



COMPTROLLER

UNDER SECRETARY OF DEFENSE
1100 DEFENSE PENTAGON
WASHINGTON, DC 20301-1100

MAY 2 2012

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

SUBJECT: Accounting Policy Guidance for Implementing Temporary Early Retirement
Authority (TERA) Procedures

Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service. In addition, subsection 4403(f) of Public Law 102-484, requires the establishment and use of a subaccount in the Active Military Personnel Appropriations to fund, and account for, TERA payments.

Attached is accounting policy guidance regarding the implementation of the provisions of section 504 of Public Law 112-81. The Office of the Under Secretary of Defense (Personnel and Readiness), will provide separate guidance for implementing military retirement procedures under TERA.

Questions related to this guidance may be directed to Mr. Chris Smith. He may be reached at thomas.smith@osd.mil or 703-614-7530.

Robert F. Hale

Attachment:
As stated



**Accounting Policy Guidance for Implementing Temporary
Early Retirement Authorities Procedures**

- References:
- (a) Section 4403 of the National Defense Authorization Act for FY 1993 (P.L. 102-484)
 - (b) Section 504 of the National Defense Authorization Act for FY 2012 (P.L. 112-81)
 - (c) Section 1553(a) of Title 31 United States Code. "Availability of Appropriation Accounts to Pay Obligations"
 - (d) Volume 7, Part B, Chapter 3, DoD Financial Management Regulation, October 2011

A. PURPOSE

Public Law 102-484, National Defense Authorization Act for FY 1993, provided the Secretary of Defense with a temporary additional force management tool to assist with the drawdown of active military forces. Subsection 4403(f) of the Act directed the use of a subaccount within the officer and enlisted budget activities of the Active Military Personnel appropriation for retirement payments to members participating in the Temporary Early Retirement Authority (TERA) program. The use of the TERA program was reinstated through December 31, 2018 by the National Defense Authorization Act for FY 2012, Public Law 112-81. The purpose of this guidance is to provide procedures for funding, accounting for, disbursing, and reporting retirement payments for those chosen for early retirement under the provisions of section 4403.

B. APPLICABILITY

Subject to the availability of appropriations for purposes set forth in section 4403, the Secretary of each Military Department shall provide for the payment of retired pay amounts, beginning in FY 2012, to active service military members who retire up to 5 years before the completion of 20 years of service.

When an active duty military member retires early under the authority of section 4403, an amount that is sufficient to cover the retired pay until the member would have reached 20 years of service shall be obligated in the subaccount established in the Active Military Personnel appropriation. After the anniversary of the 20th year of service, the member's retirement pay shall be funded from the Department of Defense Military Retirement Fund (MRF) (97X8097). The funds included in the subaccount shall be obligated in the fiscal year in which the applicable member retires.

The required subaccount within the Active Military Personnel appropriation will be established for each Military Department for each fiscal year. Amounts included in this subaccount shall be for those members who were chosen for early retirement under the provisions of section 4403. The amounts deposited in the subaccount will be determined using the tables developed by the DoD Office of the Actuary (attachment). The tables are available on the reports page on the Office of the Under Secretary of Defense (Comptroller) website, <http://comptroller.defense.gov/reports.html>. The purpose of the tables is to determine the

amount necessary to deposit into the subaccount to fund early retirement payments for FY 2012 and FY 2013 members. These amounts approximate the necessary funding based on the retirement year and the years of service. Such amounts shall be sufficient and made available to pay the retired members for the entire “initial period” of entitlement up to the time that responsibility for their retired pay is funded by the MRF (97X8097). The “initial period” is the number of years and any fraction of a year equal to the difference between 20 years and the number of years of service for retirement eligibility completed by the member at the time the member retired under the authority of section 4403. For retirements in FY 2014 and beyond, subsequent guidance will be provided and posted accordingly. Additional guidance can be found in references (a) through (d).

The Secretary of each Military Department shall provide funding for a member’s initial period from amounts included in the subaccount. The amounts included in the subaccounts shall remain available for payment in accordance with section 4403(f) of Public Law 102-484 and section 1553(a) of Title 31, United States Code.

C. RESPONSIBILITIES

1. The Secretary of each Military Department, or designee, shall:
 - a. In conjunction with the Deputy Comptroller (Program/Budget) (P/B), in the Office of the Under Secretary of Defense (Comptroller) (OUSD(C)) establish a subaccount entitled “Temporary Early Retirement Pay” within the Pay and Allowances of Officer and Pay and Allowances of Enlisted budget activity, as applicable for the Active Military Personnel appropriations.
 - b. In conjunction with the Defense Finance and Accounting Service, ensure that obligations are established in the accounting systems when funds for the “early retirees” are transferred to the appropriate subaccounts.
 - c. Establish separate subaccounts in the Active Military Personnel appropriations for FYs 2012, 2013, 2014, 2015, 2016, 2017, 2018 and 2019.
 - d. Provide funding based on the tables developed by the DoD Office of the Actuary in the Active Military Personnel appropriations to pay members who were approved for “early retirement” under the provisions of section 4403, Public Law 102-484.
 - e. As appropriate, identify to the Military Personnel & Construction Directorate (MPC) in OUSD(C), the number of military personnel entitled under the TERA program.
 - f. Identify, in budget submissions to the OUSD(C) – P/B, the number of military personnel and the appropriate funding source to pay retired personnel selected for early retirement.
 - g. In conjunction with the OUSD(C) - P/B, prepare appropriate funding guidance, as needed, to operate the TERA program.

2. OUSD(P&R) - Officer and Enlisted Personnel Management (OEPM) shall provide at a minimum, an annual report to OUSD(C) - MPC identifying the number of military members scheduled to retire in the forthcoming fiscal year under the provisions of the TERA program. The first report shall be provided no later than August 15 to ensure that funding is available to establish the subaccount during the last quarter of FY 2012 for the respective early retirees.
3. Under Secretary of Defense (Comptroller) (USD(C)) shall:
 - a. Review the Military Departments' budget submissions for reasonableness and accuracy.
 - b. Ensure that the various budget submissions include the appropriate numbers/costs for the TERA program.
 - c. Ensure the updated tables from the DoD Actuary are posted to the Office of the Under Secretary of Defense (Comptroller) website, as appropriate.
4. DoD Office of the Actuary (OACT) shall provide updated TERA tables, as appropriate to OUSD(C) – MPC.
5. Defense Finance and Accounting Service (DFAS) shall:
 - a. Establish appropriate controls within the accounting systems to perform typical accounting and reporting functions for the TERA programs.
 - b. Ensure that the subaccount(s) and the appropriate line(s) of accounting are for each Military Department are properly established.
 - c. Ensure the fiduciary, fund status, and financial management controls are prepared to coincide with reporting for the Active Military Personnel appropriations.
 - d. Modify retiree pay systems to compute pay, benefits and withholdings for the TERA program participants.
 - e. Establish methods to distinguish personnel participating in the TERA program from regular military retiree members. Such action is necessary to ensure the monthly pay entitlements for the TERA program participants are transferred from the appropriate Active Military Personnel appropriation to the MRF (97X8097) at the appropriate time.
 - f. Establish procedures to assist early retirees with actions affecting their pay accounts.

D. EFFECTIVE DATE

For purposes of subsection 4403(f), the active forces drawdown period for funding purposes is FY 2012, through December 31, 2018. However, accounting requirements will remain in effect in accordance with section 4403(f) of Public Law 102-484 and section 1553(a) of Title 31, United States Code.

This worksheet determines the amount necessary to deposit in the sub-account to cover early retirement payments for:

FY 2012 and FY 2013

Career Status Bonus (CSB) and Non-CSB

Career Status Bonus (CSB) refers to military members entering service after July 31, 1986 who, at their 15 year-of-service mark, elected the CSB (37 U.S.C. 322 or 354) and fall under the Redux benefit formula (10 U.S.C. 1409). "Non-CSB" refers to military members who remained under the High-3 benefit formula at their 15-year mark (i.e., did not elect CSB). The lump sum amounts in these tables factor in the different benefit levels for CSB versus non-CSB members.

15 Years of Service and 0 Months UP TO 19 Years of Service and 11 Months

To determine the appropriate tab, determine the Retirement Year (2012 or 2013), CSB Status (CSB or NON-CSB), and Year of service (15 through 19)

For example, to find the sub-account for 2012 for someone with CSB and 17 years of service, you would go to:

2012 CSB yos17h3

Assumptions:

All retirements in FY 2012 will be in the months June, July, August, and September. Retirements in FY 2013 are spread throughout the year.

COLAS:

2012	1.036
2013	1.019
2014	1.019
2015	1.020
2016	1.020
2017	1.021

SAL INC:

2012	1.016
2013	1.017

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.

For additional information, contact the DoD Office of the Actuary.

DoD - Office of the Actuary

For	2012	HIGH 3	Non-CSB retirements in FY12, 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
Factor1	63.86	62.75	61.63	60.52	59.40	58.29	57.17	56.06	54.96	53.86	52.77	51.68

Years	15	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	
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 231,763	\$ 229,181	\$ 226,550	\$ 223,868	\$ 221,136	\$ 218,354	\$ 215,521	\$ 212,660	\$ 209,770	\$ 206,852	\$ 203,906	\$ 200,910	
O-7	\$ 201,180	\$ 198,939	\$ 196,655	\$ 194,327	\$ 191,955	\$ 189,540	\$ 187,081	\$ 184,598	\$ 182,089	\$ 179,556	\$ 176,999	\$ 174,398	
O-6	\$ 155,032	\$ 153,305	\$ 151,545	\$ 149,751	\$ 147,923	\$ 146,062	\$ 144,167	\$ 142,253	\$ 140,320	\$ 138,368	\$ 136,398	\$ 134,394	
O-5	\$ 145,759	\$ 144,135	\$ 142,480	\$ 140,793	\$ 139,075	\$ 137,325	\$ 135,544	\$ 133,744	\$ 131,927	\$ 130,092	\$ 128,239	\$ 126,355	
O-4	\$ 138,962	\$ 137,414	\$ 135,836	\$ 134,228	\$ 132,590	\$ 130,922	\$ 129,223	\$ 127,508	\$ 125,775	\$ 124,025	\$ 122,259	\$ 120,463	
O-3	\$ 122,490	\$ 121,125	\$ 119,734	\$ 118,317	\$ 116,873	\$ 115,403	\$ 113,906	\$ 112,393	\$ 110,866	\$ 109,324	\$ 107,767	\$ 106,183	
O-2	\$ 90,027	\$ 89,024	\$ 88,001	\$ 86,960	\$ 85,899	\$ 84,818	\$ 83,718	\$ 82,606	\$ 81,484	\$ 80,350	\$ 79,206	\$ 78,042	
O-1	\$ 71,042	\$ 70,250	\$ 69,444	\$ 68,622	\$ 67,784	\$ 66,931	\$ 66,063	\$ 65,186	\$ 64,300	\$ 63,406	\$ 62,503	\$ 61,584	
O-3E	\$ 124,297	\$ 122,912	\$ 121,501	\$ 120,063	\$ 118,598	\$ 117,105	\$ 115,586	\$ 114,052	\$ 112,502	\$ 110,937	\$ 109,357	\$ 107,750	
O-2E	\$ 104,259	\$ 103,098	\$ 101,914	\$ 100,708	\$ 99,479	\$ 98,227	\$ 96,953	\$ 95,666	\$ 94,366	\$ 93,053	\$ 91,728	\$ 90,380	
O-1E	\$ 88,213	\$ 87,231	\$ 86,229	\$ 85,208	\$ 84,168	\$ 83,109	\$ 82,031	\$ 80,942	\$ 79,842	\$ 78,732	\$ 77,610	\$ 76,470	
W-4	\$ 112,158	\$ 110,908	\$ 109,635	\$ 108,337	\$ 107,015	\$ 105,668	\$ 104,298	\$ 102,913	\$ 101,514	\$ 100,102	\$ 98,677	\$ 97,227	
W-3	\$ 100,627	\$ 99,506	\$ 98,363	\$ 97,199	\$ 96,013	\$ 94,805	\$ 93,575	\$ 92,332	\$ 91,078	\$ 89,811	\$ 88,532	\$ 87,231	
W-2	\$ 92,339	\$ 91,310	\$ 90,262	\$ 89,193	\$ 88,105	\$ 86,996	\$ 85,868	\$ 84,728	\$ 83,576	\$ 82,414	\$ 81,240	\$ 80,046	
W-1	\$ 86,339	\$ 85,377	\$ 84,397	\$ 83,398	\$ 82,380	\$ 81,344	\$ 80,289	\$ 79,223	\$ 78,146	\$ 77,059	\$ 75,961	\$ 74,845	
E-9	\$ 95,858	\$ 94,790	\$ 93,702	\$ 92,592	\$ 91,463	\$ 90,312	\$ 89,140	\$ 87,957	\$ 86,761	\$ 85,555	\$ 84,336	\$ 83,097	
E-8	\$ 82,447	\$ 81,529	\$ 80,593	\$ 79,639	\$ 78,667	\$ 77,677	\$ 76,669	\$ 75,651	\$ 74,623	\$ 73,585	\$ 72,537	\$ 71,472	
E-7	\$ 76,999	\$ 76,141	\$ 75,267	\$ 74,376	\$ 73,469	\$ 72,544	\$ 71,603	\$ 70,652	\$ 69,692	\$ 68,723	\$ 67,744	\$ 66,749	
E-6	\$ 67,703	\$ 66,948	\$ 66,180	\$ 65,396	\$ 64,598	\$ 63,786	\$ 62,958	\$ 62,122	\$ 61,278	\$ 60,426	\$ 59,565	\$ 58,690	
E-5	\$ 58,347	\$ 57,697	\$ 57,035	\$ 56,359	\$ 55,672	\$ 54,971	\$ 54,258	\$ 53,538	\$ 52,810	\$ 52,076	\$ 51,334	\$ 50,580	
E-4	\$ 45,763	\$ 45,253	\$ 44,733	\$ 44,204	\$ 43,664	\$ 43,115	\$ 42,556	\$ 41,991	\$ 41,420	\$ 40,844	\$ 40,262	\$ 39,671	
E-3	\$ 38,367	\$ 37,939	\$ 37,504	\$ 37,060	\$ 36,608	\$ 36,147	\$ 35,678	\$ 35,204	\$ 34,726	\$ 34,243	\$ 33,755	\$ 33,259	
E-2	\$ 32,364	\$ 32,003	\$ 31,636	\$ 31,261	\$ 30,880	\$ 30,491	\$ 30,096	\$ 29,696	\$ 29,293	\$ 28,885	\$ 28,474	\$ 28,055	
E-1	\$ 28,875	\$ 28,554	\$ 28,226	\$ 27,892	\$ 27,551	\$ 27,205	\$ 26,852	\$ 26,495	\$ 26,135	\$ 25,772	\$ 25,405	\$ 25,031	

For # of pmts	2012	HIGH 3	Non-CSB retirements in FY12, amount necessary to deposit in sub-account to cover early retirement payments									
	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
Factor1	50.58	49.49	48.40	47.31	46.21	45.12	44.03	42.94	41.86	40.78	39.71	38.64

Years	16	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	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 200,431	\$ 197,295	\$ 194,108	\$ 190,869	\$ 187,580	\$ 184,240	\$ 180,848	\$ 177,426	\$ 173,976	\$ 170,497	\$ 166,989	\$ 163,430	\$ 163,430
O-7	\$ 183,729	\$ 180,854	\$ 177,933	\$ 174,965	\$ 171,949	\$ 168,887	\$ 165,778	\$ 162,642	\$ 159,479	\$ 156,289	\$ 153,074	\$ 149,812	\$ 149,812
O-6	\$ 142,419	\$ 140,191	\$ 137,926	\$ 135,625	\$ 133,288	\$ 130,914	\$ 128,504	\$ 126,073	\$ 123,621	\$ 121,149	\$ 118,656	\$ 116,128	\$ 116,128
O-5	\$ 130,005	\$ 127,971	\$ 125,904	\$ 123,803	\$ 121,670	\$ 119,503	\$ 117,303	\$ 115,084	\$ 112,846	\$ 110,589	\$ 108,314	\$ 106,005	\$ 106,005
O-4	\$ 118,704	\$ 116,846	\$ 114,959	\$ 113,041	\$ 111,093	\$ 109,115	\$ 107,106	\$ 105,079	\$ 103,036	\$ 100,975	\$ 98,898	\$ 96,790	\$ 96,790
O-3	\$ 102,752	\$ 101,145	\$ 99,511	\$ 97,851	\$ 96,164	\$ 94,452	\$ 92,713	\$ 90,959	\$ 89,190	\$ 87,406	\$ 85,608	\$ 83,784	\$ 83,784
O-2	\$ 75,520	\$ 74,339	\$ 73,138	\$ 71,918	\$ 70,678	\$ 69,419	\$ 68,141	\$ 66,852	\$ 65,552	\$ 64,241	\$ 62,920	\$ 61,579	\$ 61,579
O-1	\$ 59,594	\$ 58,662	\$ 57,714	\$ 56,751	\$ 55,773	\$ 54,780	\$ 53,772	\$ 52,754	\$ 51,728	\$ 50,694	\$ 49,651	\$ 48,593	\$ 48,593
O-3E	\$ 106,550	\$ 104,883	\$ 103,189	\$ 101,467	\$ 99,719	\$ 97,943	\$ 96,140	\$ 94,321	\$ 92,486	\$ 90,637	\$ 88,772	\$ 86,880	\$ 86,880
O-2E	\$ 87,459	\$ 86,091	\$ 84,700	\$ 83,287	\$ 81,852	\$ 80,394	\$ 78,914	\$ 77,421	\$ 75,916	\$ 74,397	\$ 72,867	\$ 71,314	\$ 71,314
O-1E	\$ 73,999	\$ 72,841	\$ 71,665	\$ 70,469	\$ 69,255	\$ 68,021	\$ 66,769	\$ 65,506	\$ 64,232	\$ 62,947	\$ 61,652	\$ 60,338	\$ 60,338
W-4	\$ 98,378	\$ 96,839	\$ 95,274	\$ 93,685	\$ 92,070	\$ 90,431	\$ 88,766	\$ 87,086	\$ 85,393	\$ 83,685	\$ 81,963	\$ 80,217	\$ 80,217
W-3	\$ 87,490	\$ 86,121	\$ 84,730	\$ 83,316	\$ 81,881	\$ 80,422	\$ 78,942	\$ 77,448	\$ 75,942	\$ 74,424	\$ 72,892	\$ 71,339	\$ 71,339
W-2	\$ 79,936	\$ 78,685	\$ 77,414	\$ 76,122	\$ 74,810	\$ 73,478	\$ 72,125	\$ 70,761	\$ 69,385	\$ 67,997	\$ 66,598	\$ 65,179	\$ 65,179
W-1	\$ 74,918	\$ 73,746	\$ 72,554	\$ 71,344	\$ 70,114	\$ 68,866	\$ 67,598	\$ 66,319	\$ 65,029	\$ 63,729	\$ 62,418	\$ 61,088	\$ 61,088
E-9	\$ 83,957	\$ 82,643	\$ 81,308	\$ 79,952	\$ 78,574	\$ 77,175	\$ 75,754	\$ 74,321	\$ 72,875	\$ 71,418	\$ 69,949	\$ 68,458	\$ 68,458
E-8	\$ 72,224	\$ 71,094	\$ 69,946	\$ 68,779	\$ 67,594	\$ 66,390	\$ 65,168	\$ 63,935	\$ 62,691	\$ 61,438	\$ 60,174	\$ 58,891	\$ 58,891
E-7	\$ 67,205	\$ 66,153	\$ 65,084	\$ 63,999	\$ 62,896	\$ 61,776	\$ 60,638	\$ 59,491	\$ 58,334	\$ 57,168	\$ 55,991	\$ 54,798	\$ 54,798
E-6	\$ 58,172	\$ 57,262	\$ 56,337	\$ 55,397	\$ 54,442	\$ 53,473	\$ 52,488	\$ 51,495	\$ 50,494	\$ 49,484	\$ 48,466	\$ 47,433	\$ 47,433
E-5	\$ 49,521	\$ 48,746	\$ 47,958	\$ 47,158	\$ 46,345	\$ 45,520	\$ 44,682	\$ 43,837	\$ 42,984	\$ 42,125	\$ 41,258	\$ 40,379	\$ 40,379
E-4	\$ 38,840	\$ 38,232	\$ 37,615	\$ 36,987	\$ 36,350	\$ 35,702	\$ 35,045	\$ 34,382	\$ 33,713	\$ 33,039	\$ 32,359	\$ 31,670	\$ 31,670
E-3	\$ 32,563	\$ 32,053	\$ 31,536	\$ 31,009	\$ 30,475	\$ 29,932	\$ 29,381	\$ 28,825	\$ 28,265	\$ 27,700	\$ 27,130	\$ 26,552	\$ 26,552
E-2	\$ 27,468	\$ 27,038	\$ 26,601	\$ 26,158	\$ 25,707	\$ 25,249	\$ 24,784	\$ 24,315	\$ 23,842	\$ 23,366	\$ 22,885	\$ 22,397	\$ 22,397
E-1	\$ 24,507	\$ 24,124	\$ 23,734	\$ 23,338	\$ 22,936	\$ 22,528	\$ 22,113	\$ 21,694	\$ 21,273	\$ 20,847	\$ 20,418	\$ 19,983	\$ 19,983

DoD - Office of the Actuary

For # of pmts	Non-CSB retirements in FY12, amount necessary to deposit in sub-account to cover early retirement payments											
	2012	HIGH 3	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
Factor I	37.57	36.50	35.43	34.36	33.29	32.22	31.14	30.08	29.02	27.96	26.91	25.86

Years	17	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	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 158,957	\$ 155,316	\$ 151,624	\$ 147,881	\$ 144,086	\$ 140,241	\$ 136,343	\$ 132,418	\$ 128,464	\$ 124,482	\$ 120,473	\$ 116,413	\$ 112,311
O-7	\$ 145,711	\$ 142,374	\$ 138,989	\$ 135,558	\$ 132,080	\$ 128,555	\$ 124,982	\$ 121,384	\$ 117,759	\$ 114,109	\$ 110,434	\$ 106,712	\$ 102,949
O-6	\$ 112,949	\$ 110,362	\$ 107,739	\$ 105,079	\$ 102,383	\$ 99,650	\$ 96,881	\$ 94,091	\$ 91,282	\$ 88,453	\$ 85,604	\$ 82,719	\$ 79,799
O-5	\$ 103,104	\$ 100,742	\$ 98,347	\$ 95,920	\$ 93,458	\$ 90,964	\$ 88,436	\$ 85,890	\$ 83,325	\$ 80,743	\$ 78,142	\$ 75,508	\$ 72,845
O-4	\$ 94,141	\$ 91,985	\$ 89,798	\$ 87,581	\$ 85,334	\$ 83,056	\$ 80,748	\$ 78,423	\$ 76,082	\$ 73,724	\$ 71,349	\$ 68,945	\$ 66,511
O-3	\$ 81,491	\$ 79,624	\$ 77,731	\$ 75,812	\$ 73,867	\$ 71,895	\$ 69,897	\$ 67,885	\$ 65,858	\$ 63,817	\$ 61,761	\$ 59,680	\$ 57,571
O-2	\$ 59,893	\$ 58,521	\$ 57,130	\$ 55,720	\$ 54,290	\$ 52,841	\$ 51,373	\$ 49,894	\$ 48,404	\$ 46,904	\$ 45,393	\$ 43,863	\$ 42,311
O-1	\$ 47,263	\$ 46,180	\$ 45,083	\$ 43,970	\$ 42,841	\$ 41,698	\$ 40,539	\$ 39,372	\$ 38,196	\$ 37,012	\$ 35,820	\$ 34,613	\$ 33,391
O-3E	\$ 84,502	\$ 82,567	\$ 80,604	\$ 78,614	\$ 76,597	\$ 74,553	\$ 72,481	\$ 70,394	\$ 68,292	\$ 66,175	\$ 64,044	\$ 61,886	\$ 59,711
O-2E	\$ 69,362	\$ 67,773	\$ 66,162	\$ 64,529	\$ 62,873	\$ 61,195	\$ 59,494	\$ 57,781	\$ 56,056	\$ 54,319	\$ 52,569	\$ 50,797	\$ 49,004
O-1E	\$ 58,687	\$ 57,343	\$ 55,980	\$ 54,598	\$ 53,197	\$ 51,777	\$ 50,338	\$ 48,889	\$ 47,429	\$ 45,959	\$ 44,479	\$ 42,980	\$ 41,471
W-4	\$ 78,021	\$ 76,234	\$ 74,422	\$ 72,585	\$ 70,722	\$ 68,835	\$ 66,922	\$ 64,995	\$ 63,054	\$ 61,100	\$ 59,132	\$ 57,139	\$ 55,121
W-3	\$ 69,386	\$ 67,797	\$ 66,185	\$ 64,551	\$ 62,895	\$ 61,216	\$ 59,515	\$ 57,802	\$ 56,076	\$ 54,338	\$ 52,588	\$ 50,815	\$ 49,217
W-2	\$ 63,395	\$ 61,943	\$ 60,470	\$ 58,978	\$ 57,464	\$ 55,931	\$ 54,376	\$ 52,811	\$ 51,234	\$ 49,646	\$ 48,047	\$ 46,427	\$ 44,787
W-1	\$ 59,416	\$ 58,055	\$ 56,675	\$ 55,275	\$ 53,857	\$ 52,420	\$ 50,963	\$ 49,496	\$ 48,018	\$ 46,529	\$ 45,031	\$ 43,513	\$ 42,025
E-9	\$ 67,409	\$ 65,865	\$ 64,299	\$ 62,712	\$ 61,103	\$ 59,472	\$ 57,819	\$ 56,154	\$ 54,478	\$ 52,789	\$ 51,089	\$ 49,367	\$ 47,621
E-8	\$ 57,989	\$ 56,660	\$ 55,314	\$ 53,948	\$ 52,564	\$ 51,161	\$ 49,739	\$ 48,307	\$ 46,865	\$ 45,412	\$ 43,949	\$ 42,468	\$ 40,961
E-7	\$ 53,958	\$ 52,722	\$ 51,469	\$ 50,199	\$ 48,910	\$ 47,605	\$ 46,282	\$ 44,950	\$ 43,607	\$ 42,256	\$ 40,895	\$ 39,517	\$ 38,121
E-6	\$ 46,706	\$ 45,636	\$ 44,552	\$ 43,452	\$ 42,337	\$ 41,207	\$ 40,062	\$ 38,908	\$ 37,747	\$ 36,577	\$ 35,399	\$ 34,205	\$ 33,005
E-5	\$ 39,760	\$ 38,849	\$ 37,926	\$ 36,989	\$ 36,040	\$ 35,078	\$ 34,104	\$ 33,122	\$ 32,133	\$ 31,137	\$ 30,134	\$ 29,118	\$ 28,088
E-4	\$ 31,184	\$ 30,470	\$ 29,746	\$ 29,011	\$ 28,267	\$ 27,513	\$ 26,748	\$ 25,978	\$ 25,202	\$ 24,421	\$ 23,635	\$ 22,838	\$ 22,038
E-3	\$ 26,145	\$ 25,546	\$ 24,938	\$ 24,323	\$ 23,699	\$ 23,066	\$ 22,425	\$ 21,780	\$ 21,129	\$ 20,474	\$ 19,815	\$ 19,147	\$ 18,471
E-2	\$ 22,054	\$ 21,549	\$ 21,037	\$ 20,517	\$ 19,991	\$ 19,457	\$ 18,917	\$ 18,372	\$ 17,823	\$ 17,271	\$ 16,715	\$ 16,151	\$ 15,577
E-1	\$ 19,677	\$ 19,226	\$ 18,769	\$ 18,306	\$ 17,836	\$ 17,360	\$ 16,878	\$ 16,392	\$ 15,902	\$ 15,409	\$ 14,913	\$ 14,410	\$ 13,899

DoD - Office of the Actuary

For # of pmts	Non-CSB retirements in FY12, amount necessary to deposit in sub-account to cover early retirement payments											
	2012	HIGH 3	22	21	20	19	18	17	16	15	14	13
months	24	23	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
Factor1	24.81	23.76	22.71	21.66	20.61	19.56	18.51	17.47	16.43	15.39	14.36	13.33

Years	18	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	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 117,682	\$ 113,320	\$ 108,904	\$ 104,435	\$ 99,911	\$ 95,333	\$ 90,701	\$ 86,038	\$ 81,346	\$ 76,624	\$ 71,873	\$ 67,067	\$ 62,256
O-7	\$ 110,498	\$ 106,402	\$ 102,256	\$ 98,059	\$ 93,812	\$ 89,513	\$ 85,164	\$ 80,786	\$ 76,380	\$ 71,947	\$ 67,485	\$ 62,973	\$ 58,561
O-6	\$ 84,227	\$ 81,105	\$ 77,945	\$ 74,746	\$ 71,508	\$ 68,232	\$ 64,916	\$ 61,579	\$ 58,221	\$ 54,841	\$ 51,441	\$ 48,001	\$ 44,527
O-5	\$ 75,225	\$ 72,437	\$ 69,614	\$ 66,757	\$ 63,865	\$ 60,939	\$ 57,978	\$ 54,998	\$ 51,998	\$ 48,980	\$ 45,943	\$ 42,871	\$ 39,781
O-4	\$ 67,493	\$ 64,991	\$ 62,458	\$ 59,895	\$ 57,301	\$ 54,675	\$ 52,018	\$ 49,345	\$ 46,653	\$ 43,945	\$ 41,220	\$ 38,464	\$ 35,729
O-3	\$ 57,821	\$ 55,678	\$ 53,508	\$ 51,312	\$ 49,090	\$ 46,840	\$ 44,565	\$ 42,274	\$ 39,968	\$ 37,648	\$ 35,314	\$ 32,953	\$ 30,581
O-2	\$ 42,497	\$ 40,922	\$ 39,327	\$ 37,713	\$ 36,080	\$ 34,426	\$ 32,754	\$ 31,070	\$ 29,376	\$ 27,670	\$ 25,954	\$ 24,219	\$ 22,484
O-1	\$ 33,535	\$ 32,292	\$ 31,034	\$ 29,760	\$ 28,471	\$ 27,167	\$ 25,847	\$ 24,518	\$ 23,181	\$ 21,835	\$ 20,481	\$ 19,112	\$ 17,787
O-3E	\$ 61,708	\$ 59,420	\$ 57,105	\$ 54,761	\$ 52,389	\$ 49,989	\$ 47,560	\$ 45,115	\$ 42,655	\$ 40,179	\$ 37,687	\$ 35,167	\$ 32,627
O-2E	\$ 49,216	\$ 47,391	\$ 45,545	\$ 43,675	\$ 41,784	\$ 39,869	\$ 37,932	\$ 35,982	\$ 34,020	\$ 32,045	\$ 30,058	\$ 28,048	\$ 26,027
O-1E	\$ 41,641	\$ 40,098	\$ 38,535	\$ 36,954	\$ 35,353	\$ 33,733	\$ 32,094	\$ 30,444	\$ 28,784	\$ 27,113	\$ 25,432	\$ 23,731	\$ 22,040
W-4	\$ 57,336	\$ 55,211	\$ 53,059	\$ 50,882	\$ 48,678	\$ 46,447	\$ 44,190	\$ 41,919	\$ 39,633	\$ 37,332	\$ 35,017	\$ 32,676	\$ 30,325
W-3	\$ 52,335	\$ 50,395	\$ 48,431	\$ 46,444	\$ 44,432	\$ 42,396	\$ 40,336	\$ 38,263	\$ 36,176	\$ 34,076	\$ 31,963	\$ 29,826	\$ 27,676
W-2	\$ 46,246	\$ 44,531	\$ 42,796	\$ 41,040	\$ 39,262	\$ 37,463	\$ 35,643	\$ 33,811	\$ 31,967	\$ 30,111	\$ 28,244	\$ 26,355	\$ 24,507
W-1	\$ 43,451	\$ 41,840	\$ 40,210	\$ 38,559	\$ 36,889	\$ 35,199	\$ 33,489	\$ 31,767	\$ 30,035	\$ 28,291	\$ 26,537	\$ 24,763	\$ 22,979
E-9	\$ 48,681	\$ 46,876	\$ 45,050	\$ 43,201	\$ 41,329	\$ 39,436	\$ 37,519	\$ 35,591	\$ 33,650	\$ 31,696	\$ 29,731	\$ 27,743	\$ 25,735
E-8	\$ 42,895	\$ 41,305	\$ 39,695	\$ 38,066	\$ 36,417	\$ 34,749	\$ 33,060	\$ 31,361	\$ 29,650	\$ 27,929	\$ 26,197	\$ 24,446	\$ 22,687
E-7	\$ 38,901	\$ 37,459	\$ 35,999	\$ 34,521	\$ 33,026	\$ 31,513	\$ 29,982	\$ 28,441	\$ 26,889	\$ 25,329	\$ 23,758	\$ 22,169	\$ 20,570
E-6	\$ 33,177	\$ 31,947	\$ 30,702	\$ 29,442	\$ 28,167	\$ 26,876	\$ 25,570	\$ 24,256	\$ 22,933	\$ 21,602	\$ 20,262	\$ 18,907	\$ 17,167
E-5	\$ 27,844	\$ 26,812	\$ 25,768	\$ 24,710	\$ 23,640	\$ 22,556	\$ 21,460	\$ 20,357	\$ 19,247	\$ 18,130	\$ 17,006	\$ 15,869	\$ 14,730
E-4	\$ 21,839	\$ 21,029	\$ 20,210	\$ 19,381	\$ 18,541	\$ 17,691	\$ 16,832	\$ 15,967	\$ 15,096	\$ 14,220	\$ 13,338	\$ 12,446	\$ 11,544
E-3	\$ 18,309	\$ 17,631	\$ 16,944	\$ 16,248	\$ 15,545	\$ 14,832	\$ 14,112	\$ 13,386	\$ 12,656	\$ 11,921	\$ 11,182	\$ 10,435	\$ 9,681
E-2	\$ 15,445	\$ 14,872	\$ 14,293	\$ 13,706	\$ 13,112	\$ 12,512	\$ 11,904	\$ 11,292	\$ 10,676	\$ 10,056	\$ 9,433	\$ 8,802	\$ 8,167
E-1	\$ 13,780	\$ 13,269	\$ 12,752	\$ 12,229	\$ 11,699	\$ 11,163	\$ 10,621	\$ 10,075	\$ 9,525	\$ 8,972	\$ 8,416	\$ 7,853	\$ 7,290

DoD - Office of the Actuary

For # of pmts	2012	HIGH 3	Non-CSB retirements in FY12, amount necessary to deposit in sub-account to cover early retirement payments									
	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
Factor1	12.30	11.27	10.24	9.21	8.18	7.15	6.12	5.09	4.07	3.05	2.03	1.02

Years	19	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	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 63,245	\$ 58,250	\$ 53,200	\$ 48,095	\$ 42,934	\$ 37,718	\$ 32,446	\$ 27,138	\$ 21,794	\$ 16,414	\$ 10,998	\$ 5,527	\$ 5,527
O-7	\$ 59,385	\$ 54,694	\$ 49,952	\$ 45,159	\$ 40,313	\$ 35,415	\$ 30,466	\$ 25,482	\$ 20,464	\$ 15,412	\$ 10,327	\$ 5,189	\$ 5,189
O-6	\$ 45,266	\$ 41,691	\$ 38,076	\$ 34,422	\$ 30,729	\$ 26,995	\$ 23,222	\$ 19,423	\$ 15,599	\$ 11,748	\$ 7,872	\$ 3,956	\$ 3,956
O-5	\$ 40,428	\$ 37,235	\$ 34,007	\$ 30,743	\$ 27,444	\$ 24,110	\$ 20,740	\$ 17,348	\$ 13,931	\$ 10,492	\$ 7,030	\$ 3,533	\$ 3,533
O-4	\$ 36,272	\$ 33,407	\$ 30,511	\$ 27,583	\$ 24,623	\$ 21,632	\$ 18,609	\$ 15,564	\$ 12,499	\$ 9,414	\$ 6,308	\$ 3,170	\$ 3,170
O-3	\$ 31,075	\$ 28,620	\$ 26,139	\$ 23,631	\$ 21,095	\$ 18,532	\$ 15,942	\$ 13,334	\$ 10,708	\$ 8,065	\$ 5,404	\$ 2,715	\$ 2,715
O-2	\$ 22,839	\$ 21,035	\$ 19,211	\$ 17,368	\$ 15,504	\$ 13,621	\$ 11,717	\$ 9,800	\$ 7,870	\$ 5,927	\$ 3,972	\$ 1,996	\$ 1,996
O-1	\$ 18,023	\$ 16,599	\$ 15,160	\$ 13,705	\$ 12,235	\$ 10,748	\$ 9,246	\$ 7,733	\$ 6,211	\$ 4,677	\$ 3,134	\$ 1,575	\$ 1,575
O-3E	\$ 33,163	\$ 30,544	\$ 27,896	\$ 25,219	\$ 22,513	\$ 19,778	\$ 17,014	\$ 14,230	\$ 11,428	\$ 8,607	\$ 5,767	\$ 2,898	\$ 2,898
O-2E	\$ 26,450	\$ 24,361	\$ 22,249	\$ 20,114	\$ 17,955	\$ 15,774	\$ 13,569	\$ 11,350	\$ 9,115	\$ 6,865	\$ 4,599	\$ 2,311	\$ 2,311
O-1E	\$ 22,379	\$ 20,611	\$ 18,825	\$ 17,018	\$ 15,192	\$ 13,346	\$ 11,481	\$ 9,603	\$ 7,712	\$ 5,808	\$ 3,892	\$ 1,956	\$ 1,956
W-4	\$ 30,814	\$ 28,380	\$ 25,920	\$ 23,432	\$ 20,918	\$ 18,377	\$ 15,808	\$ 13,222	\$ 10,618	\$ 7,997	\$ 5,358	\$ 2,693	\$ 2,693
W-3	\$ 28,126	\$ 25,905	\$ 23,659	\$ 21,388	\$ 19,093	\$ 16,774	\$ 14,429	\$ 12,069	\$ 9,692	\$ 7,300	\$ 4,891	\$ 2,458	\$ 2,458
W-2	\$ 24,854	\$ 22,891	\$ 20,906	\$ 18,900	\$ 16,872	\$ 14,822	\$ 12,750	\$ 10,665	\$ 8,565	\$ 6,450	\$ 4,322	\$ 2,172	\$ 2,172
W-1	\$ 23,352	\$ 21,507	\$ 19,643	\$ 17,758	\$ 15,852	\$ 13,926	\$ 11,980	\$ 10,020	\$ 8,047	\$ 6,060	\$ 4,061	\$ 2,041	\$ 2,041
E-9	\$ 26,029	\$ 23,974	\$ 21,895	\$ 19,794	\$ 17,670	\$ 15,523	\$ 13,354	\$ 11,169	\$ 8,970	\$ 6,755	\$ 4,526	\$ 2,275	\$ 2,275
E-8	\$ 22,936	\$ 21,124	\$ 19,293	\$ 17,441	\$ 15,570	\$ 13,678	\$ 11,767	\$ 9,842	\$ 7,904	\$ 5,953	\$ 3,988	\$ 2,004	\$ 2,004
E-7	\$ 20,800	\$ 19,157	\$ 17,496	\$ 15,817	\$ 14,120	\$ 12,405	\$ 10,671	\$ 8,925	\$ 7,168	\$ 5,398	\$ 3,617	\$ 1,818	\$ 1,818
E-6	\$ 17,740	\$ 16,338	\$ 14,922	\$ 13,490	\$ 12,042	\$ 10,579	\$ 9,101	\$ 7,612	\$ 6,113	\$ 4,604	\$ 3,085	\$ 1,550	\$ 1,550
E-5	\$ 14,888	\$ 13,713	\$ 12,524	\$ 11,322	\$ 10,107	\$ 8,879	\$ 7,638	\$ 6,389	\$ 5,131	\$ 3,864	\$ 2,589	\$ 1,301	\$ 1,301
E-4	\$ 11,677	\$ 10,755	\$ 9,823	\$ 8,880	\$ 7,927	\$ 6,964	\$ 5,991	\$ 5,011	\$ 4,024	\$ 3,031	\$ 2,031	\$ 1,020	\$ 1,020
E-3	\$ 9,790	\$ 9,017	\$ 8,235	\$ 7,445	\$ 6,646	\$ 5,839	\$ 5,023	\$ 4,201	\$ 3,374	\$ 2,541	\$ 1,702	\$ 856	\$ 856
E-2	\$ 8,258	\$ 7,606	\$ 6,947	\$ 6,280	\$ 5,606	\$ 4,925	\$ 4,237	\$ 3,544	\$ 2,846	\$ 2,143	\$ 1,436	\$ 722	\$ 722
E-1	\$ 7,368	\$ 6,786	\$ 6,198	\$ 5,603	\$ 5,002	\$ 4,394	\$ 3,780	\$ 3,162	\$ 2,539	\$ 1,912	\$ 1,281	\$ 644	\$ 644

DoD - Office of the Actuary

For	2012	HIGH 3	CSB retirements in FY12, 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	0.225	0.228	0.231	0.234	0.237	0.240	0.243	0.245	0.248	0.251	0.254	0.257
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
Factor1	62.50	61.43	60.36	59.30	58.23	57.16	56.10	55.03	53.97	52.91	51.86	50.80

Years	15	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	
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 132,919	\$ 132,459	\$ 131,940	\$ 131,360	\$ 130,720	\$ 130,020	\$ 129,259	\$ 128,444	\$ 127,576	\$ 126,653	\$ 125,677	\$ 124,641	
O-7	\$ 115,379	\$ 114,980	\$ 114,529	\$ 114,026	\$ 113,471	\$ 112,863	\$ 112,202	\$ 111,495	\$ 110,741	\$ 109,941	\$ 109,093	\$ 108,194	
O-6	\$ 88,913	\$ 88,605	\$ 88,258	\$ 87,870	\$ 87,442	\$ 86,974	\$ 86,465	\$ 85,920	\$ 85,339	\$ 84,722	\$ 84,069	\$ 83,375	
O-5	\$ 83,594	\$ 83,305	\$ 82,979	\$ 82,614	\$ 82,212	\$ 81,771	\$ 81,293	\$ 80,780	\$ 80,234	\$ 79,654	\$ 79,040	\$ 78,388	
O-4	\$ 79,696	\$ 79,421	\$ 79,109	\$ 78,762	\$ 78,378	\$ 77,958	\$ 77,502	\$ 77,013	\$ 76,493	\$ 75,940	\$ 75,354	\$ 74,733	
O-3	\$ 70,249	\$ 70,006	\$ 69,732	\$ 69,426	\$ 69,087	\$ 68,717	\$ 68,315	\$ 67,885	\$ 67,425	\$ 66,938	\$ 66,422	\$ 65,874	
O-2	\$ 51,631	\$ 51,453	\$ 51,251	\$ 51,026	\$ 50,777	\$ 50,505	\$ 50,210	\$ 49,893	\$ 49,556	\$ 49,198	\$ 48,818	\$ 48,416	
O-1	\$ 40,743	\$ 40,602	\$ 40,443	\$ 40,265	\$ 40,069	\$ 39,855	\$ 39,621	\$ 39,372	\$ 39,105	\$ 38,823	\$ 38,524	\$ 38,206	
O-3E	\$ 71,286	\$ 71,039	\$ 70,761	\$ 70,450	\$ 70,107	\$ 69,731	\$ 69,323	\$ 68,886	\$ 68,420	\$ 67,926	\$ 67,402	\$ 66,846	
O-2E	\$ 59,794	\$ 59,587	\$ 59,354	\$ 59,093	\$ 58,805	\$ 58,490	\$ 58,148	\$ 57,781	\$ 57,390	\$ 56,975	\$ 56,536	\$ 56,070	
O-1E	\$ 50,591	\$ 50,416	\$ 50,219	\$ 49,998	\$ 49,755	\$ 49,488	\$ 49,198	\$ 48,888	\$ 48,558	\$ 48,207	\$ 47,835	\$ 47,441	
W-4	\$ 64,324	\$ 64,101	\$ 63,850	\$ 63,569	\$ 63,260	\$ 62,921	\$ 62,553	\$ 62,158	\$ 61,738	\$ 61,292	\$ 60,819	\$ 60,318	
W-3	\$ 57,711	\$ 57,511	\$ 57,285	\$ 57,034	\$ 56,756	\$ 56,452	\$ 56,122	\$ 55,768	\$ 55,391	\$ 54,990	\$ 54,566	\$ 54,116	
W-2	\$ 52,957	\$ 52,774	\$ 52,567	\$ 52,336	\$ 52,082	\$ 51,803	\$ 51,499	\$ 51,175	\$ 50,829	\$ 50,461	\$ 50,072	\$ 49,659	
W-1	\$ 49,517	\$ 49,345	\$ 49,152	\$ 48,936	\$ 48,698	\$ 48,437	\$ 48,153	\$ 47,850	\$ 47,526	\$ 47,182	\$ 46,819	\$ 46,433	
E-9	\$ 55,535	\$ 55,343	\$ 55,126	\$ 54,884	\$ 54,617	\$ 54,324	\$ 54,006	\$ 53,666	\$ 53,303	\$ 52,917	\$ 52,510	\$ 52,077	
E-8	\$ 47,766	\$ 47,601	\$ 47,414	\$ 47,206	\$ 46,976	\$ 46,724	\$ 46,451	\$ 46,158	\$ 45,846	\$ 45,514	\$ 45,164	\$ 44,791	
E-7	\$ 44,609	\$ 44,455	\$ 44,281	\$ 44,086	\$ 43,872	\$ 43,637	\$ 43,381	\$ 43,108	\$ 42,816	\$ 42,507	\$ 42,179	\$ 41,831	
E-6	\$ 39,223	\$ 39,088	\$ 38,935	\$ 38,764	\$ 38,575	\$ 38,368	\$ 38,144	\$ 37,903	\$ 37,647	\$ 37,375	\$ 37,087	\$ 36,781	
E-5	\$ 33,803	\$ 33,686	\$ 33,554	\$ 33,407	\$ 33,244	\$ 33,066	\$ 32,873	\$ 32,665	\$ 32,444	\$ 32,210	\$ 31,962	\$ 31,698	
E-4	\$ 26,513	\$ 26,421	\$ 26,317	\$ 26,202	\$ 26,074	\$ 25,934	\$ 25,783	\$ 25,620	\$ 25,447	\$ 25,263	\$ 25,068	\$ 24,861	
E-3	\$ 22,228	\$ 22,151	\$ 22,064	\$ 21,967	\$ 21,860	\$ 21,743	\$ 21,616	\$ 21,480	\$ 21,334	\$ 21,180	\$ 21,017	\$ 20,843	
E-2	\$ 18,750	\$ 18,685	\$ 18,612	\$ 18,530	\$ 18,440	\$ 18,341	\$ 18,234	\$ 18,119	\$ 17,996	\$ 17,866	\$ 17,728	\$ 17,582	
E-1	\$ 16,729	\$ 16,671	\$ 16,606	\$ 16,533	\$ 16,452	\$ 16,364	\$ 16,268	\$ 16,166	\$ 16,056	\$ 15,940	\$ 15,818	\$ 15,687	

DoD - Office of the Actuary

For	2012	HIGH 3	CSB retirements in FY12, 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	0.260	0.263	0.266	0.269	0.272	0.275	0.278	0.280	0.283	0.286	0.289	0.292
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
Factor1	49.75	48.69	47.64	46.58	45.52	44.47	43.41	42.36	41.31	40.26	39.22	38.17

Years	16	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	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 125,146	\$ 123,973	\$ 122,737	\$ 121,440	\$ 120,081	\$ 118,659	\$ 117,174	\$ 115,634	\$ 114,039	\$ 112,388	\$ 110,682	\$ 108,913	\$ 108,913
O-7	\$ 114,718	\$ 113,642	\$ 112,510	\$ 111,321	\$ 110,074	\$ 108,771	\$ 107,410	\$ 105,998	\$ 104,536	\$ 103,023	\$ 101,459	\$ 99,837	\$ 99,837
O-6	\$ 88,924	\$ 88,091	\$ 87,213	\$ 86,291	\$ 85,325	\$ 84,315	\$ 83,260	\$ 82,165	\$ 81,032	\$ 79,859	\$ 78,647	\$ 77,390	\$ 77,390
O-5	\$ 81,173	\$ 80,412	\$ 79,611	\$ 78,769	\$ 77,888	\$ 76,965	\$ 76,002	\$ 75,003	\$ 73,969	\$ 72,898	\$ 71,791	\$ 70,644	\$ 70,644
O-4	\$ 74,117	\$ 73,422	\$ 72,690	\$ 71,922	\$ 71,117	\$ 70,275	\$ 69,396	\$ 68,483	\$ 67,539	\$ 66,561	\$ 65,551	\$ 64,503	\$ 64,503
O-3	\$ 64,157	\$ 63,556	\$ 62,922	\$ 62,257	\$ 61,560	\$ 60,831	\$ 60,070	\$ 59,281	\$ 58,463	\$ 57,616	\$ 56,742	\$ 55,835	\$ 55,835
O-2	\$ 47,154	\$ 46,712	\$ 46,246	\$ 45,757	\$ 45,245	\$ 44,709	\$ 44,150	\$ 43,570	\$ 42,969	\$ 42,347	\$ 41,704	\$ 41,037	\$ 41,037
O-1	\$ 37,210	\$ 36,861	\$ 36,494	\$ 36,108	\$ 35,704	\$ 35,281	\$ 34,840	\$ 34,382	\$ 33,907	\$ 33,416	\$ 32,909	\$ 32,383	\$ 32,383
O-3E	\$ 66,528	\$ 65,905	\$ 65,248	\$ 64,558	\$ 63,835	\$ 63,079	\$ 62,290	\$ 61,472	\$ 60,624	\$ 59,746	\$ 58,839	\$ 57,899	\$ 57,899
O-2E	\$ 54,608	\$ 54,096	\$ 53,557	\$ 52,991	\$ 52,398	\$ 51,778	\$ 51,130	\$ 50,458	\$ 49,762	\$ 49,041	\$ 48,297	\$ 47,525	\$ 47,525
O-1E	\$ 46,204	\$ 45,771	\$ 45,315	\$ 44,836	\$ 44,334	\$ 43,809	\$ 43,261	\$ 42,692	\$ 42,103	\$ 41,494	\$ 40,864	\$ 40,211	\$ 40,211
W-4	\$ 61,426	\$ 60,850	\$ 60,243	\$ 59,607	\$ 58,939	\$ 58,241	\$ 57,513	\$ 56,757	\$ 55,974	\$ 55,164	\$ 54,326	\$ 53,458	\$ 53,458
W-3	\$ 54,628	\$ 54,115	\$ 53,576	\$ 53,010	\$ 52,416	\$ 51,796	\$ 51,148	\$ 50,475	\$ 49,779	\$ 49,058	\$ 48,314	\$ 47,542	\$ 47,542
W-2	\$ 49,911	\$ 49,443	\$ 48,950	\$ 48,433	\$ 47,890	\$ 47,323	\$ 46,731	\$ 46,117	\$ 45,481	\$ 44,822	\$ 44,142	\$ 43,437	\$ 43,437
W-1	\$ 46,778	\$ 46,339	\$ 45,877	\$ 45,392	\$ 44,884	\$ 44,353	\$ 43,798	\$ 43,222	\$ 42,626	\$ 42,009	\$ 41,371	\$ 40,710	\$ 40,710
E-9	\$ 52,901	\$ 52,405	\$ 51,883	\$ 51,334	\$ 50,759	\$ 50,158	\$ 49,531	\$ 48,880	\$ 48,206	\$ 47,508	\$ 46,787	\$ 46,039	\$ 46,039
E-8	\$ 45,508	\$ 45,081	\$ 44,632	\$ 44,160	\$ 43,666	\$ 43,149	\$ 42,609	\$ 42,049	\$ 41,469	\$ 40,869	\$ 40,248	\$ 39,605	\$ 39,605
E-7	\$ 42,345	\$ 41,948	\$ 41,530	\$ 41,091	\$ 40,631	\$ 40,150	\$ 39,648	\$ 39,127	\$ 38,587	\$ 38,028	\$ 37,451	\$ 36,853	\$ 36,853
E-6	\$ 36,654	\$ 36,310	\$ 35,948	\$ 35,568	\$ 35,170	\$ 34,754	\$ 34,319	\$ 33,868	\$ 33,401	\$ 32,917	\$ 32,418	\$ 31,899	\$ 31,899
E-5	\$ 31,203	\$ 30,910	\$ 30,602	\$ 30,279	\$ 29,940	\$ 29,585	\$ 29,215	\$ 28,831	\$ 28,433	\$ 28,022	\$ 27,596	\$ 27,155	\$ 27,155
E-4	\$ 24,473	\$ 24,243	\$ 24,002	\$ 23,748	\$ 23,482	\$ 23,204	\$ 22,914	\$ 22,613	\$ 22,301	\$ 21,978	\$ 21,644	\$ 21,298	\$ 21,298
E-3	\$ 20,518	\$ 20,325	\$ 20,123	\$ 19,910	\$ 19,687	\$ 19,454	\$ 19,211	\$ 18,958	\$ 18,697	\$ 18,426	\$ 18,146	\$ 17,856	\$ 17,856
E-2	\$ 17,307	\$ 17,145	\$ 16,974	\$ 16,795	\$ 16,607	\$ 16,410	\$ 16,205	\$ 15,992	\$ 15,771	\$ 15,543	\$ 15,307	\$ 15,062	\$ 15,062
E-1	\$ 15,442	\$ 15,297	\$ 15,145	\$ 14,985	\$ 14,817	\$ 14,641	\$ 14,458	\$ 14,268	\$ 14,071	\$ 13,868	\$ 13,657	\$ 13,439	\$ 13,439

DoD - Office of the Actuary

For	2012	HIGH 3	CSB retirements in FY12, 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	0.295	0.298	0.301	0.304	0.307	0.310	0.313	0.315	0.318	0.321	0.324	0.327
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
Factor1	37.13	36.08	35.04	33.99	32.95	31.90	30.86	29.82	28.78	27.74	26.70	25.67

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
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 106,394	\$ 104,512	\$ 102,567	\$ 100,559	\$ 98,488	\$ 96,354	\$ 94,157	\$ 91,904	\$ 89,596	\$ 87,232	\$ 84,813	\$ 82,331
O-7	\$ 97,529	\$ 95,803	\$ 94,020	\$ 92,180	\$ 90,281	\$ 88,325	\$ 86,311	\$ 84,246	\$ 82,130	\$ 79,963	\$ 77,746	\$ 75,471
O-6	\$ 75,600	\$ 74,262	\$ 72,880	\$ 71,454	\$ 69,982	\$ 68,466	\$ 66,904	\$ 65,304	\$ 63,663	\$ 61,984	\$ 60,265	\$ 58,502
O-5	\$ 69,010	\$ 67,789	\$ 66,528	\$ 65,225	\$ 63,882	\$ 62,498	\$ 61,073	\$ 59,611	\$ 58,114	\$ 56,581	\$ 55,012	\$ 53,402
O-4	\$ 63,011	\$ 61,896	\$ 60,745	\$ 59,555	\$ 58,329	\$ 57,065	\$ 55,764	\$ 54,429	\$ 53,062	\$ 51,663	\$ 50,230	\$ 48,760
O-3	\$ 54,544	\$ 53,579	\$ 52,582	\$ 51,552	\$ 50,491	\$ 49,397	\$ 48,270	\$ 47,115	\$ 45,932	\$ 44,720	\$ 43,480	\$ 42,208
O-2	\$ 40,088	\$ 39,379	\$ 38,646	\$ 37,890	\$ 37,109	\$ 36,305	\$ 35,477	\$ 34,628	\$ 33,759	\$ 32,868	\$ 31,957	\$ 31,022
O-1	\$ 31,634	\$ 31,075	\$ 30,496	\$ 29,899	\$ 29,284	\$ 28,649	\$ 27,996	\$ 27,326	\$ 26,640	\$ 25,937	\$ 25,218	\$ 24,480
O-3E	\$ 56,560	\$ 55,559	\$ 54,525	\$ 53,458	\$ 52,357	\$ 51,222	\$ 50,054	\$ 48,857	\$ 47,630	\$ 46,373	\$ 45,087	\$ 43,768
O-2E	\$ 46,426	\$ 45,605	\$ 44,756	\$ 43,880	\$ 42,976	\$ 42,045	\$ 41,086	\$ 40,103	\$ 39,096	\$ 38,064	\$ 37,009	\$ 35,926
O-1E	\$ 39,281	\$ 38,586	\$ 37,868	\$ 37,126	\$ 36,362	\$ 35,574	\$ 34,763	\$ 33,931	\$ 33,079	\$ 32,206	\$ 31,313	\$ 30,397
W-4	\$ 52,222	\$ 51,298	\$ 50,343	\$ 49,358	\$ 48,341	\$ 47,294	\$ 46,215	\$ 45,109	\$ 43,976	\$ 42,816	\$ 41,629	\$ 40,411
W-3	\$ 46,442	\$ 45,620	\$ 44,771	\$ 43,895	\$ 42,991	\$ 42,060	\$ 41,100	\$ 40,117	\$ 39,109	\$ 38,078	\$ 37,022	\$ 35,938
W-2	\$ 42,432	\$ 41,681	\$ 40,906	\$ 40,105	\$ 39,279	\$ 38,428	\$ 37,551	\$ 36,653	\$ 35,732	\$ 34,790	\$ 33,825	\$ 32,835
W-1	\$ 39,768	\$ 39,065	\$ 38,338	\$ 37,587	\$ 36,813	\$ 36,016	\$ 35,194	\$ 34,352	\$ 33,489	\$ 32,606	\$ 31,702	\$ 30,774
E-9	\$ 45,578	\$ 44,771	\$ 43,938	\$ 43,078	\$ 42,191	\$ 41,277	\$ 40,335	\$ 39,370	\$ 38,381	\$ 37,369	\$ 36,333	\$ 35,269
E-8	\$ 39,208	\$ 38,515	\$ 37,798	\$ 37,058	\$ 36,295	\$ 35,508	\$ 34,699	\$ 33,868	\$ 33,018	\$ 32,147	\$ 31,255	\$ 30,341
E-7	\$ 36,483	\$ 35,838	\$ 35,171	\$ 34,482	\$ 33,772	\$ 33,040	\$ 32,287	\$ 31,515	\$ 30,723	\$ 29,913	\$ 29,083	\$ 28,232
E-6	\$ 31,580	\$ 31,021	\$ 30,444	\$ 29,848	\$ 29,233	\$ 28,600	\$ 27,948	\$ 27,279	\$ 26,594	\$ 25,892	\$ 25,174	\$ 24,438
E-5	\$ 26,883	\$ 26,408	\$ 25,916	\$ 25,409	\$ 24,885	\$ 24,346	\$ 23,791	\$ 23,222	\$ 22,639	\$ 22,041	\$ 21,430	\$ 20,803
E-4	\$ 21,085	\$ 20,712	\$ 20,327	\$ 19,929	\$ 19,518	\$ 19,095	\$ 18,660	\$ 18,213	\$ 17,756	\$ 17,287	\$ 16,808	\$ 16,316
E-3	\$ 17,677	\$ 17,365	\$ 17,041	\$ 16,708	\$ 16,364	\$ 16,009	\$ 15,644	\$ 15,270	\$ 14,886	\$ 14,494	\$ 14,092	\$ 13,679
E-2	\$ 14,912	\$ 14,648	\$ 14,375	\$ 14,094	\$ 13,803	\$ 13,504	\$ 13,196	\$ 12,881	\$ 12,557	\$ 12,226	\$ 11,887	\$ 11,539
E-1	\$ 13,304	\$ 13,069	\$ 12,826	\$ 12,575	\$ 12,316	\$ 12,049	\$ 11,774	\$ 11,492	\$ 11,204	\$ 10,908	\$ 10,606	\$ 10,295

DoD - Office of the Actuary

For	2012	HIGH 3	CSB retirements in FY12, 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	0.330	0.333	0.336	0.339	0.342	0.345	0.348	0.350	0.353	0.356	0.359	0.362
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
Factor1	24.64	23.60	22.57	21.53	20.50	19.46	18.43	17.40	16.37	15.34	14.31	13.29

Years	18	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	
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
O-8	\$ 83,608	\$ 80,874	\$ 78,072	\$ 75,204	\$ 72,268	\$ 69,265	\$ 66,194	\$ 63,064	\$ 59,874	\$ 56,626	\$ 53,318	\$ 49,942	
O-7	\$ 78,505	\$ 75,937	\$ 73,306	\$ 70,613	\$ 67,856	\$ 65,037	\$ 62,153	\$ 59,214	\$ 56,219	\$ 53,169	\$ 50,063	\$ 46,893	
O-6	\$ 59,840	\$ 57,883	\$ 55,878	\$ 53,825	\$ 51,724	\$ 49,574	\$ 47,376	\$ 45,136	\$ 42,853	\$ 40,528	\$ 38,161	\$ 35,745	
O-5	\$ 53,444	\$ 51,696	\$ 49,906	\$ 48,072	\$ 46,195	\$ 44,276	\$ 42,313	\$ 40,312	\$ 38,273	\$ 36,196	\$ 34,082	\$ 31,924	
O-4	\$ 47,951	\$ 46,383	\$ 44,776	\$ 43,131	\$ 41,447	\$ 39,725	\$ 37,963	\$ 36,168	\$ 34,339	\$ 32,476	\$ 30,579	\$ 28,643	
O-3	\$ 41,080	\$ 39,736	\$ 38,360	\$ 36,950	\$ 35,508	\$ 34,032	\$ 32,523	\$ 30,985	\$ 29,418	\$ 27,822	\$ 26,197	\$ 24,538	
O-2	\$ 30,192	\$ 29,205	\$ 28,193	\$ 27,157	\$ 26,097	\$ 25,013	\$ 23,904	\$ 22,773	\$ 21,622	\$ 20,449	\$ 19,254	\$ 18,035	
O-1	\$ 23,825	\$ 23,046	\$ 22,248	\$ 21,430	\$ 20,594	\$ 19,738	\$ 18,863	\$ 17,971	\$ 17,062	\$ 16,136	\$ 15,194	\$ 14,232	
O-3E	\$ 43,841	\$ 42,407	\$ 40,938	\$ 39,434	\$ 37,894	\$ 36,320	\$ 34,709	\$ 33,068	\$ 31,396	\$ 29,692	\$ 27,958	\$ 26,188	
O-2E	\$ 34,966	\$ 33,822	\$ 32,651	\$ 31,451	\$ 30,223	\$ 28,967	\$ 27,683	\$ 26,374	\$ 25,040	\$ 23,681	\$ 22,298	\$ 20,886	
O-1E	\$ 29,584	\$ 28,617	\$ 27,625	\$ 26,610	\$ 25,572	\$ 24,509	\$ 23,428	\$ 22,315	\$ 21,186	\$ 20,037	\$ 18,866	\$ 17,672	
W-4	\$ 40,735	\$ 39,403	\$ 38,038	\$ 36,640	\$ 35,210	\$ 33,746	\$ 32,250	\$ 30,725	\$ 29,171	\$ 27,589	\$ 25,977	\$ 24,332	
W-3	\$ 37,182	\$ 35,966	\$ 34,720	\$ 33,444	\$ 32,139	\$ 30,803	\$ 29,437	\$ 28,045	\$ 26,627	\$ 25,182	\$ 23,711	\$ 22,210	
W-2	\$ 32,856	\$ 31,781	\$ 30,680	\$ 29,553	\$ 28,399	\$ 27,219	\$ 26,012	\$ 24,782	\$ 23,529	\$ 22,252	\$ 20,952	\$ 19,626	
W-1	\$ 30,870	\$ 29,860	\$ 28,826	\$ 27,767	\$ 26,683	\$ 25,574	\$ 24,440	\$ 23,284	\$ 22,107	\$ 20,907	\$ 19,686	\$ 18,440	
E-9	\$ 34,938	\$ 33,795	\$ 32,624	\$ 31,426	\$ 30,199	\$ 28,944	\$ 27,661	\$ 26,353	\$ 25,020	\$ 23,662	\$ 22,280	\$ 20,869	
E-8	\$ 30,785	\$ 29,778	\$ 28,747	\$ 27,691	\$ 26,610	\$ 25,504	\$ 24,373	\$ 23,220	\$ 22,046	\$ 20,850	\$ 19,632	\$ 18,389	
E-7	\$ 27,918	\$ 27,005	\$ 26,070	\$ 25,112	\$ 24,132	\$ 23,129	\$ 22,103	\$ 21,058	\$ 19,993	\$ 18,908	\$ 17,804	\$ 16,677	
E-6	\$ 23,811	\$ 23,032	\$ 22,234	\$ 21,417	\$ 20,581	\$ 19,726	\$ 18,851	\$ 17,960	\$ 17,051	\$ 16,126	\$ 15,184	\$ 14,223	
E-5	\$ 19,984	\$ 19,330	\$ 18,660	\$ 17,975	\$ 17,273	\$ 16,555	\$ 15,821	\$ 15,073	\$ 14,311	\$ 13,534	\$ 12,744	\$ 11,937	
E-4	\$ 15,674	\$ 15,161	\$ 14,636	\$ 14,098	\$ 13,548	\$ 12,985	\$ 12,409	\$ 11,822	\$ 11,224	\$ 10,615	\$ 9,995	\$ 9,362	
E-3	\$ 13,140	\$ 12,711	\$ 12,270	\$ 11,820	\$ 11,358	\$ 10,886	\$ 10,404	\$ 9,912	\$ 9,410	\$ 8,900	\$ 8,380	\$ 7,849	
E-2	\$ 11,085	\$ 10,722	\$ 10,351	\$ 9,970	\$ 9,581	\$ 9,183	\$ 8,776	\$ 8,361	\$ 7,938	\$ 7,507	\$ 7,069	\$ 6,621	
E-1	\$ 9,890	\$ 9,566	\$ 9,235	\$ 8,896	\$ 8,548	\$ 8,193	\$ 7,830	\$ 7,460	\$ 7,082	\$ 6,698	\$ 6,307	\$ 5,907	

DoD - Office of the Actuary

For # of pmts	2012	HIGH 3	CSB retirements in FY12, amount necessary to deposit in sub-account to cover early retirement payments									
	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	0.365	0.368	0.371	0.374	0.377	0.380	0.383	0.385	0.388	0.391	0.394	0.397
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
Factor1	12.26	11.24	10.21	9.19	8.16	7.14	6.11	5.09	4.07	3.05	2.03	1.02

Years	19	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	
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
O-8	\$ 47,274	\$ 43,704	\$ 40,064	\$ 36,355	\$ 32,577	\$ 28,728	\$ 24,810	\$ 20,831	\$ 16,791	\$ 12,691	\$ 8,531	\$ 4,301	
O-7	\$ 44,388	\$ 41,036	\$ 37,619	\$ 34,136	\$ 30,588	\$ 26,975	\$ 23,295	\$ 19,559	\$ 15,766	\$ 11,917	\$ 8,010	\$ 4,038	
O-6	\$ 33,835	\$ 31,280	\$ 28,675	\$ 26,020	\$ 23,316	\$ 20,561	\$ 17,757	\$ 14,909	\$ 12,018	\$ 9,083	\$ 6,106	\$ 3,078	
O-5	\$ 30,219	\$ 27,937	\$ 25,610	\$ 23,239	\$ 20,824	\$ 18,364	\$ 15,859	\$ 13,316	\$ 10,733	\$ 8,113	\$ 5,453	\$ 2,749	
O-4	\$ 27,112	\$ 25,065	\$ 22,978	\$ 20,850	\$ 18,683	\$ 16,476	\$ 14,229	\$ 11,947	\$ 9,630	\$ 7,279	\$ 4,893	\$ 2,467	
O-3	\$ 23,227	\$ 21,473	\$ 19,685	\$ 17,863	\$ 16,006	\$ 14,115	\$ 12,190	\$ 10,235	\$ 8,250	\$ 6,236	\$ 4,192	\$ 2,113	
O-2	\$ 17,071	\$ 15,782	\$ 14,468	\$ 13,129	\$ 11,764	\$ 10,374	\$ 8,959	\$ 7,522	\$ 6,064	\$ 4,583	\$ 3,081	\$ 1,553	
O-1	\$ 13,471	\$ 12,454	\$ 11,417	\$ 10,360	\$ 9,283	\$ 8,187	\$ 7,070	\$ 5,936	\$ 4,785	\$ 3,617	\$ 2,431	\$ 1,226	
O-3E	\$ 24,789	\$ 22,917	\$ 21,008	\$ 19,063	\$ 17,082	\$ 15,064	\$ 13,009	\$ 10,923	\$ 8,805	\$ 6,655	\$ 4,473	\$ 2,255	
O-2E	\$ 19,770	\$ 18,277	\$ 16,755	\$ 15,204	\$ 13,624	\$ 12,014	\$ 10,376	\$ 8,712	\$ 7,022	\$ 5,308	\$ 3,568	\$ 1,799	
O-1E	\$ 16,728	\$ 15,464	\$ 14,177	\$ 12,864	\$ 11,527	\$ 10,165	\$ 8,779	\$ 7,371	\$ 5,941	\$ 4,491	\$ 3,019	\$ 1,522	
W-4	\$ 23,032	\$ 21,293	\$ 19,520	\$ 17,713	\$ 15,872	\$ 13,997	\$ 12,088	\$ 10,149	\$ 8,181	\$ 6,183	\$ 4,156	\$ 2,095	
W-3	\$ 21,023	\$ 19,436	\$ 17,817	\$ 16,168	\$ 14,487	\$ 12,776	\$ 11,033	\$ 9,264	\$ 7,467	\$ 5,644	\$ 3,794	\$ 1,913	
W-2	\$ 18,577	\$ 17,174	\$ 15,744	\$ 14,287	\$ 12,802	\$ 11,289	\$ 9,750	\$ 8,186	\$ 6,598	\$ 4,987	\$ 3,352	\$ 1,690	
W-1	\$ 17,455	\$ 16,136	\$ 14,793	\$ 13,423	\$ 12,028	\$ 10,607	\$ 9,160	\$ 7,691	\$ 6,200	\$ 4,686	\$ 3,150	\$ 1,588	
E-9	\$ 19,654	\$ 18,170	\$ 16,657	\$ 15,115	\$ 13,544	\$ 11,944	\$ 10,315	\$ 8,660	\$ 6,981	\$ 5,276	\$ 3,547	\$ 1,788	
E-8	\$ 17,318	\$ 16,010	\$ 14,677	\$ 13,318	\$ 11,934	\$ 10,524	\$ 9,089	\$ 7,631	\$ 6,151	\$ 4,649	\$ 3,125	\$ 1,576	
E-7	\$ 15,706	\$ 14,520	\$ 13,310	\$ 12,078	\$ 10,823	\$ 9,544	\$ 8,242	\$ 6,921	\$ 5,578	\$ 4,216	\$ 2,834	\$ 1,429	
E-6	\$ 13,395	\$ 12,383	\$ 11,352	\$ 10,301	\$ 9,230	\$ 8,140	\$ 7,030	\$ 5,902	\$ 4,758	\$ 3,596	\$ 2,417	\$ 1,219	
E-5	\$ 11,242	\$ 10,393	\$ 9,527	\$ 8,645	\$ 7,747	\$ 6,832	\$ 5,900	\$ 4,954	\$ 3,993	\$ 3,018	\$ 2,029	\$ 1,023	
E-4	\$ 8,817	\$ 8,151	\$ 7,473	\$ 6,781	\$ 6,076	\$ 5,358	\$ 4,627	\$ 3,885	\$ 3,132	\$ 2,367	\$ 1,591	\$ 802	
E-3	\$ 7,392	\$ 6,834	\$ 6,265	\$ 5,685	\$ 5,094	\$ 4,492	\$ 3,880	\$ 3,257	\$ 2,626	\$ 1,985	\$ 1,334	\$ 672	
E-2	\$ 6,236	\$ 5,765	\$ 5,285	\$ 4,795	\$ 4,297	\$ 3,789	\$ 3,273	\$ 2,748	\$ 2,215	\$ 1,674	\$ 1,125	\$ 567	
E-1	\$ 5,564	\$ 5,143	\$ 4,715	\$ 4,279	\$ 3,834	\$ 3,381	\$ 2,920	\$ 2,451	\$ 1,976	\$ 1,494	\$ 1,004	\$ 506	

DoD - Office of the Actuary

For	2013	HIGH 3	Non-CSB retirements in FY13, 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
Factor1	63.61	62.49	61.38	60.27	59.16	58.06	56.95	55.85	54.75	53.65	52.56	51.46

Years	19	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	15
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 236,419	\$ 233,776	\$ 231,089	\$ 228,358	\$ 225,583	\$ 222,764	\$ 219,902	\$ 216,996	\$ 214,046	\$ 211,052	\$ 208,015	\$ 204,934	\$ 201,818
O-7	\$ 205,224	\$ 202,930	\$ 200,597	\$ 198,226	\$ 195,818	\$ 193,371	\$ 190,886	\$ 188,363	\$ 185,803	\$ 183,204	\$ 180,568	\$ 177,893	\$ 175,218
O-6	\$ 158,150	\$ 156,382	\$ 154,585	\$ 152,758	\$ 150,902	\$ 149,016	\$ 147,101	\$ 145,157	\$ 143,184	\$ 141,181	\$ 139,150	\$ 137,089	\$ 135,038
O-5	\$ 148,687	\$ 147,024	\$ 145,334	\$ 143,617	\$ 141,872	\$ 140,099	\$ 138,299	\$ 136,471	\$ 134,616	\$ 132,733	\$ 130,823	\$ 128,885	\$ 126,968
O-4	\$ 141,753	\$ 140,168	\$ 138,556	\$ 136,919	\$ 135,255	\$ 133,565	\$ 131,849	\$ 130,107	\$ 128,338	\$ 126,543	\$ 124,722	\$ 122,874	\$ 121,038
O-3	\$ 124,951	\$ 123,554	\$ 122,134	\$ 120,691	\$ 119,224	\$ 117,735	\$ 116,222	\$ 114,686	\$ 113,127	\$ 111,545	\$ 109,939	\$ 108,311	\$ 106,674
O-2	\$ 91,838	\$ 90,811	\$ 89,767	\$ 88,706	\$ 87,629	\$ 86,534	\$ 85,422	\$ 84,293	\$ 83,147	\$ 81,984	\$ 80,804	\$ 79,607	\$ 78,394
O-1	\$ 72,471	\$ 71,661	\$ 70,837	\$ 70,000	\$ 69,149	\$ 68,285	\$ 67,408	\$ 66,517	\$ 65,613	\$ 64,695	\$ 63,764	\$ 62,819	\$ 61,874
O-3E	\$ 126,797	\$ 125,379	\$ 123,938	\$ 122,473	\$ 120,985	\$ 119,473	\$ 117,938	\$ 116,379	\$ 114,797	\$ 113,192	\$ 111,563	\$ 109,910	\$ 108,235
O-2E	\$ 106,354	\$ 105,165	\$ 103,956	\$ 102,728	\$ 101,479	\$ 100,211	\$ 98,924	\$ 97,616	\$ 96,289	\$ 94,943	\$ 93,576	\$ 92,190	\$ 90,794
O-1E	\$ 89,987	\$ 88,981	\$ 87,958	\$ 86,918	\$ 85,862	\$ 84,789	\$ 83,700	\$ 82,594	\$ 81,471	\$ 80,331	\$ 79,175	\$ 78,003	\$ 76,816
W-4	\$ 114,413	\$ 113,133	\$ 111,833	\$ 110,511	\$ 109,168	\$ 107,804	\$ 106,419	\$ 105,013	\$ 103,585	\$ 102,136	\$ 100,667	\$ 99,176	\$ 97,665
W-3	\$ 102,652	\$ 101,504	\$ 100,337	\$ 99,152	\$ 97,947	\$ 96,723	\$ 95,480	\$ 94,218	\$ 92,937	\$ 91,638	\$ 90,319	\$ 88,981	\$ 87,624
W-2	\$ 94,196	\$ 93,143	\$ 92,072	\$ 90,984	\$ 89,879	\$ 88,756	\$ 87,615	\$ 86,457	\$ 85,282	\$ 84,089	\$ 82,879	\$ 81,652	\$ 80,407
W-1	\$ 88,075	\$ 87,090	\$ 86,089	\$ 85,071	\$ 84,038	\$ 82,988	\$ 81,921	\$ 80,839	\$ 79,740	\$ 78,624	\$ 77,493	\$ 76,345	\$ 75,186
E-9	\$ 97,781	\$ 96,687	\$ 95,576	\$ 94,446	\$ 93,299	\$ 92,133	\$ 90,949	\$ 89,747	\$ 88,527	\$ 87,289	\$ 86,033	\$ 84,759	\$ 83,466
E-8	\$ 84,097	\$ 83,157	\$ 82,201	\$ 81,230	\$ 80,243	\$ 79,240	\$ 78,222	\$ 77,188	\$ 76,139	\$ 75,074	\$ 73,993	\$ 72,897	\$ 71,786
E-7	\$ 78,544	\$ 77,666	\$ 76,774	\$ 75,866	\$ 74,944	\$ 74,008	\$ 73,057	\$ 72,091	\$ 71,111	\$ 70,117	\$ 69,108	\$ 68,084	\$ 67,046
E-6	\$ 69,063	\$ 68,291	\$ 67,506	\$ 66,708	\$ 65,897	\$ 65,074	\$ 64,238	\$ 63,389	\$ 62,527	\$ 61,653	\$ 60,765	\$ 59,865	\$ 58,954
E-5	\$ 59,516	\$ 58,850	\$ 58,174	\$ 57,486	\$ 56,788	\$ 56,078	\$ 55,358	\$ 54,626	\$ 53,884	\$ 53,130	\$ 52,365	\$ 51,590	\$ 50,804
E-4	\$ 46,680	\$ 46,158	\$ 45,627	\$ 45,088	\$ 44,540	\$ 43,984	\$ 43,419	\$ 42,845	\$ 42,262	\$ 41,671	\$ 41,072	\$ 40,463	\$ 39,844
E-3	\$ 39,136	\$ 38,698	\$ 38,254	\$ 37,801	\$ 37,342	\$ 36,876	\$ 36,402	\$ 35,921	\$ 35,432	\$ 34,937	\$ 34,434	\$ 33,924	\$ 33,409
E-2	\$ 33,014	\$ 32,645	\$ 32,270	\$ 31,889	\$ 31,501	\$ 31,107	\$ 30,708	\$ 30,302	\$ 29,890	\$ 29,472	\$ 29,048	\$ 28,618	\$ 28,184
E-1	\$ 29,453	\$ 29,123	\$ 28,789	\$ 28,448	\$ 28,103	\$ 27,752	\$ 27,395	\$ 27,033	\$ 26,665	\$ 26,293	\$ 25,914	\$ 25,530	\$ 25,146

DoD - Office of the Actuary

For # of pmts	2013	HIGH 3	Non-CSB retirements in FY13, amount necessary to deposit in sub-account to cover early retirement payments									
months	48	47	46	45	44	43	42	41	40	39	38	37
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
Factor1	50.37	49.28	48.19	47.10	46.02	44.94	43.86	42.78	41.70	40.62	39.55	38.48
Years	19	16	16	16	16	16	16	16	16	16	16	16
Months	0	1	2	3	4	5	6	7	8	9	10	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 204,423	\$ 201,213	\$ 197,959	\$ 194,660	\$ 191,318	\$ 187,931	\$ 184,499	\$ 181,024	\$ 177,504	\$ 173,940	\$ 170,332	\$ 166,679
O-7	\$ 187,390	\$ 184,448	\$ 181,465	\$ 178,441	\$ 175,377	\$ 172,272	\$ 169,127	\$ 165,941	\$ 162,714	\$ 159,447	\$ 156,140	\$ 152,792
O-6	\$ 145,254	\$ 142,973	\$ 140,661	\$ 138,318	\$ 135,942	\$ 133,536	\$ 131,098	\$ 128,628	\$ 126,127	\$ 123,595	\$ 121,031	\$ 118,435
O-5	\$ 132,598	\$ 130,516	\$ 128,405	\$ 126,265	\$ 124,097	\$ 121,900	\$ 119,674	\$ 117,420	\$ 115,137	\$ 112,825	\$ 110,485	\$ 108,116
O-4	\$ 121,068	\$ 119,167	\$ 117,240	\$ 115,287	\$ 113,307	\$ 111,301	\$ 109,269	\$ 107,210	\$ 105,126	\$ 103,015	\$ 100,878	\$ 98,715
O-3	\$ 104,799	\$ 103,154	\$ 101,485	\$ 99,794	\$ 98,081	\$ 96,344	\$ 94,585	\$ 92,803	\$ 90,999	\$ 89,172	\$ 87,322	\$ 85,450
O-2	\$ 77,026	\$ 75,817	\$ 74,591	\$ 73,348	\$ 72,088	\$ 70,812	\$ 69,519	\$ 68,210	\$ 66,883	\$ 65,540	\$ 64,181	\$ 62,805
O-1	\$ 60,783	\$ 59,828	\$ 58,861	\$ 57,880	\$ 56,886	\$ 55,879	\$ 54,859	\$ 53,825	\$ 52,779	\$ 51,719	\$ 50,646	\$ 49,560
O-3E	\$ 108,673	\$ 106,967	\$ 105,237	\$ 103,483	\$ 101,706	\$ 99,906	\$ 98,082	\$ 96,234	\$ 94,363	\$ 92,468	\$ 90,550	\$ 88,608
O-2E	\$ 89,201	\$ 87,801	\$ 86,381	\$ 84,941	\$ 83,483	\$ 82,005	\$ 80,508	\$ 78,991	\$ 77,455	\$ 75,900	\$ 74,326	\$ 72,732
O-1E	\$ 75,474	\$ 74,288	\$ 73,087	\$ 71,869	\$ 70,635	\$ 69,385	\$ 68,118	\$ 66,835	\$ 65,535	\$ 64,219	\$ 62,887	\$ 61,539
W-4	\$ 100,336	\$ 98,760	\$ 97,163	\$ 95,544	\$ 93,904	\$ 92,241	\$ 90,557	\$ 88,851	\$ 87,124	\$ 85,374	\$ 83,603	\$ 81,811
W-3	\$ 89,232	\$ 87,831	\$ 86,410	\$ 84,971	\$ 83,511	\$ 82,033	\$ 80,535	\$ 79,018	\$ 77,482	\$ 75,926	\$ 74,351	\$ 72,757
W-2	\$ 81,530	\$ 80,250	\$ 78,952	\$ 77,637	\$ 76,304	\$ 74,953	\$ 73,584	\$ 72,198	\$ 70,794	\$ 69,373	\$ 67,934	\$ 66,477
W-1	\$ 76,411	\$ 75,211	\$ 73,995	\$ 72,762	\$ 71,513	\$ 70,247	\$ 68,964	\$ 67,665	\$ 66,349	\$ 65,017	\$ 63,669	\$ 62,303
E-9	\$ 85,626	\$ 84,282	\$ 82,919	\$ 81,537	\$ 80,137	\$ 78,718	\$ 77,281	\$ 75,825	\$ 74,351	\$ 72,858	\$ 71,347	\$ 69,817
E-8	\$ 73,663	\$ 72,506	\$ 71,333	\$ 70,145	\$ 68,940	\$ 67,720	\$ 66,483	\$ 65,231	\$ 63,963	\$ 62,678	\$ 61,378	\$ 60,062
E-7	\$ 68,543	\$ 67,467	\$ 66,376	\$ 65,270	\$ 64,149	\$ 63,013	\$ 61,863	\$ 60,698	\$ 59,517	\$ 58,322	\$ 57,113	\$ 55,888
E-6	\$ 59,330	\$ 58,399	\$ 57,454	\$ 56,497	\$ 55,527	\$ 54,544	\$ 53,548	\$ 52,539	\$ 51,518	\$ 50,483	\$ 49,436	\$ 48,376
E-5	\$ 50,505	\$ 49,712	\$ 48,908	\$ 48,093	\$ 47,267	\$ 46,430	\$ 45,583	\$ 44,724	\$ 43,854	\$ 42,974	\$ 42,082	\$ 41,180
E-4	\$ 39,612	\$ 38,990	\$ 38,360	\$ 37,721	\$ 37,073	\$ 36,417	\$ 35,752	\$ 35,078	\$ 34,396	\$ 33,706	\$ 33,006	\$ 32,299
E-3	\$ 33,211	\$ 32,689	\$ 32,160	\$ 31,625	\$ 31,082	\$ 30,531	\$ 29,974	\$ 29,409	\$ 28,837	\$ 28,258	\$ 27,672	\$ 27,079
E-2	\$ 28,016	\$ 27,576	\$ 27,130	\$ 26,678	\$ 26,220	\$ 25,756	\$ 25,285	\$ 24,809	\$ 24,327	\$ 23,838	\$ 23,344	\$ 22,843
E-1	\$ 24,993	\$ 24,601	\$ 24,203	\$ 23,800	\$ 23,391	\$ 22,977	\$ 22,558	\$ 22,133	\$ 21,702	\$ 21,267	\$ 20,825	\$ 20,379

DoD - Office of the Actuary

For	2013	HIGH 3	Non-CSB retirements in FY13, 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
Factor1	37.41	36.34	35.27	34.21	33.14	32.08	31.02	29.97	28.91	27.86	26.80	25.75

Years	19	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	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 162,097	\$ 158,376	\$ 154,609	\$ 150,799	\$ 146,944	\$ 143,044	\$ 139,101	\$ 135,113	\$ 131,080	\$ 127,004	\$ 122,883	\$ 118,718	\$ 114,504
O-7	\$ 148,591	\$ 145,180	\$ 141,727	\$ 138,234	\$ 134,700	\$ 131,126	\$ 127,511	\$ 123,855	\$ 120,159	\$ 116,422	\$ 112,644	\$ 108,826	\$ 104,967
O-6	\$ 115,180	\$ 112,535	\$ 109,859	\$ 107,151	\$ 104,412	\$ 101,641	\$ 98,839	\$ 96,005	\$ 93,140	\$ 90,244	\$ 87,315	\$ 84,356	\$ 81,372
O-5	\$ 105,143	\$ 102,729	\$ 100,286	\$ 97,815	\$ 95,314	\$ 92,785	\$ 90,227	\$ 87,640	\$ 85,025	\$ 82,380	\$ 79,707	\$ 77,005	\$ 74,276
O-4	\$ 96,001	\$ 93,797	\$ 91,567	\$ 89,310	\$ 87,027	\$ 84,717	\$ 82,382	\$ 80,020	\$ 77,632	\$ 75,217	\$ 72,777	\$ 70,310	\$ 67,817
O-3	\$ 83,101	\$ 81,193	\$ 79,262	\$ 77,308	\$ 75,332	\$ 73,333	\$ 71,311	\$ 69,267	\$ 67,200	\$ 65,110	\$ 62,997	\$ 60,862	\$ 58,707
O-2	\$ 61,078	\$ 59,676	\$ 58,257	\$ 56,821	\$ 55,368	\$ 53,899	\$ 52,413	\$ 50,910	\$ 49,391	\$ 47,855	\$ 46,302	\$ 44,733	\$ 43,149
O-1	\$ 48,198	\$ 47,091	\$ 45,971	\$ 44,838	\$ 43,692	\$ 42,533	\$ 41,360	\$ 40,174	\$ 38,975	\$ 37,763	\$ 36,538	\$ 35,299	\$ 34,056
O-3E	\$ 86,172	\$ 84,194	\$ 82,192	\$ 80,166	\$ 78,117	\$ 76,044	\$ 73,947	\$ 71,827	\$ 69,684	\$ 67,516	\$ 65,326	\$ 63,111	\$ 60,871
O-2E	\$ 70,732	\$ 69,108	\$ 67,465	\$ 65,802	\$ 64,120	\$ 62,418	\$ 60,698	\$ 58,957	\$ 57,198	\$ 55,419	\$ 53,621	\$ 51,803	\$ 50,056
O-1E	\$ 59,847	\$ 58,473	\$ 57,082	\$ 55,675	\$ 54,252	\$ 52,812	\$ 51,356	\$ 49,884	\$ 48,395	\$ 46,890	\$ 45,369	\$ 43,831	\$ 42,287
W-4	\$ 79,562	\$ 77,735	\$ 75,886	\$ 74,016	\$ 72,124	\$ 70,210	\$ 68,274	\$ 66,317	\$ 64,338	\$ 62,337	\$ 60,314	\$ 58,270	\$ 56,206
W-3	\$ 70,757	\$ 69,132	\$ 67,488	\$ 65,825	\$ 64,142	\$ 62,440	\$ 60,718	\$ 58,978	\$ 57,217	\$ 55,438	\$ 53,639	\$ 51,821	\$ 50,087
W-2	\$ 64,650	\$ 63,165	\$ 61,663	\$ 60,143	\$ 58,606	\$ 57,051	\$ 55,478	\$ 53,887	\$ 52,279	\$ 50,653	\$ 49,010	\$ 47,348	\$ 45,671
W-1	\$ 60,590	\$ 59,199	\$ 57,791	\$ 56,367	\$ 54,926	\$ 53,469	\$ 51,995	\$ 50,504	\$ 48,997	\$ 47,473	\$ 45,932	\$ 44,376	\$ 42,806
E-9	\$ 68,741	\$ 67,163	\$ 65,565	\$ 63,949	\$ 62,315	\$ 60,661	\$ 58,989	\$ 57,297	\$ 55,587	\$ 53,859	\$ 52,111	\$ 50,345	\$ 48,556
E-8	\$ 59,136	\$ 57,779	\$ 56,405	\$ 55,014	\$ 53,608	\$ 52,186	\$ 50,747	\$ 49,292	\$ 47,821	\$ 46,334	\$ 44,830	\$ 43,311	\$ 41,778
E-7	\$ 55,027	\$ 53,763	\$ 52,485	\$ 51,191	\$ 49,882	\$ 48,559	\$ 47,220	\$ 45,866	\$ 44,497	\$ 43,114	\$ 41,715	\$ 40,301	\$ 38,864
E-6	\$ 47,630	\$ 46,537	\$ 45,430	\$ 44,311	\$ 43,178	\$ 42,032	\$ 40,873	\$ 39,701	\$ 38,517	\$ 37,319	\$ 36,108	\$ 34,884	\$ 33,636
E-5	\$ 40,545	\$ 39,614	\$ 38,672	\$ 37,719	\$ 36,755	\$ 35,780	\$ 34,793	\$ 33,796	\$ 32,787	\$ 31,767	\$ 30,737	\$ 29,695	\$ 28,642
E-4	\$ 31,801	\$ 31,071	\$ 30,332	\$ 29,584	\$ 28,828	\$ 28,063	\$ 27,289	\$ 26,507	\$ 25,716	\$ 24,916	\$ 24,108	\$ 23,290	\$ 22,463
E-3	\$ 26,661	\$ 26,049	\$ 25,430	\$ 24,803	\$ 24,169	\$ 23,528	\$ 22,879	\$ 22,223	\$ 21,560	\$ 20,889	\$ 20,212	\$ 19,526	\$ 18,826
E-2	\$ 22,491	\$ 21,975	\$ 21,452	\$ 20,923	\$ 20,389	\$ 19,847	\$ 19,300	\$ 18,747	\$ 18,187	\$ 17,622	\$ 17,050	\$ 16,472	\$ 15,880
E-1	\$ 20,065	\$ 19,604	\$ 19,138	\$ 18,666	\$ 18,189	\$ 17,706	\$ 17,218	\$ 16,725	\$ 16,225	\$ 15,721	\$ 15,211	\$ 14,695	\$ 14,164

DoD - Office of the Actuary

For	2013	HIGH 3	Non-CSB retirements in FY13, 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
Factor1	24.70	23.66	22.61	21.57	20.52	19.48	18.44	17.41	16.37	15.34	14.31	13.28

Years	19	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	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 119,996	\$ 115,538	\$ 111,034	\$ 106,483	\$ 101,886	\$ 97,242	\$ 92,551	\$ 87,815	\$ 83,032	\$ 78,202	\$ 73,327	\$ 68,404	\$ 68,404
O-7	\$ 112,671	\$ 108,486	\$ 104,256	\$ 99,983	\$ 95,666	\$ 91,306	\$ 86,902	\$ 82,454	\$ 77,963	\$ 73,429	\$ 68,850	\$ 64,228	\$ 64,228
O-6	\$ 85,882	\$ 82,692	\$ 79,468	\$ 76,211	\$ 72,920	\$ 69,597	\$ 66,240	\$ 62,850	\$ 59,426	\$ 55,970	\$ 52,480	\$ 48,957	\$ 48,957
O-5	\$ 76,704	\$ 73,854	\$ 70,975	\$ 68,066	\$ 65,127	\$ 62,158	\$ 59,160	\$ 56,133	\$ 53,075	\$ 49,988	\$ 46,871	\$ 43,725	\$ 43,725
O-4	\$ 68,819	\$ 66,263	\$ 63,679	\$ 61,069	\$ 58,433	\$ 55,769	\$ 53,079	\$ 50,363	\$ 47,620	\$ 44,850	\$ 42,054	\$ 39,230	\$ 39,230
O-3	\$ 58,958	\$ 56,767	\$ 54,554	\$ 52,318	\$ 50,059	\$ 47,778	\$ 45,473	\$ 43,146	\$ 40,796	\$ 38,423	\$ 36,027	\$ 33,609	\$ 33,609
O-2	\$ 43,333	\$ 41,723	\$ 40,097	\$ 38,453	\$ 36,793	\$ 35,116	\$ 33,422	\$ 31,712	\$ 29,984	\$ 28,240	\$ 26,480	\$ 24,702	\$ 24,702
O-1	\$ 34,195	\$ 32,925	\$ 31,641	\$ 30,344	\$ 29,034	\$ 27,711	\$ 26,374	\$ 25,024	\$ 23,661	\$ 22,285	\$ 20,896	\$ 19,493	\$ 19,493
O-3E	\$ 62,921	\$ 60,584	\$ 58,222	\$ 55,835	\$ 53,425	\$ 50,990	\$ 48,530	\$ 46,047	\$ 43,538	\$ 41,006	\$ 38,449	\$ 35,868	\$ 35,868
O-2E	\$ 50,182	\$ 48,318	\$ 46,434	\$ 44,531	\$ 42,609	\$ 40,667	\$ 38,705	\$ 36,724	\$ 34,724	\$ 32,704	\$ 30,665	\$ 28,606	\$ 28,606
O-1E	\$ 42,460	\$ 40,882	\$ 39,288	\$ 37,678	\$ 36,051	\$ 34,408	\$ 32,749	\$ 31,073	\$ 29,380	\$ 27,671	\$ 25,946	\$ 24,204	\$ 24,204
W-4	\$ 58,462	\$ 56,290	\$ 54,095	\$ 51,878	\$ 49,638	\$ 47,376	\$ 45,091	\$ 42,783	\$ 40,453	\$ 38,100	\$ 35,724	\$ 33,326	\$ 33,326
W-3	\$ 53,365	\$ 51,382	\$ 49,379	\$ 47,355	\$ 45,311	\$ 43,246	\$ 41,160	\$ 39,053	\$ 36,926	\$ 34,778	\$ 32,610	\$ 30,421	\$ 30,421
W-2	\$ 47,156	\$ 45,404	\$ 43,634	\$ 41,845	\$ 40,039	\$ 38,214	\$ 36,370	\$ 34,509	\$ 32,629	\$ 30,732	\$ 28,816	\$ 26,881	\$ 26,881
W-1	\$ 44,305	\$ 42,659	\$ 40,996	\$ 39,315	\$ 37,618	\$ 35,903	\$ 34,172	\$ 32,423	\$ 30,657	\$ 28,874	\$ 27,073	\$ 25,256	\$ 25,256
E-9	\$ 49,639	\$ 47,795	\$ 45,931	\$ 44,049	\$ 42,147	\$ 40,226	\$ 38,286	\$ 36,326	\$ 34,348	\$ 32,350	\$ 30,333	\$ 28,297	\$ 28,297
E-8	\$ 43,739	\$ 42,114	\$ 40,472	\$ 38,813	\$ 37,137	\$ 35,445	\$ 33,735	\$ 32,009	\$ 30,265	\$ 28,505	\$ 26,728	\$ 24,933	\$ 24,933
E-7	\$ 39,665	\$ 38,192	\$ 36,703	\$ 35,198	\$ 33,679	\$ 32,144	\$ 30,593	\$ 29,027	\$ 27,446	\$ 25,850	\$ 24,238	\$ 22,611	\$ 22,611
E-6	\$ 33,828	\$ 32,571	\$ 31,301	\$ 30,018	\$ 28,722	\$ 27,413	\$ 26,091	\$ 24,755	\$ 23,407	\$ 22,046	\$ 20,671	\$ 19,283	\$ 19,283
E-5	\$ 28,391	\$ 27,337	\$ 26,271	\$ 25,194	\$ 24,106	\$ 23,008	\$ 21,898	\$ 20,777	\$ 19,645	\$ 18,503	\$ 17,349	\$ 16,184	\$ 16,184
E-4	\$ 22,268	\$ 21,441	\$ 20,605	\$ 19,760	\$ 18,907	\$ 18,045	\$ 17,175	\$ 16,296	\$ 15,408	\$ 14,512	\$ 13,607	\$ 12,694	\$ 12,694
E-3	\$ 18,669	\$ 17,976	\$ 17,275	\$ 16,567	\$ 15,852	\$ 15,129	\$ 14,399	\$ 13,662	\$ 12,918	\$ 12,167	\$ 11,408	\$ 10,642	\$ 10,642
E-2	\$ 15,749	\$ 15,164	\$ 14,573	\$ 13,975	\$ 13,372	\$ 12,763	\$ 12,147	\$ 11,525	\$ 10,898	\$ 10,264	\$ 9,624	\$ 8,978	\$ 8,978
E-1	\$ 14,050	\$ 13,528	\$ 13,001	\$ 12,468	\$ 11,930	\$ 11,386	\$ 10,837	\$ 10,282	\$ 9,722	\$ 9,156	\$ 8,586	\$ 8,009	\$ 8,009

DoD - Office of the Actuary

For	2013	HIGH 3	Non-CSB retirements in FY13, 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
Factor1	12.25	11.22	10.19	9.17	8.14	7.12	6.10	5.08	4.06	3.05	2.03	1.01

Years	19	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	
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
O-8	\$ 64,495	\$ 59,395	\$ 54,244	\$ 49,044	\$ 43,795	\$ 38,495	\$ 33,146	\$ 27,746	\$ 22,297	\$ 16,798	\$ 11,249	\$ 5,649	
O-7	\$ 60,558	\$ 55,769	\$ 50,933	\$ 46,051	\$ 41,121	\$ 36,145	\$ 31,122	\$ 26,052	\$ 20,936	\$ 15,772	\$ 10,562	\$ 5,304	
O-6	\$ 46,159	\$ 42,509	\$ 38,823	\$ 35,101	\$ 31,344	\$ 27,551	\$ 23,722	\$ 19,858	\$ 15,958	\$ 12,022	\$ 8,051	\$ 4,043	
O-5	\$ 41,226	\$ 37,966	\$ 34,674	\$ 31,350	\$ 27,994	\$ 24,607	\$ 21,187	\$ 17,736	\$ 14,253	\$ 10,737	\$ 7,190	\$ 3,611	
O-4	\$ 36,989	\$ 34,063	\$ 31,110	\$ 28,128	\$ 25,117	\$ 22,077	\$ 19,009	\$ 15,913	\$ 12,788	\$ 9,634	\$ 6,451	\$ 3,240	
O-3	\$ 31,688	\$ 29,182	\$ 26,652	\$ 24,097	\$ 21,518	\$ 18,914	\$ 16,285	\$ 13,632	\$ 10,955	\$ 8,253	\$ 5,527	\$ 2,776	
O-2	\$ 23,290	\$ 21,449	\$ 19,589	\$ 17,711	\$ 15,815	\$ 13,901	\$ 11,970	\$ 10,020	\$ 8,052	\$ 6,066	\$ 4,062	\$ 2,040	
O-1	\$ 18,379	\$ 16,925	\$ 15,458	\$ 13,976	\$ 12,480	\$ 10,970	\$ 9,445	\$ 7,907	\$ 6,354	\$ 4,787	\$ 3,205	\$ 1,610	
O-3E	\$ 33,819	\$ 31,144	\$ 28,444	\$ 25,717	\$ 22,964	\$ 20,185	\$ 17,380	\$ 14,549	\$ 11,692	\$ 8,808	\$ 5,898	\$ 2,962	
O-2E	\$ 26,972	\$ 24,839	\$ 22,685	\$ 20,510	\$ 18,315	\$ 16,099	\$ 13,861	\$ 11,603	\$ 9,325	\$ 7,025	\$ 4,704	\$ 2,363	
O-1E	\$ 22,821	\$ 21,016	\$ 19,194	\$ 17,354	\$ 15,496	\$ 13,621	\$ 11,728	\$ 9,818	\$ 7,890	\$ 5,944	\$ 3,980	\$ 1,999	
W-4	\$ 31,422	\$ 28,937	\$ 26,428	\$ 23,894	\$ 21,337	\$ 18,755	\$ 16,148	\$ 13,518	\$ 10,863	\$ 8,184	\$ 5,480	\$ 2,752	
W-3	\$ 28,682	\$ 26,414	\$ 24,124	\$ 21,811	\$ 19,476	\$ 17,120	\$ 14,741	\$ 12,339	\$ 9,916	\$ 7,470	\$ 5,002	\$ 2,512	
W-2	\$ 25,345	\$ 23,341	\$ 21,317	\$ 19,273	\$ 17,210	\$ 15,128	\$ 13,025	\$ 10,904	\$ 8,762	\$ 6,601	\$ 4,420	\$ 2,220	
W-1	\$ 23,813	\$ 21,929	\$ 20,028	\$ 18,108	\$ 16,170	\$ 14,213	\$ 12,238	\$ 10,244	\$ 8,232	\$ 6,202	\$ 4,153	\$ 2,086	
E-9	\$ 26,543	\$ 24,444	\$ 22,325	\$ 20,185	\$ 18,024	\$ 15,843	\$ 13,641	\$ 11,419	\$ 9,176	\$ 6,913	\$ 4,629	\$ 2,325	
E-8	\$ 23,388	\$ 21,539	\$ 19,671	\$ 17,785	\$ 15,882	\$ 13,960	\$ 12,020	\$ 10,062	\$ 8,086	\$ 6,092	\$ 4,079	\$ 2,049	
E-7	\$ 21,210	\$ 19,533	\$ 17,839	\$ 16,129	\$ 14,403	\$ 12,660	\$ 10,900	\$ 9,125	\$ 7,333	\$ 5,524	\$ 3,699	\$ 1,858	
E-6	\$ 18,089	\$ 16,658	\$ 15,214	\$ 13,755	\$ 12,283	\$ 10,797	\$ 9,296	\$ 7,782	\$ 6,253	\$ 4,711	\$ 3,155	\$ 1,584	
E-5	\$ 15,182	\$ 13,981	\$ 12,769	\$ 11,545	\$ 10,309	\$ 9,061	\$ 7,802	\$ 6,531	\$ 5,249	\$ 3,954	\$ 2,648	\$ 1,330	
E-4	\$ 11,907	\$ 10,966	\$ 10,015	\$ 9,055	\$ 8,086	\$ 7,107	\$ 6,119	\$ 5,123	\$ 4,117	\$ 3,101	\$ 2,077	\$ 1,043	
E-3	\$ 9,983	\$ 9,194	\$ 8,396	\$ 7,591	\$ 6,779	\$ 5,959	\$ 5,131	\$ 4,295	\$ 3,451	\$ 2,600	\$ 1,741	\$ 874	
E-2	\$ 8,421	\$ 7,755	\$ 7,083	\$ 6,404	\$ 5,719	\$ 5,027	\$ 4,328	\$ 3,623	\$ 2,911	\$ 2,193	\$ 1,469	\$ 738	
E-1	\$ 7,513	\$ 6,919	\$ 6,319	\$ 5,713	\$ 5,102	\$ 4,484	\$ 3,861	\$ 3,232	\$ 2,597	\$ 1,957	\$ 1,310	\$ 658	

DoD - Office of the Actuary

For	2013	HIGH 3	CSB retirements in FY13, 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	0.225	0.228	0.231	0.234	0.237	0.240	0.243	0.245	0.248	0.251	0.254	0.257
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
Factor1	62.29	61.23	60.16	59.10	58.04	56.98	55.92	54.86	53.80	52.74	51.68	50.63

Years	19	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	15
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 135,692	\$ 135,219	\$ 134,687	\$ 134,096	\$ 133,445	\$ 132,735	\$ 131,966	\$ 131,137	\$ 130,249	\$ 129,301	\$ 128,294	\$ 127,226	\$ 126,107
O-7	\$ 117,787	\$ 117,377	\$ 116,915	\$ 116,402	\$ 115,837	\$ 115,221	\$ 114,553	\$ 113,834	\$ 113,063	\$ 112,240	\$ 111,366	\$ 110,439	\$ 109,460
O-6	\$ 90,770	\$ 90,453	\$ 90,098	\$ 89,702	\$ 89,267	\$ 88,792	\$ 88,277	\$ 87,723	\$ 87,129	\$ 86,495	\$ 85,821	\$ 85,107	\$ 84,354
O-5	\$ 85,338	\$ 85,041	\$ 84,706	\$ 84,334	\$ 83,925	\$ 83,479	\$ 82,995	\$ 82,474	\$ 81,915	\$ 81,319	\$ 80,685	\$ 80,014	\$ 79,303
O-4	\$ 81,358	\$ 81,075	\$ 80,756	\$ 80,401	\$ 80,011	\$ 79,586	\$ 79,124	\$ 78,627	\$ 78,095	\$ 77,527	\$ 76,922	\$ 76,283	\$ 75,611
O-3	\$ 71,715	\$ 71,465	\$ 71,184	\$ 70,872	\$ 70,528	\$ 70,153	\$ 69,746	\$ 69,308	\$ 68,839	\$ 68,338	\$ 67,805	\$ 67,241	\$ 66,647
O-2	\$ 52,710	\$ 52,526	\$ 52,320	\$ 52,090	\$ 51,837	\$ 51,562	\$ 51,263	\$ 50,941	\$ 50,596	\$ 50,228	\$ 49,836	\$ 49,422	\$ 48,999
O-1	\$ 41,594	\$ 41,449	\$ 41,286	\$ 41,105	\$ 40,906	\$ 40,688	\$ 40,452	\$ 40,198	\$ 39,926	\$ 39,635	\$ 39,327	\$ 38,999	\$ 38,651
O-3E	\$ 72,774	\$ 72,521	\$ 72,235	\$ 71,918	\$ 71,569	\$ 71,189	\$ 70,776	\$ 70,332	\$ 69,855	\$ 69,347	\$ 68,807	\$ 68,234	\$ 67,628
O-2E	\$ 61,041	\$ 60,829	\$ 60,589	\$ 60,323	\$ 60,031	\$ 59,711	\$ 59,365	\$ 58,993	\$ 58,593	\$ 58,167	\$ 57,713	\$ 57,233	\$ 56,728
O-1E	\$ 51,648	\$ 51,468	\$ 51,265	\$ 51,040	\$ 50,792	\$ 50,522	\$ 50,229	\$ 49,914	\$ 49,576	\$ 49,215	\$ 48,832	\$ 48,425	\$ 47,994
W-4	\$ 65,667	\$ 65,438	\$ 65,180	\$ 64,894	\$ 64,579	\$ 64,236	\$ 63,864	\$ 63,463	\$ 63,033	\$ 62,574	\$ 62,086	\$ 61,570	\$ 61,030
W-3	\$ 58,917	\$ 58,711	\$ 58,480	\$ 58,223	\$ 57,941	\$ 57,633	\$ 57,299	\$ 56,939	\$ 56,553	\$ 56,142	\$ 55,704	\$ 55,241	\$ 54,754
W-2	\$ 54,064	\$ 53,875	\$ 53,663	\$ 53,428	\$ 53,168	\$ 52,886	\$ 52,579	\$ 52,249	\$ 51,895	\$ 51,517	\$ 51,116	\$ 50,691	\$ 50,231
W-1	\$ 50,550	\$ 50,374	\$ 50,176	\$ 49,955	\$ 49,713	\$ 49,449	\$ 49,162	\$ 48,853	\$ 48,522	\$ 48,169	\$ 47,794	\$ 47,396	\$ 46,974
E-9	\$ 56,692	\$ 56,494	\$ 56,272	\$ 56,025	\$ 55,753	\$ 55,457	\$ 55,135	\$ 54,789	\$ 54,418	\$ 54,022	\$ 53,601	\$ 53,155	\$ 52,684
E-8	\$ 48,759	\$ 48,589	\$ 48,397	\$ 48,185	\$ 47,951	\$ 47,696	\$ 47,420	\$ 47,122	\$ 46,803	\$ 46,462	\$ 46,100	\$ 45,717	\$ 45,313
E-7	\$ 45,539	\$ 45,380	\$ 45,202	\$ 45,003	\$ 44,785	\$ 44,547	\$ 44,289	\$ 44,011	\$ 43,713	\$ 43,394	\$ 43,056	\$ 42,698	\$ 42,319
E-6	\$ 40,042	\$ 39,902	\$ 39,745	\$ 39,571	\$ 39,379	\$ 39,169	\$ 38,942	\$ 38,698	\$ 38,436	\$ 38,156	\$ 37,859	\$ 37,544	\$ 37,211
E-5	\$ 34,507	\$ 34,386	\$ 34,251	\$ 34,101	\$ 33,935	\$ 33,755	\$ 33,559	\$ 33,348	\$ 33,122	\$ 32,881	\$ 32,625	\$ 32,354	\$ 32,068
E-4	\$ 27,064	\$ 26,970	\$ 26,864	\$ 26,746	\$ 26,616	\$ 26,475	\$ 26,321	\$ 26,156	\$ 25,979	\$ 25,790	\$ 25,589	\$ 25,376	\$ 25,150
E-3	\$ 22,691	\$ 22,611	\$ 22,522	\$ 22,424	\$ 22,315	\$ 22,196	\$ 22,068	\$ 21,929	\$ 21,780	\$ 21,622	\$ 21,453	\$ 21,275	\$ 21,087
E-2	\$ 19,141	\$ 19,075	\$ 19,000	\$ 18,916	\$ 18,824	\$ 18,724	\$ 18,616	\$ 18,499	\$ 18,373	\$ 18,240	\$ 18,098	\$ 17,947	\$ 17,787
E-1	\$ 17,076	\$ 17,017	\$ 16,950	\$ 16,875	\$ 16,794	\$ 16,704	\$ 16,607	\$ 16,503	\$ 16,391	\$ 16,272	\$ 16,145	\$ 16,011	\$ 15,868

DoD - Office of the Actuary

For # of pmts	2013	HIGH 3	CSB retirements in FY13, amount necessary to deposit in sub-account to cover early retirement payments									
months	48	47	46	45	44	43	42	41	40	39	38	37
mult	0.260	0.263	0.266	0.269	0.272	0.275	0.278	0.280	0.283	0.286	0.289	0.292
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
Factor I	49.57	48.52	47.47	46.42	45.36	44.32	43.27	42.22	41.17	40.13	39.08	38.04

Years Months	19	16	16	16	16	16	16	16	16	16	16	16	16
	0	1	2	3	4	5	6	7	8	9	10	11	16
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 127,732	\$ 126,530	\$ 125,267	\$ 123,942	\$ 122,557	\$ 121,112	\$ 119,605	\$ 118,036	\$ 116,407	\$ 114,717	\$ 112,965	\$ 111,152	\$ 111,152
O-7	\$ 117,090	\$ 115,987	\$ 114,829	\$ 113,615	\$ 112,346	\$ 111,020	\$ 109,639	\$ 108,202	\$ 106,708	\$ 105,158	\$ 103,553	\$ 101,890	\$ 101,890
O-6	\$ 90,761	\$ 89,907	\$ 89,009	\$ 88,068	\$ 87,084	\$ 86,057	\$ 84,986	\$ 83,872	\$ 82,714	\$ 81,513	\$ 80,268	\$ 78,980	\$ 78,980
O-5	\$ 82,853	\$ 82,073	\$ 81,253	\$ 80,395	\$ 79,496	\$ 78,558	\$ 77,581	\$ 76,564	\$ 75,507	\$ 74,410	\$ 73,274	\$ 72,098	\$ 72,098
O-4	\$ 75,649	\$ 74,937	\$ 74,188	\$ 73,404	\$ 72,584	\$ 71,728	\$ 70,835	\$ 69,906	\$ 68,942	\$ 67,940	\$ 66,903	\$ 65,829	\$ 65,829
O-3	\$ 65,483	\$ 64,867	\$ 64,219	\$ 63,540	\$ 62,830	\$ 62,089	\$ 61,316	\$ 60,512	\$ 59,677	\$ 58,811	\$ 57,912	\$ 56,983	\$ 56,983
O-2	\$ 48,129	\$ 47,676	\$ 47,200	\$ 46,701	\$ 46,179	\$ 45,635	\$ 45,067	\$ 44,476	\$ 43,862	\$ 43,225	\$ 42,565	\$ 41,882	\$ 41,882
O-1	\$ 37,980	\$ 37,622	\$ 37,246	\$ 36,853	\$ 36,441	\$ 36,011	\$ 35,563	\$ 35,097	\$ 34,612	\$ 34,110	\$ 33,589	\$ 33,050	\$ 33,050
O-3E	\$ 67,904	\$ 67,264	\$ 66,593	\$ 65,889	\$ 65,153	\$ 64,384	\$ 63,583	\$ 62,749	\$ 61,883	\$ 60,984	\$ 60,053	\$ 59,089	\$ 59,089
O-2E	\$ 55,737	\$ 55,212	\$ 54,661	\$ 54,083	\$ 53,479	\$ 52,848	\$ 52,190	\$ 51,506	\$ 50,795	\$ 50,057	\$ 49,293	\$ 48,502	\$ 48,502
O-1E	\$ 47,159	\$ 46,715	\$ 46,249	\$ 45,760	\$ 45,249	\$ 44,715	\$ 44,158	\$ 43,579	\$ 42,978	\$ 42,354	\$ 41,707	\$ 41,038	\$ 41,038
W-4	\$ 62,694	\$ 62,104	\$ 61,484	\$ 60,834	\$ 60,154	\$ 59,445	\$ 58,705	\$ 57,935	\$ 57,136	\$ 56,306	\$ 55,446	\$ 54,556	\$ 54,556
W-3	\$ 55,756	\$ 55,231	\$ 54,680	\$ 54,102	\$ 53,497	\$ 52,866	\$ 52,208	\$ 51,524	\$ 50,813	\$ 50,075	\$ 49,310	\$ 48,518	\$ 48,518
W-2	\$ 50,944	\$ 50,464	\$ 49,960	\$ 49,432	\$ 48,880	\$ 48,303	\$ 47,702	\$ 47,077	\$ 46,427	\$ 45,753	\$ 45,054	\$ 44,331	\$ 44,331
W-1	\$ 47,745	\$ 47,296	\$ 46,823	\$ 46,329	\$ 45,811	\$ 45,270	\$ 44,707	\$ 44,121	\$ 43,512	\$ 42,880	\$ 42,225	\$ 41,547	\$ 41,547
E-9	\$ 53,992	\$ 53,484	\$ 52,950	\$ 52,390	\$ 51,805	\$ 51,194	\$ 50,557	\$ 49,894	\$ 49,205	\$ 48,491	\$ 47,750	\$ 46,984	\$ 46,984
E-8	\$ 46,448	\$ 46,011	\$ 45,552	\$ 45,070	\$ 44,567	\$ 44,041	\$ 43,493	\$ 42,923	\$ 42,330	\$ 41,715	\$ 41,078	\$ 40,419	\$ 40,419
E-7	\$ 43,220	\$ 42,814	\$ 42,386	\$ 41,938	\$ 41,469	\$ 40,980	\$ 40,470	\$ 39,940	\$ 39,388	\$ 38,816	\$ 38,224	\$ 37,610	\$ 37,610
E-6	\$ 37,411	\$ 37,059	\$ 36,689	\$ 36,301	\$ 35,896	\$ 35,472	\$ 35,031	\$ 34,571	\$ 34,094	\$ 33,599	\$ 33,086	\$ 32,555	\$ 32,555
E-5	\$ 31,846	\$ 31,546	\$ 31,231	\$ 30,901	\$ 30,556	\$ 30,195	\$ 29,820	\$ 29,429	\$ 29,023	\$ 28,601	\$ 28,164	\$ 27,712	\$ 27,712
E-4	\$ 24,978	\$ 24,743	\$ 24,496	\$ 24,237	\$ 23,966	\$ 23,683	\$ 23,388	\$ 23,082	\$ 22,763	\$ 22,433	\$ 22,090	\$ 21,735	\$ 21,735
E-3	\$ 20,941	\$ 20,744	\$ 20,537	\$ 20,320	\$ 20,093	\$ 19,856	\$ 19,609	\$ 19,352	\$ 19,084	\$ 18,807	\$ 18,520	\$ 18,223	\$ 18,223
E-2	\$ 17,666	\$ 17,499	\$ 17,324	\$ 17,141	\$ 16,950	\$ 16,750	\$ 16,541	\$ 16,325	\$ 16,099	\$ 15,865	\$ 15,623	\$ 15,372	\$ 15,372
E-1	\$ 15,760	\$ 15,611	\$ 15,456	\$ 15,292	\$ 15,121	\$ 14,943	\$ 14,757	\$ 14,563	\$ 14,362	\$ 14,154	\$ 13,938	\$ 13,714	\$ 13,714

DoD - Office of the Actuary

For # of pmts	2013	HIGH 3	CSB retirements in FY13, amount necessary to deposit in sub-account to cover early retirement payments									
	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	0.295	0.298	0.301	0.304	0.307	0.310	0.313	0.315	0.318	0.321	0.324	0.327
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
Factor1	36.99	35.95	34.91	33.87	32.83	31.79	30.75	29.72	28.68	27.64	26.61	25.57

Years Months	19	17	17	17	17	17	17	17	17	17	17	17	17
	0	1	2	3	4	5	6	7	8	9	10	11	17
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 108,572	\$ 106,647	\$ 104,661	\$ 102,614	\$ 100,505	\$ 98,334	\$ 96,101	\$ 93,807	\$ 91,451	\$ 89,032	\$ 86,552	\$ 84,009	\$ 84,009
O-7	\$ 99,526	\$ 97,761	\$ 95,941	\$ 94,064	\$ 92,131	\$ 90,141	\$ 88,094	\$ 85,991	\$ 83,831	\$ 81,614	\$ 79,340	\$ 77,010	\$ 77,010
O-6	\$ 77,147	\$ 75,779	\$ 74,368	\$ 72,913	\$ 71,414	\$ 69,872	\$ 68,286	\$ 66,655	\$ 64,981	\$ 63,263	\$ 61,500	\$ 59,693	\$ 59,693
O-5	\$ 70,425	\$ 69,176	\$ 67,888	\$ 66,560	\$ 65,192	\$ 63,784	\$ 62,336	\$ 60,847	\$ 59,319	\$ 57,750	\$ 56,141	\$ 54,492	\$ 54,492
O-4	\$ 64,301	\$ 63,161	\$ 61,985	\$ 60,773	\$ 59,523	\$ 58,238	\$ 56,915	\$ 55,557	\$ 54,161	\$ 52,729	\$ 51,260	\$ 49,754	\$ 49,754
O-3	\$ 55,660	\$ 54,674	\$ 53,656	\$ 52,606	\$ 51,525	\$ 50,412	\$ 49,267	\$ 48,091	\$ 46,883	\$ 45,643	\$ 44,372	\$ 43,068	\$ 43,068
O-2	\$ 40,910	\$ 40,185	\$ 39,436	\$ 38,665	\$ 37,870	\$ 37,052	\$ 36,211	\$ 35,346	\$ 34,458	\$ 33,547	\$ 32,613	\$ 31,655	\$ 31,655
O-1	\$ 32,283	\$ 31,710	\$ 31,120	\$ 30,511	\$ 29,884	\$ 29,238	\$ 28,575	\$ 27,892	\$ 27,192	\$ 26,473	\$ 25,735	\$ 24,979	\$ 24,979
O-3E	\$ 57,718	\$ 56,695	\$ 55,639	\$ 54,550	\$ 53,429	\$ 52,275	\$ 51,088	\$ 49,869	\$ 48,616	\$ 47,330	\$ 46,012	\$ 44,660	\$ 44,660
O-2E	\$ 47,376	\$ 46,536	\$ 45,670	\$ 44,776	\$ 43,856	\$ 42,909	\$ 41,934	\$ 40,933	\$ 39,905	\$ 38,850	\$ 37,767	\$ 36,658	\$ 36,658
O-1E	\$ 40,085	\$ 39,375	\$ 38,641	\$ 37,885	\$ 37,107	\$ 36,305	\$ 35,481	\$ 34,634	\$ 33,764	\$ 32,871	\$ 31,955	\$ 31,017	\$ 31,017
W-4	\$ 53,290	\$ 52,345	\$ 51,371	\$ 50,366	\$ 49,330	\$ 48,265	\$ 47,169	\$ 46,043	\$ 44,886	\$ 43,699	\$ 42,482	\$ 41,234	\$ 41,234
W-3	\$ 47,392	\$ 46,552	\$ 45,685	\$ 44,792	\$ 43,871	\$ 42,923	\$ 41,949	\$ 40,947	\$ 39,919	\$ 38,863	\$ 37,780	\$ 36,671	\$ 36,671
W-2	\$ 43,302	\$ 42,534	\$ 41,742	\$ 40,926	\$ 40,085	\$ 39,219	\$ 38,328	\$ 37,413	\$ 36,473	\$ 35,509	\$ 34,520	\$ 33,506	\$ 33,506
W-1	\$ 40,583	\$ 39,864	\$ 39,121	\$ 38,356	\$ 37,568	\$ 36,756	\$ 35,922	\$ 35,064	\$ 34,183	\$ 33,279	\$ 32,352	\$ 31,402	\$ 31,402
E-9	\$ 46,511	\$ 45,686	\$ 44,836	\$ 43,958	\$ 43,055	\$ 42,125	\$ 41,169	\$ 40,186	\$ 39,176	\$ 38,140	\$ 37,078	\$ 35,988	\$ 35,988
E-8	\$ 40,012	\$ 39,303	\$ 38,571	\$ 37,817	\$ 37,039	\$ 36,239	\$ 35,417	\$ 34,571	\$ 33,703	\$ 32,811	\$ 31,897	\$ 30,960	\$ 30,960
E-7	\$ 37,232	\$ 36,572	\$ 35,891	\$ 35,188	\$ 34,465	\$ 33,721	\$ 32,955	\$ 32,168	\$ 31,360	\$ 30,531	\$ 29,680	\$ 28,809	\$ 28,809
E-6	\$ 32,227	\$ 31,656	\$ 31,067	\$ 30,459	\$ 29,833	\$ 29,188	\$ 28,526	\$ 27,845	\$ 27,145	\$ 26,427	\$ 25,691	\$ 24,936	\$ 24,936
E-5	\$ 27,433	\$ 26,947	\$ 26,445	\$ 25,928	\$ 25,395	\$ 24,846	\$ 24,282	\$ 23,703	\$ 23,107	\$ 22,496	\$ 21,869	\$ 21,227	\$ 21,227
E-4	\$ 21,517	\$ 21,135	\$ 20,742	\$ 20,336	\$ 19,918	\$ 19,488	\$ 19,045	\$ 18,591	\$ 18,124	\$ 17,644	\$ 17,153	\$ 16,649	\$ 16,649
E-3	\$ 18,039	\$ 17,720	\$ 17,390	\$ 17,049	\$ 16,699	\$ 16,338	\$ 15,967	\$ 15,586	\$ 15,195	\$ 14,793	\$ 14,381	\$ 13,958	\$ 13,958
E-2	\$ 15,218	\$ 14,948	\$ 14,670	\$ 14,383	\$ 14,087	\$ 13,783	\$ 13,470	\$ 13,148	\$ 12,818	\$ 12,479	\$ 12,131	\$ 11,775	\$ 11,775
E-1	\$ 13,576	\$ 13,335	\$ 13,087	\$ 12,831	\$ 12,567	\$ 12,296	\$ 12,017	\$ 11,730	\$ 11,435	\$ 11,133	\$ 10,823	\$ 10,505	\$ 10,505

DoD - Office of the Actuary

For # of pmts	2013	HIGH 3	CSB retirements in FY13, amount necessary to deposit in sub-account to cover early retirement payments									
	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	0.330	0.333	0.336	0.339	0.342	0.345	0.348	0.350	0.353	0.356	0.359	0.362
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
Factor1	24.54	23.51	22.48	21.45	20.42	19.39	18.36	17.34	16.31	15.28	14.26	13.24

Years Months	19	18	18	18	18	18	18	18	18	18	18	18	18
	0	1	2	3	4	5	6	7	8	9	10	11	11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 85,306	\$ 82,511	\$ 79,651	\$ 76,725	\$ 73,734	\$ 70,677	\$ 67,554	\$ 64,366	\$ 61,112	\$ 57,792	\$ 54,406	\$ 50,954	\$ 50,954
O-7	\$ 80,099	\$ 77,474	\$ 74,789	\$ 72,042	\$ 69,233	\$ 66,363	\$ 63,431	\$ 60,437	\$ 57,382	\$ 54,264	\$ 51,085	\$ 47,843	\$ 47,843
O-6	\$ 61,054	\$ 59,054	\$ 57,007	\$ 54,913	\$ 52,772	\$ 50,584	\$ 48,349	\$ 46,067	\$ 43,738	\$ 41,362	\$ 38,939	\$ 36,468	\$ 36,468
O-5	\$ 54,529	\$ 52,742	\$ 50,914	\$ 49,044	\$ 47,132	\$ 45,178	\$ 43,182	\$ 41,144	\$ 39,064	\$ 36,942	\$ 34,777	\$ 32,571	\$ 32,571
O-4	\$ 48,924	\$ 47,321	\$ 45,681	\$ 44,003	\$ 42,287	\$ 40,534	\$ 38,743	\$ 36,915	\$ 35,048	\$ 33,144	\$ 31,203	\$ 29,223	\$ 29,223
O-3	\$ 41,913	\$ 40,540	\$ 39,135	\$ 37,697	\$ 36,227	\$ 34,726	\$ 33,191	\$ 31,625	\$ 30,026	\$ 28,395	\$ 26,731	\$ 25,035	\$ 25,035
O-2	\$ 30,806	\$ 29,796	\$ 28,764	\$ 27,707	\$ 26,627	\$ 25,523	\$ 24,395	\$ 23,244	\$ 22,069	\$ 20,870	\$ 19,647	\$ 18,400	\$ 18,400
O-1	\$ 24,309	\$ 23,513	\$ 22,698	\$ 21,864	\$ 21,012	\$ 20,141	\$ 19,251	\$ 18,342	\$ 17,415	\$ 16,469	\$ 15,504	\$ 14,520	\$ 14,520
O-3E	\$ 44,731	\$ 43,266	\$ 41,766	\$ 40,232	\$ 38,663	\$ 37,060	\$ 35,423	\$ 33,751	\$ 32,045	\$ 30,304	\$ 28,528	\$ 26,718	\$ 26,718
O-2E	\$ 35,675	\$ 34,506	\$ 33,310	\$ 32,086	\$ 30,835	\$ 29,557	\$ 28,251	\$ 26,918	\$ 25,557	\$ 24,169	\$ 22,753	\$ 21,309	\$ 21,309
O-1E	\$ 30,185	\$ 29,196	\$ 28,184	\$ 27,149	\$ 26,090	\$ 25,008	\$ 23,904	\$ 22,775	\$ 21,624	\$ 20,449	\$ 19,251	\$ 18,030	\$ 18,030
W-4	\$ 41,561	\$ 40,199	\$ 38,806	\$ 37,380	\$ 35,923	\$ 34,433	\$ 32,912	\$ 31,359	\$ 29,774	\$ 28,156	\$ 26,506	\$ 24,824	\$ 24,824
W-3	\$ 37,938	\$ 36,695	\$ 35,422	\$ 34,121	\$ 32,791	\$ 31,432	\$ 30,043	\$ 28,625	\$ 27,178	\$ 25,701	\$ 24,196	\$ 22,660	\$ 22,660
W-2	\$ 33,523	\$ 32,425	\$ 31,301	\$ 30,151	\$ 28,976	\$ 27,774	\$ 26,547	\$ 25,294	\$ 24,016	\$ 22,711	\$ 21,380	\$ 20,024	\$ 20,024
W-1	\$ 31,496	\$ 30,464	\$ 29,408	\$ 28,328	\$ 27,224	\$ 26,095	\$ 24,942	\$ 23,765	\$ 22,564	\$ 21,338	\$ 20,088	\$ 18,813	\$ 18,813
E-9	\$ 35,648	\$ 34,480	\$ 33,284	\$ 32,062	\$ 30,812	\$ 29,534	\$ 28,230	\$ 26,897	\$ 25,537	\$ 24,150	\$ 22,735	\$ 21,293	\$ 21,293
E-8	\$ 31,411	\$ 30,382	\$ 29,328	\$ 28,251	\$ 27,150	\$ 26,024	\$ 24,874	\$ 23,700	\$ 22,502	\$ 21,280	\$ 20,033	\$ 18,762	\$ 18,762
E-7	\$ 28,485	\$ 27,552	\$ 26,597	\$ 25,620	\$ 24,621	\$ 23,600	\$ 22,558	\$ 21,493	\$ 20,406	\$ 19,298	\$ 18,167	\$ 17,014	\$ 17,014
E-6	\$ 24,293	\$ 23,497	\$ 22,682	\$ 21,849	\$ 20,997	\$ 20,127	\$ 19,238	\$ 18,330	\$ 17,403	\$ 16,458	\$ 15,493	\$ 14,510	\$ 14,510
E-5	\$ 20,389	\$ 19,721	\$ 19,037	\$ 18,338	\$ 17,623	\$ 16,892	\$ 16,146	\$ 15,384	\$ 14,606	\$ 13,813	\$ 13,004	\$ 12,178	\$ 12,178
E-4	\$ 15,992	\$ 15,468	\$ 14,931	\$ 14,383	\$ 13,822	\$ 13,249	\$ 12,664	\$ 12,066	\$ 11,456	\$ 10,834	\$ 10,199	\$ 9,552	\$ 9,552
E-3	\$ 13,407	\$ 12,968	\$ 12,518	\$ 12,059	\$ 11,588	\$ 11,108	\$ 10,617	\$ 10,116	\$ 9,605	\$ 9,083	\$ 8,551	\$ 8,008	\$ 8,008
E-2	\$ 11,310	\$ 10,939	\$ 10,560	\$ 10,172	\$ 9,776	\$ 9,370	\$ 8,956	\$ 8,534	\$ 8,102	\$ 7,662	\$ 7,213	\$ 6,756	\$ 6,756
E-1	\$ 10,090	\$ 9,759	\$ 9,421	\$ 9,075	\$ 8,721	\$ 8,360	\$ 7,990	\$ 7,613	\$ 7,228	\$ 6,836	\$ 6,435	\$ 6,027	\$ 6,027

DoD - Office of the Actuary

For # of pmts	2013	HIGH 3	CSB retirements in FY13, amount necessary to deposit in sub-account to cover early retirement payments									
			10	9	8	7	6	5	4	3	2	1
months	228	229	230	231	232	233	234	235	236	237	238	239
mult	0.365	0.368	0.371	0.374	0.377	0.380	0.383	0.385	0.388	0.391	0.394	0.397
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
Factor1	12.21	11.19	10.17	9.15	8.13	7.11	6.09	5.08	4.06	3.04	2.03	1.01

Years Months	19 0	19 1	19 2	19 3	19 4	19 5	19 6	19 7	19 8	19 9	19 10	19 11
O-10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
O-8	\$ 48,228	\$ 44,583	\$ 40,870	\$ 37,089	\$ 33,240	\$ 29,324	\$ 25,339	\$ 21,287	\$ 17,166	\$ 12,977	\$ 8,720	\$ 4,394
O-7	\$ 45,284	\$ 41,861	\$ 38,375	\$ 34,825	\$ 31,211	\$ 27,534	\$ 23,793	\$ 19,987	\$ 16,118	\$ 12,185	\$ 8,188	\$ 4,126
O-6	\$ 34,517	\$ 31,908	\$ 29,251	\$ 26,545	\$ 23,790	\$ 20,987	\$ 18,136	\$ 15,235	\$ 12,286	\$ 9,288	\$ 6,241	\$ 3,145
O-5	\$ 30,828	\$ 28,498	\$ 26,125	\$ 23,708	\$ 21,248	\$ 18,744	\$ 16,197	\$ 13,607	\$ 10,973	\$ 8,295	\$ 5,574	\$ 2,809
O-4	\$ 27,659	\$ 25,569	\$ 23,439	\$ 21,271	\$ 19,064	\$ 16,818	\$ 14,532	\$ 12,208	\$ 9,845	\$ 7,443	\$ 5,001	\$ 2,520
O-3	\$ 23,696	\$ 21,905	\$ 20,080	\$ 18,223	\$ 16,332	\$ 14,408	\$ 12,450	\$ 10,459	\$ 8,434	\$ 6,376	\$ 4,284	\$ 2,159
O-2	\$ 17,416	\$ 16,100	\$ 14,759	\$ 13,394	\$ 12,004	\$ 10,589	\$ 9,151	\$ 7,687	\$ 6,199	\$ 4,686	\$ 3,149	\$ 1,587
O-1	\$ 13,743	\$ 12,705	\$ 11,647	\$ 10,569	\$ 9,472	\$ 8,356	\$ 7,221	\$ 6,066	\$ 4,892	\$ 3,698	\$ 2,485	\$ 1,252
O-3E	\$ 25,289	\$ 23,377	\$ 21,430	\$ 19,448	\$ 17,430	\$ 15,376	\$ 13,287	\$ 11,162	\$ 9,001	\$ 6,805	\$ 4,572	\$ 2,304
O-2E	\$ 20,169	\$ 18,645	\$ 17,092	\$ 15,511	\$ 13,901	\$ 12,263	\$ 10,597	\$ 8,902	\$ 7,179	\$ 5,427	\$ 3,647	\$ 1,838
O-1E	\$ 17,065	\$ 15,775	\$ 14,461	\$ 13,124	\$ 11,762	\$ 10,376	\$ 8,966	\$ 7,532	\$ 6,074	\$ 4,592	\$ 3,085	\$ 1,555
W-4	\$ 23,497	\$ 21,721	\$ 19,912	\$ 18,070	\$ 16,195	\$ 14,286	\$ 12,345	\$ 10,371	\$ 8,363	\$ 6,322	\$ 4,248	\$ 2,141
W-3	\$ 21,448	\$ 19,827	\$ 18,176	\$ 16,494	\$ 14,783	\$ 13,041	\$ 11,269	\$ 9,467	\$ 7,634	\$ 5,771	\$ 3,878	\$ 1,954
W-2	\$ 18,952	\$ 17,520	\$ 16,061	\$ 14,575	\$ 13,063	\$ 11,524	\$ 9,958	\$ 8,365	\$ 6,746	\$ 5,100	\$ 3,427	\$ 1,727
W-1	\$ 17,807	\$ 16,461	\$ 15,090	\$ 13,694	\$ 12,273	\$ 10,827	\$ 9,356	\$ 7,859	\$ 6,338	\$ 4,791	\$ 3,220	\$ 1,622
E-9	\$ 20,051	\$ 18,535	\$ 16,991	\$ 15,420	\$ 13,820	\$ 12,191	\$ 10,535	\$ 8,850	\$ 7,137	\$ 5,395	\$ 3,625	\$ 1,827
E-8	\$ 17,667	\$ 16,332	\$ 14,972	\$ 13,587	\$ 12,177	\$ 10,742	\$ 9,283	\$ 7,798	\$ 6,288	\$ 4,754	\$ 3,194	\$ 1,610
E-7	\$ 16,022	\$ 14,811	\$ 13,577	\$ 12,321	\$ 11,043	\$ 9,742	\$ 8,418	\$ 7,072	\$ 5,703	\$ 4,311	\$ 2,897	\$ 1,460
E-6	\$ 13,664	\$ 12,631	\$ 11,579	\$ 10,508	\$ 9,418	\$ 8,308	\$ 7,179	\$ 6,031	\$ 4,863	\$ 3,677	\$ 2,471	\$ 1,245
E-5	\$ 11,468	\$ 10,601	\$ 9,718	\$ 8,819	\$ 7,904	\$ 6,973	\$ 6,025	\$ 5,062	\$ 4,082	\$ 3,086	\$ 2,073	\$ 1,045
E-4	\$ 8,995	\$ 8,315	\$ 7,622	\$ 6,917	\$ 6,199	\$ 5,469	\$ 4,726	\$ 3,970	\$ 3,202	\$ 2,420	\$ 1,626	\$ 820
E-3	\$ 7,541	\$ 6,971	\$ 6,391	\$ 5,799	\$ 5,198	\$ 4,585	\$ 3,962	\$ 3,328	\$ 2,684	\$ 2,029	\$ 1,363	\$ 687
E-2	\$ 6,362	\$ 5,881	\$ 5,391	\$ 4,892	\$ 4,385	\$ 3,868	\$ 3,342	\$ 2,808	\$ 2,264	\$ 1,712	\$ 1,150	\$ 580
E-1	\$ 5,675	\$ 5,246	\$ 4,809	\$ 4,364	\$ 3,912	\$ 3,451	\$ 2,982	\$ 2,505	\$ 2,020	\$ 1,527	\$ 1,026	\$ 517