

Years of Service	BS	*State	BS+ 8	*State	BS + 16	*State	*District	BS + 24	*State	*District	MS/BS 32	*State	*District	MS + 8	*State	*District	MS + 16	*State	*District	MS + 24	*State	*District	MS + 32	*State	*District	
1	38,000	5,400	38,000	5,071	38,000	4,742		38,000	4,413		38,000	3,646		38,000	3,317		38,000	2,933		38,000	2,494		38,000	2,001		
2	38,000	4,918	38,000	4,584	38,000	4,250		38,000	3,916		38,000	3,138		38,000	2,804		38,000	2,414		38,000	1,467		38,358		800	
3	38,000	4,429	38,000	4,089	38,000	3,750		38,000	3,411		38,000	2,622		38,000	2,283		38,000	1,887		38,418		800	38,926		800	
4	38,000	3,932	38,000	3,587	38,000	3,243		38,000	2,900		38,000	2,098		38,127		800	38,528		800	38,987		800	39,502		800	
5	38,000	3,428	38,000	3,078	38,000	2,729		38,000	2,380		38,342		800	38,691		800	39,098		800	39,564		800	40,087		800	
6	38,000	2,917	38,000	2,561	38,000	2,207		38,084		800	38,910		800	39,264		800	39,677		800	40,150		800	40,680		800	
7	38,000	2,399	38,000	2,037	38,289		800	38,648		800	39,486		800	39,845		800	40,264		800	40,744		800	41,282		800	
8	38,000	2,399	38,491		800	38,855		800	39,220		800	40,070		800	40,435		800	40,860		800	41,347		800	41,893		800
9	38,000	2,399	39,060		800	39,430		800	39,800		800	40,663		800	41,033		800	41,465		800	41,959		800	42,513		800
10	38,000	2,399	39,060		800	40,014		800	40,389		800	41,265		800	41,640		800	42,079		800	42,580		800	43,142		800
11	38,000	2,399	39,060		800	40,606		800	40,987		800	41,876		800	42,257		800	42,701		800	43,210		800	43,781		800
12	38,000	2,399	39,060		800	41,207		800	41,594		800	42,495		800	42,882		800	43,333		800	43,849		800	44,429		800
13	38,000	2,399	39,060		800	41,207		800	42,209		800	43,124		800	43,517		800	43,975		800	44,498		800	45,086		800
14	38,000	2,399	39,060		800	41,207		800	42,834		800	43,763		800	44,161		800	44,626		800	45,157		800	45,754		800
15	38,000	2,399	39,060		800	41,207		800	43,468		800	44,410		800	44,814		800	45,286		800	45,825		800	46,431		800
16	38,000	2,399	39,060		800	41,207		800	44,111		800	45,067		800	45,478		800	45,956		800	46,503		800	47,118		800
17	38,000	2,399	39,060		800	41,207		800	44,764		800	45,734		800	46,151		800	46,636		800	47,192		800	47,815		800
18	38,000	2,399	39,060		800	41,207		800	44,764		800	46,411		800	46,834		800	47,327		800	47,890		800	48,523		800
19	38,000	2,399	39,060		800	41,207		800	44,764		800	47,098		800	47,527		800	48,027		800	48,599		800	49,241		800
20	38,000	2,399	39,060		800	41,207		800	44,764		800	47,795		800	48,230		800	48,738		800	49,318		800	49,970		800
21	38,000	2,399	39,060		800	41,207		800	44,764		800	48,503		800	48,944		800	49,459		800	50,048		800	50,710		800
22	38,000	2,399	39,060		800	41,207		800	44,764		800	49,220		800	49,668		800	50,191		800	50,789		800	51,460		800
23	38,000	2,399	39,060		800	41,207		800	44,764		800	49,949		800	50,403		800	50,934		800	51,541		800	52,222		800
24	38,000	2,399	39,060		800	41,207		800	44,764		800	50,688		800	51,149		800	51,688		800	52,303		800	52,995		800
25	38,000	2,399	39,060		800	41,207		800	44,764		800	51,438		800	51,906		800	52,453		800	53,077		800	53,779		800
26	38,000	2,399	39,060		800	41,207		800	44,764		800	52,200		800	52,675		800	53,229		800	53,863		800	54,575		800
27	38,000	2,399	39,060		800	41,207		800	44,764		800	52,972		800	53,454		800	54,017		800	54,660		800	55,382		800
28	38,000	2,399	39,060		800	41,207		800	44,764		800	52,972		800	54,245		800	54,816		800	55,469		800	56,202		800
29	38,000	2,399	39,060		800	41,207		800	44,764		800	52,972		800	55,048		800	55,628		800	56,290		800	57,034		800
30	38,000	2,399	39,060		800	41,207		800	44,764		800	52,972		800	55,863		800	56,451		800	57,123		800	57,878		800
31	38,000	2,399	39,060		800	41,207		800	44,764		800	52,972		800	55,863		800	57,286		800	57,969		800	58,735		800
32	38,000	2,399	39,060		800	41,207		800	44,764		800	52,972		800	55,863		800	58,134		800	58,826		800	59,604		800