



**FDA GUIDE TO
PENSION
TAX RELIEF
ANNUAL AND LIFETIME ALLOWANCE**

SEPTEMBER 2021

This briefing provides an update to our guide to pension tax relief issued in 2015 for members of the Principal Civil Service Pension Scheme (the PCSPS), and our February 2016 and May 2019 updates - all are still available on the FDA website.

In this briefing, we update the heat charts from our 2019 guide to allow for the tapering of Annual Allowance. We also provide more details on what you can do if you think you may be affected by any of the pension tax relief limits described in this briefing.

If members would like further advice in this area they should contact an Independent Financial Adviser (IFA) who is legally able to advise on these matters.

Through FDA Portfolio members can access the services of Lighthouse Financial Advisers. Find out more at [www.fda.org.uk/
FDAPortfolio](http://www.fda.org.uk/FDAPortfolio)

Lighthouse offers FDA members a free initial consultation, but should this lead to more detailed advice FDA members will benefit from a special reduced rate.

McCloud remedy - Age Discrimination

In 2015, new laws introduced the alpha scheme. These laws included protections which meant that some members of the legacy classic and premium schemes didn't join alpha straight away or at all, depending on their age. Following a legal challenge, the courts determined that protections given to some members were age discriminatory.

In February 2021, a response to the consultation on the government's proposed remedy to the age discrimination was published. The government confirmed that the legacy schemes will close on 31 March 2022. From 1 April 2022, all members in service will build-up benefits as members of the alpha scheme. Benefits built up in the legacy schemes will be protected, including final salary positions.

The finer details of the tax treatment of the McCloud remedy are not yet fully known and are not covered in this briefing.

Further details on the McCloud remedy can be found on the FDA website.

Pension tax relief: a recap

The Government gives tax relief on contributions to pension schemes and allows up to 25% of the benefits to be taken tax-free at retirement. Since 2006, there have been limits on the amount that can be contributed each year, and the total benefits an individual may build up over their career. Beyond these limits, tax charges apply.

Broadly, these limits are as follows:

Annual Allowance ("AA")

This is the maximum amount of pension benefit which can be earned each year and benefit from full tax relief.

For the 2021/22 tax year, the limit for those earning broadly less than £240,000 a year is **£40,000**. The tapered Annual Allowance for higher earners is as follows:

ADJUSTED INCOME	ANNUAL ALLOWANCE
£240,000 or below	£40,000
£250,000	£35,000
£260,000	£30,000
£270,000	£25,000
£280,000	£20,000
£290,000	£15,000
£300,000	£10,000
More than £312,000	£4,000

More information on tapered Annual Allowance is provided below.

Lifetime Allowance ("LTA")

This is the maximum amount of pension benefits which can be earned **over a career** and benefit from full tax relief.

For the 2021/22 tax year, the LTA is £1,073,100. Between 2018 and 2020, the LTA increased each April in line with the Consumer Prices Index (CPI). However, in the 2021 Budget, the government confirmed that the LTA will be frozen at the current level until April 2026.

Annual Allowance (“AA”)

What is the limit?

For the 2021/22 tax year, the limit for those earning broadly less than £240,000 a year is £40,000.

For those with an annual income over £240,000 (including the value of pension savings), a lower **tapered AA** limit may apply. However, the way ‘income’ is calculated means that anyone earning an annual income under £240,000 can also be affected. There are two important new definitions outlined below, however these income definitions can be complicated and more information is provided at the following link: www.gov.uk/guidance/pension-schemes-work-out-your-tapered-annual-allowance

	DEFINITION	LIMIT
Threshold income	Broadly your taxable income (including rental income, for example) less your pension contributions. <i>For example, a member of Classic with a taxable income of £210,000, would have a threshold income of £193,095 after deduction of 8.05% pension contribution, and therefore tapered AA would not apply.</i>	£200,000
Adjusted income	Broadly threshold income plus pension savings (i.e. your taxable income plus the value of your employer’s contributions to your pension)	£240,000

The sting in the tail is that **adjusted income** is not just what you are paid, it also includes the ‘value’ of the pension benefits you built up during the year. This means there is the potential for the reduction in Annual Allowance to apply to people earning much less than £240,000 a year, if the value of the pension benefits they earned is large.

The taper reduces the AA limit by £1 for every £2 of **adjusted income** received over £240,000, until a minimum AA limit of £4,000 is reached. This means that the AA for higher earners with threshold income higher than £200,000 is as follows:

ADJUSTED INCOME	ANNUAL ALLOWANCE
£240,000	£40,000
£250,000	£35,000
£260,000	£30,000
£270,000	£25,000
£280,000	£20,000
£290,000	£15,000
£300,000	£10,000
More than £312,000	£4,000

It is also important not to forget the **Money Purchase Annual Allowance (MPAA)**. If you flexibly access any defined contribution pension from another scheme, then you will trigger the MPAA, which reduces the maximum pension benefit which can be earned each year (and benefit from full tax relief) to £4,000.

More information can be found at www.moneyadviceservice.org.uk/en/articles/money-purchase-annual-allowance

How is it calculated?

It is important to note that the Annual Allowance applies across all of the schemes you belong to, it is not a 'per scheme' limit and includes all of the contributions that you or your employer pay or anyone else who pays on your behalf. This includes Defined Contribution (DC) schemes and Defined Benefit (DB) schemes.

For DB pension schemes such as **Classic, Classic Plus, Premium, Nuvos** and **Alpha**, HMRC uses conversion factors to calculate the 'value' of the benefits earned and tests this value against the above limits. These conversion factors are as follows:

Each £1pa pension earned in a year is assumed to be worth £16. Any additional cash sums earned on top are valued on a £1-for-£1 basis.

The pension earned over the year is calculated as the total pension earned at the END of the period (called the "Pension Input Period" or "PIP") minus the total pension at the START of the PIP adjusted for inflation. Since 2016, PIPs run in line with the tax year. Therefore, each PIP will start on 6 April and end on 5 April in the following year.

If you (and/or your employer) have paid any contributions to a DC scheme (such as an AVC scheme or into **partnership**), these are also added.

Example: Member continuing to build up benefits in classic receives a promotion and a pay-rise from £72,000 to £88,000 after 16 years of service with CPI at 1.02%.

Step 1: Calculate the value at the START of the PIP and "inflation proof":

Pension = $(£72,000 \times 15/80) = £13,500$ pa
Lump sum = $(3 \times £72,000 \times 15/80) = £40,500$
"Inflation proof" pension = $£13,500 \times 1.02 = £13,770$ pa
"Inflation proof" lump sum = $£40,500 \times 1.02 = £41,310$

Step 2: Calculate the value at the END of the PIP:

Pension = $£88,000 \times 16/80 = £17,600$ pa
Lump sum = $3 \times £88,000 \times 16/80 = £52,800$

Step 3: Calculate the increase in value over the PIP:

Pension = $(£17,600 - £13,770) \times 16 = £61,280$
Lump sum = $(£52,800 - £41,310) = £11,490$
Total change = $£61,280 + £11,490 = £72,770$

Step 4: Calculate employer share of this total increase in value:

Member contributions in the year = $7.35\% \times £72,000 = £5,292$
Employer share of increase in value of pension = $£72,770 - £5,292 = £67,478$

Step 5: Calculate threshold income, adjusted income, and Annual Allowance:

Threshold Income = $£72,000 - £5,292 = £66,708$. This is less than £200,000 so tapered Annual Allowance does not apply.

Adjusted Income = $£72,000 + £67,478 = £139,478$.

Annual Allowance: £40,000

Step 6: Test against the Annual Allowance:

Annual Allowance exceeded by: $£72,770 - £40,000 = £32,770$

Step 7: Calculate any tax charge payable:

Unless the member has any unused allowances from the previous 3 years, he or she will incur a tax charge of: $£32,770 \times 40\% = £13,108$

Note: This assumes the member's marginal tax rate is 40%. The marginal rate of tax is the rate paid on the next pound earned. More information on marginal tax rates can be found here:

www.gov.uk/income-tax-rates

More examples were provided in our 2015 guide.

Am I likely to be affected?

An increase in pension of more than £2,500 pa over a year is guaranteed to breach the AA limit. This means an Alpha member would be affected if they earned over £108,000. However, it is not just the very high earners who will be affected. You could also be affected if:

- You have long service;
- You have recently been promoted or received a large pay rise;
- You are paying AVCs, EPAs, or buying added pension;
- You have transferred-in service from another scheme, or have linked a previous period of employment from the Civil Service; or
- You are retiring on ill-health with an enhancement to service.

Heat charts at the end of this briefing will help you check if you are likely to be affected.

What can I do if I think I might be affected?

Check it...

A Pension Savings Statement will be sent to you by MyCSP if you meet one or more of the following criteria:

- You breached your AA limit in the previous tax year;
- You earn over £100,000; or
- You request a Pension Savings Statement.

If you have benefits in **Alpha** and one of the other sections of the PCSPS, you will receive two statements.

Even if you have breached the AA limit, you may be able to use unused allowances from the previous 3 years to keep you within the limit. If you haven't received these, you should ask for a copy of your Pension Savings Statements for the previous 3 years.

HMRC's calculator will show you if this could help:

www.tax.service.gov.uk/pension-annual-allowance-calculator

Declare it...

If you breach the AA limit, it is your responsibility to tell HMRC via your Self Assessment, regardless of how you intend to pay it (see below).

If you are registering for Self Assessment for the first time, you can find further guidance here:

www.gov.uk/register-for-self-assessment/not-self-employed

Pay it...

If you have a tax charge, you can pay it directly to HMRC. Alternatively, you can ask your pension scheme to pay the charge on your behalf in exchange for a reduction in your benefits - a facility called Scheme Pays..

There are two types of Scheme Pays: **Mandatory and Voluntary**.

You can use **Mandatory 'Scheme Pays'** if all three of the following apply to you:

- your tax charge is over £2,000; and
- your tax charge has resulted from an increase in benefits from a single civil service pension scheme; and
- your Scheme Pays deduction is applied to the benefits within that scheme.

If you don't meet the above criteria, but you still wish to pay your tax charge by Scheme Pays, you can do this using **Voluntary 'Scheme Pays'**.

If you want to use Mandatory or Voluntary Scheme Pays, you need to notify HMRC via your Self Assessment. The timetable for applying and paying your tax charge arising from the 2020/21 tax year via Scheme Pays is as follows:.

ACTION	DEADLINE
If you have breached the AA, you will receive a Pension Savings Statement(s)	By 6 October 2021 (but most expected by 31 August 2021)
Request a Scheme Pays quote (see link for the form below)	By 19 November 2021
Scheme Pays quote sent to you	By 10 December 2021
Return the Scheme Pays form	By 24 December 2021
Notify HMRC of a tax charge and your intention to pay it via Scheme Pays	By 31 January 2022
The pension scheme pays the tax charge by Voluntary Scheme Pays	By 31 January 2022
The pension scheme pays the tax charge by Mandatory Scheme Pays	By 14 February 2023

To request a Scheme Pays quote use this form.

<https://www.civilservicepensionscheme.org.uk/media/682164/scheme-pays-quote-request-june-2021.pdf>

Please note the deadline for members to notify HMRC if they intend to use Scheme Pays in respect of the 2019/20 tax year has now passed.

Reduce it...?

If you are an existing member of **classic, classic plus, nuvos, premium** or alpha, you can switch from your current scheme to **partnership**. Joining **partnership** will mean that you are still eligible for a death-in-service lump sum benefit of 3 x your pensionable salary, but the likelihood of breaching the AA limit each year is significantly reduced.

Previously, if you wished to switch from one of the other civil service pension schemes to Partnership, or vice-versa, you were only able to switch every six months and had to give 3 months' notice. From April 2018, the number of switching dates has increased and the notice period reduced to 2 months. It is important to note, however, that after switching, you will not be able to switch again for another 12 calendar months.

Finally, if you think you will repeatedly breach the AA limit, you may be considering opting out of the civil service pension scheme you are in. **Before doing so, we strongly recommend that you seek independent financial advice, and you should be aware of the valuable life cover that you would be giving up if you do.**

Lifetime Allowance ("LTA")

How is it calculated?

Each £1pa pension is assumed to be worth £20. Any additional cash sums earned on top are valued on a £1-for-£1 basis. If you (and/or your employer) have paid any contributions to a defined contribution scheme (such as an AVC scheme or into **partnership**), the amount accumulated at retirement is also added.

Example: Member retires on 30 April 2021 after 40 years' service in classic scheme

Step 1: Calculate the benefit at retirement

Pension = £88,000 x 40/80* = £44,000 pa

Lump sum = 3 x £88,000 x 40/80 = £132,000

Step 2: Calculate the HMRC value of the benefit at retirement

Pension = £44,000 x 20 = £880,000

Lump sum = £132,000

Total Value = £1,012,000

Step 3: Test against the Lifetime Allowance limit:

The LTA limit on 30 April 2021 was £1,073,100, so the member does not exceed this limit.

Am I likely to be affected?

The LTA limit for the 2021/22 tax year was £1,073,100. Between 2018 and 2020, the LTA increased each April in line with the Consumer Prices Index (CPI). However, in the 2021 Budget, the government confirmed that the LTA will be frozen at the current level until April 2026. Members whose benefits exceed the amounts below, may therefore incur a LTA charge:

	2021/22 TAX YEAR
Lifetime Allowance	£1,073,100
Premium, Nuvos, Alpha	£53,655 pa
Classic	£46,656 pa plus automatic lump sum
Classic Plus	Between £46,656 pa plus automatic lump sum, and £53,655 pa

There are examples and heat charts at the end of this briefing to help you check if you are likely to be affected.

What should I do if I think I might be affected?

Check it...

To enable you to consider your position regarding your LTA and to seek further advice, all members whose Civil Service Pension benefits (excluding any contributions made to the Civil Service Additional Voluntary Contributions scheme) exceeded 90% of the LTA as at 31 March 2020 should have been written to by Civil Service Pensions by 31 March 2021.

Civil Service and non-departmental public body (NDPB) employers were previously obliged to make one-to-one pension tax sessions available for any employee who received an LTA letter. Following the pandemic, employers now have the discretion to fund and arrange these sessions for groups of employees affected. Therefore you should ask your employer to provide these tax advice sessions free of charge. If declined, you can still access the services of Lighthouse, the FDA's partner Independent Financial Adviser referred to earlier, as part of one of the benefits of FDA membership.

Declare it...

Even though your scheme will collect and pay the tax, if you breach the LTA, it is your responsibility to tell HMRC. You do this via Self Assessment.

Reduce it...

These are some considerations for potentially removing or reducing your LTA charge as follows.

If you retire early with actuarially reduced benefits, the value of your benefits is calculated based on your reduced benefits. This could reduce your LTA charge.

If the value of your pension savings at 5 April 2016 were higher than £1 million, you may be able to protect your LTA limit up to a maximum of £1.25 million using **Individual Protection 2016** or **Fixed Protection 2016**. More details on these protections, including how to apply, can be found at www.gov.uk/guidance/pension-schemes-protect-your-lifetime-allowance

If your health is in decline and you are considering an Ill Health Retirement application, there may be significant tax implications if successful where the Scheme Medical Adviser does not exempt your tax liability due to critical illness criteria.

If you are getting close to your LTA limit, you could consider opting out of the civil service pension scheme you are in, by potentially joining **partnership** where you can easily track the value of your benefits in this scheme.

We strongly recommend that you seek independent financial advice before considering any of the above actions.

Disclaimer

This guide is intended to provide information about procedures, criteria and practices in relation to civil service pension schemes and by analogy schemes. There are several schemes with different rules that may be subject to change. As a result, you should not rely solely on the content of this guide when making decisions relating to Your pension. The FDA strongly recommends that you should seek financial advice before making any significant decision in relation to your pension. The FDA is not legally authorised to provide such financial advice and nothing in this guide is intended to amount to financial advice.

Whilst every care has been taken in preparing the information published in this guide, the FDA does not guarantee the precision or currency of the content. The FDA cannot be held responsible for any errors or omissions and accepts no liability whatsoever for any loss or damage howsoever arising.

Heat charts: Annual Allowance

If you have only ever been a member of Nuvos or Alpha, you are only likely to breach the Annual Allowance ("AA") limit if you earn over £108,000 (or have bought Added pension, an EPA or buy-out the actuarial reduction on redundancy).

The situation is more complicated for anyone who has service in Classic, Classic Plus, or Premium. Generally speaking, the more service you have and the larger your salary, the more likely you are to exceed the AA.

The heat charts below will give you an indication as to whether or not you might breach the AA limit by giving an illustration of the PIP increase, depending on what scheme you were in and what scheme you move to, using the following key:

- RED** You will breach the AA limit with a pay-rise of 0% above CPI.
- AMBER** You will breach the AA limit with a pay-rise of between 0% and 5% above CPI
- GREEN** A pay-rise of over 5% above CPI would be needed to breach the AA limit

Assumptions:

The figures in the heat charts show the increase in value of the pension (and lump sum where appropriate) over the year, assuming a pay rise in line with CPI.

Threshold income has been calculated using salary (less pension contributions), and ignores any other taxable income you may have, such as rental income.

Classic

Service (years)	15	20	25	30	35	40
Salary						
30,000	7,268	7,268	7,268	7,268	7,267	7,268
40,000	9,690	9,690	9,690	9,690	9,690	9,690
50,000	12,113	12,113	12,113	12,113	12,113	12,113
60,000	14,535	14,535	14,535	14,535	14,535	14,535
70,000	16,958	16,958	16,958	16,958	16,957	16,958
80,000	19,380	19,380	19,380	19,380	19,380	19,380
90,000	21,803	21,803	21,803	21,803	21,802	21,803
100,000	24,225	24,225	24,225	24,225	24,225	24,225
110,000	26,648	26,648	26,648	26,648	26,647	26,648
120,000	29,070	29,070	29,070	29,070	29,070	29,070
130,000	31,493	31,493	31,493	31,493	31,492	31,493
140,000	33,915	33,915	33,915	33,915	33,915	33,915
150,000	36,338	36,338	36,338	36,338	36,337	36,338
160,000	38,760	38,760	38,760	38,760	38,760	38,760
170,000	41,183	41,183	41,183	41,183	41,182	41,183
180,000	43,605	43,605	43,605	43,605	43,605	43,605
190,000	46,028	46,028	46,028	46,028	46,027	46,028
200,000	48,450	48,450	48,450	48,450	48,450	48,450
210,000	50,873	50,873	50,873	50,873	50,872	50,873

Classic plus

Service (years)	15	20	25	30	35	40
Salary						
30,000	8,160	8,160	8,160	8,160	8,160	8,160
40,000	10,880	10,880	10,880	10,880	10,880	10,880
50,000	13,600	13,600	13,600	13,600	13,600	13,600
60,000	16,320	16,320	16,320	16,320	16,320	16,320
70,000	19,040	19,040	19,040	19,040	19,040	19,040
80,000	21,760	21,760	21,760	21,760	21,760	21,760
90,000	24,480	24,480	24,480	24,480	24,480	24,480
100,000	27,200	27,200	27,200	27,200	27,200	27,200
110,000	29,920	29,920	29,920	29,920	29,920	29,920
120,000	32,640	32,640	32,640	32,640	32,640	32,640
130,000	35,360	35,360	35,360	35,360	35,360	35,360
140,000	38,080	38,080	38,080	38,080	38,080	38,080
150,000	40,800	40,800	40,800	40,800	40,800	40,800
160,000	43,520	43,520	43,520	43,520	43,520	43,520
170,000	46,240	46,240	46,240	46,240	46,240	46,240
180,000	48,960	48,960	48,960	48,960	48,960	48,960
190,000	51,680	51,680	51,680	51,680	51,680	51,680
200,000	54,400	54,400	54,400	54,400	54,400	54,400
210,000	57,120	57,120	57,120	57,120	57,120	57,120

Premium

Service (years)	10	15	20	25	30	35	40
Salary							
30,000	8,160	8,160	8,160	8,160	8,160	8,160	8,160
40,000	10,880	10,880	10,880	10,880	10,880	10,880	10,880
50,000	13,600	13,600	13,600	13,600	13,600	13,600	13,600
60,000	16,320	16,320	16,320	16,320	16,320	16,320	16,320
70,000	19,040	19,040	19,040	19,040	19,040	19,040	19,040
80,000	21,760	21,760	21,760	21,760	21,760	21,760	21,760
90,000	24,480	24,480	24,480	24,480	24,480	24,480	24,480
100,000	27,200	27,200	27,200	27,200	27,200	27,200	27,200
110,000	29,920	29,920	29,920	29,920	29,920	29,920	29,920
120,000	32,640	32,640	32,640	32,640	32,640	32,640	32,640
130,000	35,360	35,360	35,360	35,360	35,360	35,360	35,360
140,000	38,080	38,080	38,080	38,080	38,080	38,080	38,080
150,000	40,800	40,800	40,800	40,800	40,800	40,800	40,800
160,000	43,520	43,520	43,520	43,520	43,520	43,520	43,520
170,000	46,240	46,240	46,240	46,240	46,240	46,240	46,240
180,000	48,960	48,960	48,960	48,960	48,960	48,960	48,960
190,000	51,680	51,680	51,680	51,680	51,680	51,680	51,680
200,000	54,400	54,400	54,400	54,400	54,400	54,400	54,400
210,000	57,120	57,120	57,120	57,120	57,120	57,120	57,120

Nuvos

Salary	All
30,000	11,163
40,000	14,884
50,000	18,605
60,000	22,326
70,000	26,047
80,000	29,767
90,000	33,488
100,000	37,209
110,000	40,930
120,000	44,651
130,000	48,372
140,000	52,093
150,000	55,814
160,000	59,535
170,000	63,256
180,000	66,977
190,000	70,698
200,000	74,419
210,000	78,140

Alpha

Salary	All
30,000	11,136
40,000	14,848
50,000	18,560
60,000	22,272
70,000	25,984
80,000	29,696
90,000	33,408
100,000	37,120
110,000	40,832
120,000	44,544
130,000	48,256
140,000	51,968
150,000	55,680
160,000	59,392
170,000	63,104
180,000	66,816
190,000	70,528
200,000	74,240
210,000	77,952

* For both Nuvos and Alpha, the Annual Allowance limit will be breached if you earn over around £108,000, regardless of the number of years you have been in the scheme.

Heat charts: Lifetime Allowance

The heat charts below will give you an indication as to whether or not you might breach the Lifetime Allowance ("LTA") limit, depending on what scheme you are in, using the following key:

- RED** You will breach the LTA limit of £1,073,100 in the next year
- AMBER** You are likely to breach the LTA limit in the next 5 years
- GREEN** You are unlikely to breach the LTA limit in the next 5 years

The figures shown in the heat charts indicate the value of the pension (and lump sum where appropriate) at the point of retirement, assuming nil annual pay rises.

Classic

Service	20	25	30	35	40
Salary					
30,000	172,500	215,625	258,750	301,875	345,000
40,000	230,000	287,500	345,000	402,500	460,000
50,000	287,500	359,375	431,250	503,125	575,000
60,000	345,000	431,250	517,500	603,750	690,000
70,000	402,500	503,125	603,750	704,375	805,000
80,000	460,000	575,000	690,000	805,000	920,000
90,000	517,500	646,875	776,250	905,625	1,035,000
100,000	575,000	718,750	862,500	1,006,250	1,150,000
110,000	632,500	790,625	948,750	1,106,875	1,265,000
120,000	690,000	862,500	1,035,000	1,207,500	1,380,000
130,000	747,500	934,375	1,121,250	1,308,125	1,495,000
140,000	805,000	1,006,250	1,207,500	1,408,750	1,610,000
150,000	862,500	1,078,125	1,293,750	1,509,375	1,725,000
160,000	920,000	1,150,000	1,380,000	1,610,000	1,840,000
170,000	977,500	1,221,875	1,466,250	1,710,625	1,955,000
180,000	1,035,000	1,293,750	1,552,500	1,811,250	2,070,000
190,000	1,092,500	1,365,625	1,638,750	1,911,875	2,185,000
200,000	1,150,000	1,437,500	1,725,000	2,012,500	2,300,000
210,000	1,207,500	1,509,375	1,811,250	2,113,125	2,415,000

Classic plus

Service	20	25	30	35	40
Salary					
30,000	197,951	241,076	284,201	327,326	370,451
40,000	263,934	321,434	378,934	436,434	493,934
50,000	329,918	401,793	473,668	545,543	617,418
60,000	395,901	482,151	568,401	654,651	740,901
70,000	461,885	562,510	663,135	763,760	864,385
80,000	527,868	642,868	757,868	872,868	987,868
90,000	593,852	723,227	852,602	981,977	1,111,352
100,000	659,836	803,586	947,336	1,091,086	1,234,836
110,000	725,819	883,944	1,042,069	1,200,194	1,358,319
120,000	791,803	964,303	1,136,803	1,309,303	1,481,803
130,000	857,786	1,044,661	1,231,536	1,418,411	1,605,286
140,000	923,770	1,125,020	1,326,270	1,527,520	1,728,770
150,000	989,753	1,205,378	1,421,003	1,636,628	1,852,253
160,000	1,055,737	1,285,737	1,515,737	1,745,737	1,975,737
170,000	1,121,721	1,366,096	1,610,471	1,854,846	2,099,221
180,000	1,187,704	1,446,454	1,705,204	1,963,954	2,222,704
190,000	1,253,688	1,526,813	1,799,938	2,073,063	2,346,188
200,000	1,319,671	1,607,171	1,894,671	2,182,171	2,469,671
210,000	1,385,655	1,687,530	1,989,405	2,291,280	2,593,155

Premium

Service	10	15	20	25	30	35	40
Salary							
30,000	100,000	150,000	200,000	250,000	300,000	350,000	400,000
40,000	133,333	200,000	266,667	333,333	400,000	466,667	533,333
50,000	166,667	250,000	333,333	416,667	500,000	583,333	666,667
60,000	200,000	300,000	400,000	500,000	600,000	700,000	800,000
70,000	233,333	350,000	466,667	583,333	700,000	816,667	933,333
80,000	266,667	400,000	533,333	666,667	800,000	933,333	1,066,667
90,000	300,000	450,000	600,000	750,000	900,000	1,050,000	1,200,000
100,000	333,333	500,000	666,667	833,333	1,000,000	1,166,667	1,333,333
110,000	366,667	550,000	733,333	916,667	1,100,000	1,283,333	1,466,667
120,000	400,000	600,000	800,000	1,000,000	1,200,000	1,400,000	1,600,000
130,000	433,333	650,000	866,667	1,083,333	1,300,000	1,516,667	1,733,333
140,000	466,667	700,000	933,333	1,166,667	1,400,000	1,633,333	1,866,667
150,000	500,000	750,000	1,000,000	1,250,000	1,500,000	1,750,000	2,000,000
160,000	533,333	800,000	1,066,667	1,333,333	1,600,000	1,866,667	2,133,333
170,000	566,667	850,000	1,133,333	1,416,667	1,700,000	1,983,333	2,266,667
180,000	600,000	900,000	1,200,000	1,500,000	1,800,000	2,100,000	2,400,000
190,000	633,333	950,000	1,266,667	1,583,333	1,900,000	2,216,667	2,533,333
200,000	666,667	1,000,000	1,333,333	1,666,667	2,000,000	2,333,333	2,666,667
210,000	700,000	1,050,000	1,400,000	1,750,000	2,100,000	2,450,000	2,800,000