

Years of Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90 or Ph.D
0	Base	40,760	41,861	43,001	44,145	47,813	48,868	52,536	54,901
	Attract/Retain	2,038	2,093	2,150	2,207	2,391	2,443	2,627	2,745
	PLC	725	744	764	785	850	869	934	976
	Orientation	226	233	239	245	266	271	292	305
	2 LID	453	465	478	490	531	543	584	610
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>44,502</b>	<b>45,696</b>	<b>46,933</b>	<b>48,172</b>	<b>52,150</b>	<b>53,294</b>	<b>57,272</b>	<b>59,837</b>
1	Base	41,309	42,425	43,580	44,773	48,480	49,411	53,117	55,466
	Attract/Retain	2,065	2,121	2,179	2,239	2,424	2,471	2,656	2,773
	PLC	734	754	775	796	862	878	944	986
	Orientation	229	236	242	249	269	275	295	308
	2 LID	459	471	484	497	539	549	590	616
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>45,097</b>	<b>46,307</b>	<b>47,560</b>	<b>48,854</b>	<b>52,873</b>	<b>53,883</b>	<b>57,903</b>	<b>60,450</b>
2	Base	41,831	42,958	44,126	45,411	49,107	49,958	53,653	56,028
	Attract/Retain	2,092	2,148	2,206	2,271	2,455	2,498	2,683	2,801
	PLC	744	764	784	807	873	888	954	996
	Orientation	232	239	245	252	273	278	298	311
	2 LID	465	477	490	505	546	555	596	623
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>45,664</b>	<b>46,886</b>	<b>48,152</b>	<b>49,546</b>	<b>53,554</b>	<b>54,477</b>	<b>58,484</b>	<b>61,059</b>
3	Base	42,370	43,508	44,688	46,014	49,703	50,476	54,162	56,595
	Attract/Retain	2,119	2,175	2,234	2,301	2,485	2,524	2,708	2,830
	PLC	753	773	794	818	884	897	963	1,006
	Orientation	235	242	248	256	276	280	301	314
	2 LID	471	483	497	511	552	561	602	629
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>46,248</b>	<b>47,482</b>	<b>48,761</b>	<b>50,200</b>	<b>54,200</b>	<b>55,039</b>	<b>59,036</b>	<b>61,674</b>
4	Base	42,898	44,086	45,273	46,645	50,356	51,020	54,730	57,181
	Attract/Retain	2,145	2,204	2,264	2,332	2,518	2,551	2,737	2,859
	PLC	763	784	805	829	895	907	973	1,017
	Orientation	238	245	252	259	280	283	304	318
	2 LID	477	490	503	518	560	567	608	635
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>46,821</b>	<b>48,109</b>	<b>49,396</b>	<b>50,884</b>	<b>54,908</b>	<b>55,628</b>	<b>59,652</b>	<b>62,309</b>
5	Base	44,836	45,336	45,836	47,285	50,981	51,572	55,270	57,768
	Attract/Retain	2,242	2,267	2,292	2,364	2,549	2,579	2,764	2,888
	PLC	797	806	815	841	906	917	983	1,027
	Orientation	249	252	255	263	283	287	307	321
	2 LID	498	504	509	525	566	573	614	642
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>48,922</b>	<b>49,465</b>	<b>50,007</b>	<b>51,578</b>	<b>55,586</b>	<b>56,227</b>	<b>60,237</b>	<b>62,947</b>

6	Base	45,399	45,906	46,412	47,933	51,612	52,138	55,818	58,328
	Attract/Retain	2,270	2,295	2,321	2,397	2,581	2,607	2,791	2,916
	PLC	807	816	825	852	918	927	992	1,037
	Orientation	252	255	258	266	287	290	310	324
	2 LID	504	510	516	533	573	579	620	648
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>49,533</b>	<b>50,082</b>	<b>50,631</b>	<b>52,280</b>	<b>56,270</b>	<b>56,841</b>	<b>60,831</b>	<b>63,553</b>
7	Base	46,396	46,914	47,431	49,035	52,768	53,199	56,931	59,513
	Attract/Retain	2,320	2,346	2,372	2,452	2,638	2,660	2,847	2,976
	PLC	825	834	843	872	938	946	1,012	1,058
	Orientation	258	261	264	272	293	296	316	331
	2 LID	516	521	527	545	586	591	633	661
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>50,614</b>	<b>51,175</b>	<b>51,736</b>	<b>53,475</b>	<b>57,524</b>	<b>57,991</b>	<b>62,038</b>	<b>64,838</b>
8	Base	47,900	48,434	48,968	50,705	54,488	54,867	58,652	61,327
	Attract/Retain	2,395	2,422	2,448	2,535	2,724	2,743	2,933	3,066
	PLC	852	861	871	901	969	975	1,043	1,090
	Orientation	266	269	272	282	303	305	326	341
	2 LID	532	538	544	563	605	610	652	681
	Prof Fund	300	300	300	300	300	300	300	300
	<b>Total</b>	<b>52,244</b>	<b>52,824</b>	<b>53,403</b>	<b>55,286</b>	<b>59,390</b>	<b>59,800</b>	<b>63,905</b>	<b>66,805</b>
9	State Base		50,041	50,593	52,392	56,264	56,553	60,428	63,195
	Attract/Retain		2,502	2,530	2,620	2,813	2,828	3,021	3,160
	PLC		890	899	931	1,000	1,005	1,074	1,123
	Orientation		278	281	291	313	314	336	351
	2 LID		556	562	582	625	628	671	702
	Prof Fund		300	300	300	300	300	300	300
	<b>Total</b>		<b>54,567</b>	<b>55,166</b>	<b>57,116</b>	<b>61,315</b>	<b>61,629</b>	<b>65,831</b>	<b>68,831</b>
10	Base			52,237	54,166	58,090	58,329	62,254	65,112
	Attract/Retain			2,612	2,708	2,904	2,916	3,113	3,256
	PLC			929	963	1,033	1,037	1,107	1,158
	Orientation			290	301	323	324	346	362
	2 LID			580	602	645	648	692	723
	Prof Fund			300	300	300	300	300	300
	<b>Total</b>			<b>56,948</b>	<b>59,040</b>	<b>63,295</b>	<b>63,555</b>	<b>67,811</b>	<b>70,910</b>
11	State Base				55,992	60,002	60,155	64,166	67,080
	Attract/Retain				2,800	3,000	3,008	3,208	3,354
	PLC				995	1,067	1,069	1,141	1,193
	Orientation				311	333	334	356	373
	2 LID				622	667	668	713	745
	Prof Fund				300	300	300	300	300
	<b>Total</b>				<b>61,021</b>	<b>65,368</b>	<b>65,535</b>	<b>69,884</b>	<b>73,045</b>

	Base	57,760	61,965	62,053	66,127	69,132
	Attract/Retain	2,888	3,098	3,103	3,306	3,457
	PLC	1,027	1,102	1,103	1,176	1,229
12	Orientation	321	344	345	367	384
	2 LID	642	688	689	735	768
	Prof Fund	300	300	300	300	300
	<b>Total</b>	<b>62,938</b>	<b>67,497</b>	<b>67,593</b>	<b>72,011</b>	<b>75,270</b>
	Base	63,975	64,018	68,138	71,231	
	Attract/Retain	3,199	3,201	3,407	3,562	
	PLC	1,137	1,138	1,211	1,266	
13	Orientation	355	356	379	396	
	2 LID	711	711	757	791	
	Prof Fund	300	300	300	300	
	<b>Total</b>	<b>69,678</b>	<b>69,724</b>	<b>74,192</b>	<b>77,546</b>	
	Base	65,996	66,040	70,291	73,411	
	Attract/Retain	3,300	3,302	3,515	3,671	
	PLC	1,173	1,174	1,250	1,305	
14	Orientation	367	367	391	408	
	2 LID	733	734	781	816	
	Prof Fund	300	300	300	300	
	<b>Total</b>	<b>71,869</b>	<b>71,917</b>	<b>76,527</b>	<b>79,910</b>	
	Base	67,713	67,757	72,118	75,320	
	Attract/Retain	3,386	3,388	3,606	3,766	
	PLC	1,204	1,205	1,282	1,339	
15	Orientation	376	376	401	418	
	2 LID	752	753	801	837	
	Prof Fund	300	300	300	300	
	<b>Total</b>	<b>73,731</b>	<b>73,778</b>	<b>78,508</b>	<b>81,980</b>	
	Base	69,067	69,111	73,560	76,825	
	Attract/Retain	4,835	5,529	6,620	7,683	
	PLC	1,228	1,229	1,308	1,366	
16+	Orientation	384	384	409	427	
	2 LID	767	768	817	854	
	Prof Fund	300	300	300	300	
	<b>Total</b>	<b>76,580</b>	<b>77,321</b>	<b>83,015</b>	<b>87,454</b>	