654	59,557
<b>E-9</b>	93,217	91,065	88,888	86,686	84,459	82,207	79,930	77,629	75,302	72,951	70,575	68,174
<b>E-8</b>	80,186	78,335	76,462	74,568	72,652	70,715	68,757	66,777	64,776	62,754	60,710	58,644
<b>E-7</b>	74,626	72,903	71,160	69,397	67,615	65,812	63,989	62,147	60,284	58,402	56,500	54,578
<b>E-6</b>	64,586	63,095	61,587	60,061	58,518	56,958	55,380	53,786	52,174	50,545	48,899	47,235
<b>E-5</b>	54,987	53,718	52,433	51,135	49,821	48,493	47,150	45,792	44,420	43,033	41,631	40,215
<b>E-4</b>	43,130	42,134	41,127	40,108	39,078	38,036	36,983	35,918	34,841	33,754	32,654	31,543
<b>E-3</b>	36,154	35,319	34,475	33,621	32,757	31,884	31,001	30,108	29,206	28,294	27,372	26,441
<b>E-2</b>	30,500	29,796	29,084	28,363	27,635	26,898	26,153	25,400	24,639	23,869	23,092	22,306
<b>E-1</b>	27,210	26,582	25,947	25,304	24,654	23,997	23,332	22,660	21,981	21,295	20,601	19,900

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY25, 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>25.30</b>	<b>24.23</b>	<b>23.15</b>	<b>22.08</b>	<b>21.01</b>	<b>19.94</b>	<b>18.88</b>	<b>17.81</b>	<b>16.75</b>	<b>15.69</b>	<b>14.63</b>	<b>13.58</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>	157,050	151,195	145,281	139,308	133,276	127,184	121,033	114,824	108,555	102,227	95,840	89,394
<b>O-7</b>	147,457	141,960	136,407	130,799	125,135	119,416	113,641	107,810	101,924	95,983	89,986	83,934
<b>O-6</b>	114,996	110,709	106,379	102,005	97,588	93,128	88,624	84,077	79,487	74,853	70,177	65,457
<b>O-5</b>	102,707	98,878	95,011	91,105	87,160	83,176	79,153	75,092	70,993	66,854	62,678	58,462
<b>O-4</b>	92,150	88,715	85,245	81,740	78,201	74,626	71,017	67,374	63,696	59,983	56,235	52,453
<b>O-3</b>	78,948	76,005	73,033	70,030	66,997	63,935	60,843	57,722	54,570	51,389	48,179	44,938
<b>O-2</b>	58,023	55,860	53,675	51,468	49,240	46,989	44,717	42,422	40,106	37,768	35,409	33,027
<b>O-1</b>	45,791	44,084	42,360	40,618	38,859	37,083	35,290	33,479	31,652	29,807	27,944	26,065
<b>O-3E</b>	84,255	81,115	77,942	74,737	71,501	68,233	64,933	61,602	58,238	54,844	51,417	47,959
<b>O-2E</b>	67,193	64,688	62,158	59,603	57,022	54,415	51,784	49,127	46,445	43,738	41,005	38,247
<b>O-1E</b>	56,856	54,737	52,596	50,433	48,249	46,044	43,817	41,569	39,300	37,009	34,697	32,363
<b>W-4</b>	78,284	75,365	72,418	69,440	66,433	63,397	60,331	57,236	54,111	50,957	47,773	44,560
<b>W-3</b>	71,462	68,798	66,107	63,389	60,644	57,872	55,073	52,248	49,395	46,516	43,610	40,677
<b>W-2</b>	63,142	60,788	58,410	56,009	53,583	51,134	48,661	46,165	43,644	41,100	38,533	35,941
<b>W-1</b>	59,324	57,113	54,879	52,622	50,344	48,043	45,719	43,374	41,006	38,615	36,203	33,768
<b>E-9</b>	66,927	64,432	61,912	59,366	56,796	54,200	51,578	48,932	46,261	43,564	40,842	38,095
<b>E-8</b>	58,966	56,767	54,547	52,304	50,039	47,752	45,443	43,111	40,758	38,382	35,984	33,564
<b>E-7</b>	53,478	51,484	49,470	47,437	45,382	43,308	41,214	39,099	36,965	34,810	32,635	30,440
<b>E-6</b>	45,604	43,904	42,187	40,452	38,700	36,932	35,146	33,342	31,522	29,685	27,830	25,958
<b>E-5</b>	38,279	36,852	35,411	33,955	32,485	31,000	29,501	27,987	26,459	24,917	23,360	21,789
<b>E-4</b>	30,025	28,906	27,775	26,633	25,480	24,315	23,139	21,952	20,754	19,544	18,323	17,091
<b>E-3</b>	25,168	24,230	23,282	22,325	21,358	20,382	19,396	18,401	17,397	16,383	15,359	14,326
<b>E-2</b>	21,233	20,441	19,642	18,834	18,019	17,195	16,363	15,524	14,676	13,821	12,957	12,086
<b>E-1</b>	18,942	18,236	17,523	16,803	16,075	15,340	14,598	13,849	13,093	12,330	11,560	10,782

DoD - Office of the Actuary

For	HIGH 3 Non-CSB retirements in FY25, 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>12.52</b>	<b>11.47</b>	<b>10.42</b>	<b>9.37</b>	<b>8.33</b>	<b>7.28</b>	<b>6.23</b>	<b>5.19</b>	<b>4.15</b>	<b>3.11</b>	<b>2.07</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>	84,457	77,768	71,016	64,200	57,320	50,377	43,371	36,301	29,167	21,970	14,710	7,386
<b>O-7</b>	79,299	73,018	66,678	60,278	53,819	47,300	40,722	34,083	27,386	20,628	13,811	6,935
<b>O-6</b>	61,842	56,944	52,000	47,009	41,971	36,888	31,757	26,580	21,357	16,087	10,771	5,409
<b>O-5</b>	55,233	50,859	46,443	41,985	37,486	32,946	28,364	23,740	19,075	14,368	9,620	4,831
<b>O-4</b>	49,556	45,631	41,669	37,670	33,633	29,559	25,448	21,300	17,114	12,891	8,631	4,334
<b>O-3</b>	42,457	39,094	35,699	32,273	28,815	25,324	21,802	18,248	14,662	11,044	7,395	3,713
<b>O-2</b>	31,203	28,732	26,237	23,719	21,177	18,612	16,024	13,412	10,776	8,117	5,435	2,729
<b>O-1</b>	24,625	22,675	20,706	18,719	16,713	14,689	12,646	10,584	8,504	6,406	4,289	2,154
<b>O-3E</b>	45,310	41,722	38,099	34,442	30,752	27,027	23,268	19,475	15,648	11,787	7,892	3,963
<b>O-2E</b>	36,135	33,273	30,384	27,468	24,524	21,554	18,556	15,531	12,479	9,400	6,294	3,160
<b>O-1E</b>	30,576	28,154	25,710	23,242	20,751	18,238	15,701	13,142	10,559	7,954	5,325	2,674
<b>W-4</b>	42,099	38,765	35,399	32,001	28,572	25,111	21,619	18,095	14,539	10,951	7,332	3,682
<b>W-3</b>	38,430	35,387	32,314	29,213	26,082	22,923	19,735	16,518	13,272	9,997	6,693	3,361
<b>W-2</b>	33,956	31,267	28,552	25,811	23,046	20,254	17,437	14,595	11,727	8,833	5,914	2,970
<b>W-1</b>	31,903	29,376	26,826	24,251	21,652	19,030	16,383	13,712	11,018	8,299	5,557	2,790
<b>E-9</b>	35,883	33,041	30,172	27,276	24,354	21,404	18,427	15,423	12,392	9,334	6,250	3,138
<b>E-8</b>	31,615	29,111	26,583	24,032	21,457	18,858	16,235	13,588	10,918	8,224	5,506	2,765
<b>E-7</b>	28,672	26,402	24,109	21,795	19,460	17,103	14,724	12,324	9,902	7,459	4,994	2,508
<b>E-6</b>	24,451	22,514	20,559	18,586	16,594	14,584	12,556	10,509	8,444	6,361	4,259	2,138
<b>E-5</b>	20,524	18,898	17,257	15,601	13,929	12,242	10,539	8,821	7,088	5,339	3,575	1,795
<b>E-4</b>	16,098	14,823	13,536	12,237	10,926	9,602	8,267	6,919	5,559	4,188	2,804	1,408
<b>E-3</b>	13,494	12,425	11,347	10,258	9,158	8,049	6,930	5,800	4,660	3,510	2,350	1,180
<b>E-2</b>	11,384	10,482	9,572	8,654	7,726	6,790	5,846	4,893	3,931	2,961	1,983	996
<b>E-1</b>	10,156	9,352	8,540	7,720	6,893	6,058	5,215	4,365	3,507	2,642	1,769	888