

Translating Your Years of Service into a Percentage

YOS	TIERS 3 - 4	TIER 5	TIER 6	YOS	TIERS 3 - 4	TIER 5	TIER 6
20	40%	50%	40%	27	61%	71%	63%
21	43%	53%	43%	28	64%	74%	67%
22	46%	56%	46%	29	67%	77%	71%
23	49%	59%	49%	30	70%	81%	75%
24	52%	62%	52%	31		84%	80%
25	55%	65%	55%	32		87%	85%
26	58%	68%	59%	33		90%	90%