

2005 FS Salary Schedule (includes 2.5% general increase)

Class	Step													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	89,625	92,314	95,083	97,936	100,874	103,900	107,017	110,227	113,534	116,517	116,517	116,517	116,517	116,517
2	72,622	74,801	77,045	79,356	81,737	84,189	86,714	89,316	91,995	94,755	97,598	100,526	103,542	106,648
3	58,845	60,610	62,429	64,302	66,231	68,217	70,264	72,372	74,543	76,779	79,083	81,455	83,899	86,416
4	47,682	49,112	50,586	52,103	53,667	55,277	56,935	58,643	60,402	62,214	64,081	66,003	67,983	70,023
5	38,636	39,795	40,989	42,219	43,485	44,790	46,133	47,517	48,943	50,411	51,924	53,481	55,086	56,738
6	34,540	35,576	36,643	37,743	38,875	40,041	41,243	42,480	43,754	45,067	46,419	47,811	49,246	50,723
7	30,878	31,804	32,758	33,741	34,753	35,796	36,870	37,976	39,115	40,289	41,497	42,742	44,025	45,345
8	27,604	28,432	29,285	30,164	31,069	32,001	32,961	33,949	34,968	36,017	37,097	38,210	39,357	40,537
9	24,677	25,417	26,180	26,965	27,774	28,607	29,466	30,350	31,260	32,198	33,164	34,159	35,184	36,239

2005 Locality Rates

Atlanta	13.87%
Boston	18.49%
Chicago	19.70%
Cincinnati	16.04%
Cleveland	14.24%
Columbus, Ohio	13.98%
Dallas	15.07%
Dayton, Ohio	12.86%
Denver	18.06%
Detroit	19.67%
Hartford, CT	19.52%
Houston	24.77%
Huntsville, Alabama	12.42%
Indianapolis	12.01%
Kansas City	12.36%
Los Angeles	21.65%
Miami	16.77%
Milwaukee	13.62%
Minneapolis	15.99%
New York	20.99%
Orlando	11.75%
Philadelphia	16.67%
Pittsburgh	12.86%
Portland, Oregon	15.93%
Rest of U.S.	11.72%
Richmond	13.15%
Sacramento, California	16.51%
Saint Louis	12.09%
San Diego	17.68%
San Francisco	26.39%
Seattle	16.53%
Washington, DC	15.98%

2005 Foreign Service (FS) Salary Table Incorporating the Locality Pay Adjustment

**Atlanta
13.87%**

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	102,056	105,118	108,271	111,520	114,865	118,311	121,860	125,515	129,281	132,678	132,678	132,678	132,678	132,678
2	82,695	85,176	87,731	90,363	93,074	95,866	98,741	101,704	104,755	107,898	111,135	114,469	117,903	121,440
3	67,007	69,017	71,088	73,221	75,417	77,679	80,010	82,410	84,882	87,428	90,052	92,753	95,536	98,402
4	54,295	55,924	57,602	59,330	61,111	62,944	64,832	66,777	68,780	70,843	72,969	75,158	77,412	79,735
5	43,995	45,315	46,674	48,075	49,516	51,002	52,532	54,108	55,731	57,403	59,126	60,899	62,726	64,608
6	39,331	40,510	41,725	42,978	44,267	45,595	46,963	48,372	49,823	51,318	52,857	54,442	56,076	57,758
7	35,161	36,215	37,302	38,421	39,573	40,761	41,984	43,243	44,540	45,877	47,253	48,670	50,131	51,634
8	31,433	32,376	33,347	34,348	35,378	36,440	37,533	38,658	39,818	41,013	42,242	43,510	44,816	46,159
9	28,100	28,942	29,811	30,705	31,626	32,575	33,553	34,560	35,596	36,664	37,764	38,897	40,064	41,265

**Boston
18.49%**

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	106,197	109,383	112,664	116,044	119,526	123,111	126,804	130,608	134,526	138,061	138,061	138,061	138,061	138,061
2	86,050	88,632	91,291	94,029	96,850	99,756	102,747	105,831	109,005	112,275	115,644	119,113	122,687	126,367
3	69,725	71,817	73,972	76,191	78,477	80,830	83,256	85,754	88,326	90,975	93,705	96,516	99,412	102,394
4	56,498	58,193	59,939	61,737	63,590	65,498	67,462	69,486	71,570	73,717	75,930	78,207	80,553	82,970
5	45,780	47,153	48,568	50,025	51,525	53,072	54,663	56,303	57,993	59,732	61,525	63,370	65,271	67,229
6	40,926	42,154	43,418	44,722	46,063	47,445	48,869	50,335	51,844	53,400	55,002	56,651	58,352	60,102
7	36,587	37,685	38,815	39,980	41,179	42,415	43,687	44,998	46,347	47,738	49,170	50,645	52,165	53,729
8	32,708	33,689	34,700	35,741	36,814	37,918	39,055	40,226	41,434	42,677	43,956	45,275	46,634	48,032
9	29,240	30,117	31,021	31,951	32,909	33,896	34,914	35,962	37,040	38,151	39,296	40,475	41,690	42,940

**Chicago
19.70%**

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	107,281	110,500	113,814	117,229	120,746	124,368	128,099	131,942	135,900	139,471	139,471	139,471	139,471	139,471
2	86,929	89,537	92,223	94,989	97,839	100,774	103,797	106,911	110,118	113,422	116,825	120,330	123,940	127,658
3	70,437	72,550	74,728	76,969	79,279	81,656	84,106	86,629	89,228	91,904	94,662	97,502	100,427	103,440
4	57,075	58,787	60,551	62,367	64,239	66,167	68,151	70,196	72,301	74,470	76,705	79,006	81,376	83,818
5	46,247	47,635	49,064	50,536	52,052	53,614	55,221	56,878	58,585	60,342	62,153	64,017	65,938	67,915
6	41,344	42,584	43,862	45,178	46,533	47,929	49,368	50,849	52,374	53,945	55,564	57,230	58,947	60,715
7	36,961	38,069	39,211	40,388	41,599	42,848	44,133	45,457	46,821	48,226	49,672	51,162	52,698	54,278
8	33,042	34,033	35,054	36,106	37,190	38,305	39,454	40,637	41,857	43,112	44,405	45,737	47,110	48,523
9	29,538	30,424	31,337	32,277	33,245	34,243	35,271	36,329	37,418	38,541	39,697	40,888	42,115	43,378

**Cincinnati
16.04%**

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	104,001	107,121	110,334	113,645	117,054	120,566	124,183	127,907	131,745	135,206	135,206	135,206	135,206	135,206
2	84,271	86,799	89,403	92,085	94,848	97,693	100,623	103,642	106,751	109,954	113,253	116,650	120,150	123,754
3	68,284	70,332	72,443	74,616	76,854	79,159	81,534	83,980	86,500	89,094	91,768	94,520	97,356	100,277
4	55,330	56,990	58,700	60,460	62,275	64,143	66,067	68,049	70,090	72,193	74,360	76,590	78,887	81,255
5	44,833	46,178	47,564	48,991	50,460	51,974	53,533	55,139	56,793	58,497	60,253	62,059	63,922	65,839
6	40,080	41,282	42,521	43,797	45,111	46,464	47,858	49,294	50,772	52,296	53,865	55,480	57,145	58,859
7	35,831	36,905	38,012	39,153	40,327	41,538	42,784	44,067	45,389	46,751	48,153	49,598	51,087	52,618
8	32,032	32,992	33,982	35,002	36,052	37,134	38,248	39,394	40,577	41,794	43,047	44,339	45,670	47,039
9	28,635	29,494	30,379	31,290	32,229	33,196	34,192	35,218	36,274	37,363	38,484	39,638	40,828	42,052

Cleveland
14.24%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	102,388	105,460	108,623	111,882	115,238	118,695	122,256	125,923	129,701	133,109	133,109	133,109	133,109	133,109
2	82,963	85,453	88,016	90,656	93,376	96,178	99,062	102,035	105,095	108,248	111,496	114,841	118,286	121,835
3	67,225	69,241	71,319	73,459	75,662	77,931	80,270	82,678	85,158	87,712	90,344	93,054	95,846	98,722
4	54,472	56,106	57,789	59,522	61,309	63,148	65,043	66,994	69,003	71,073	73,206	75,402	77,664	79,994
5	44,138	45,462	46,826	48,231	49,677	51,168	52,702	54,283	55,912	57,590	59,318	61,097	62,930	64,817
6	39,458	40,642	41,861	43,118	44,411	45,743	47,116	48,529	49,985	51,485	53,029	54,619	56,259	57,946
7	35,275	36,333	37,423	38,546	39,702	40,893	42,120	43,384	44,685	46,026	47,406	48,828	50,294	51,802
8	31,535	32,481	33,455	34,459	35,493	36,558	37,655	38,783	39,947	41,146	42,380	43,651	44,961	46,309
9	28,191	29,036	29,908	30,805	31,729	32,681	33,662	34,672	35,711	36,783	37,887	39,023	40,194	41,399

Columbus
13.98%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	102,155	105,219	108,376	111,627	114,976	118,425	121,978	125,637	129,406	132,806	132,806	132,806	132,806	132,806
2	82,775	85,258	87,816	90,450	93,164	95,959	98,837	101,802	104,856	108,002	111,242	114,580	118,017	121,557
3	67,072	69,083	71,157	73,291	75,490	77,754	80,087	82,490	84,964	87,513	90,139	92,842	95,628	98,497
4	54,348	55,978	57,658	59,387	61,170	63,005	64,895	66,841	68,846	70,912	73,040	75,230	77,487	79,812
5	44,037	45,358	46,719	48,121	49,564	51,052	52,582	54,160	55,785	57,458	59,183	60,958	62,787	64,670
6	39,369	40,550	41,766	43,019	44,310	45,639	47,009	48,419	49,871	51,367	52,908	54,495	56,131	57,814
7	35,195	36,250	37,338	38,458	39,611	40,800	42,024	43,285	44,583	45,921	47,298	48,717	50,180	51,684
8	31,463	32,407	33,379	34,381	35,412	36,475	37,569	38,695	39,857	41,052	42,283	43,552	44,859	46,204
9	28,127	28,970	29,840	30,735	31,657	32,606	33,585	34,593	35,630	36,699	37,800	38,934	40,103	41,305

Dallas
15.07%

	STEP													
CLASS	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	103,131	106,226	109,412	112,695	116,076	119,558	123,144	126,838	130,644	134,076	134,076	134,076	134,076	134,076
2	83,566	86,074	88,656	91,315	94,055	96,876	99,782	102,776	105,859	109,035	112,306	115,675	119,146	122,720
3	67,713	69,744	71,837	73,992	76,212	78,497	80,853	83,278	85,777	88,350	91,001	93,730	96,543	99,439
4	54,868	56,513	58,209	59,955	61,755	63,607	65,515	67,481	69,505	71,590	73,738	75,950	78,228	80,575
5	44,458	45,792	47,166	48,581	50,038	51,540	53,085	54,678	56,319	58,008	59,749	61,541	63,387	65,288
6	39,745	40,937	42,165	43,431	44,733	46,075	47,458	48,882	50,348	51,859	53,414	55,016	56,667	58,367
7	35,531	36,597	37,695	38,826	39,990	41,190	42,426	43,699	45,010	46,361	47,751	49,183	50,660	52,178
8	31,764	32,717	33,698	34,710	35,751	36,824	37,928	39,065	40,238	41,445	42,688	43,968	45,288	46,646
9	28,396	29,247	30,125	31,029	31,960	32,918	33,907	34,924	35,971	37,050	38,162	39,307	40,486	41,700

Dayton
12.86%

	STEP													
CLASS	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	101,151	104,186	107,311	110,531	113,846	117,262	120,779	124,402	128,134	131,501	131,501	131,501	131,501	131,501
2	81,961	84,420	86,953	89,561	92,248	95,016	97,865	100,802	103,826	106,940	110,149	113,454	116,858	120,363
3	66,412	68,404	70,457	72,571	74,748	76,990	79,300	81,679	84,129	86,653	89,253	91,930	94,688	97,529
4	53,814	55,428	57,091	58,803	60,569	62,386	64,257	66,184	68,170	70,215	72,322	74,491	76,726	79,028
5	43,605	44,913	46,260	47,648	49,077	50,550	52,066	53,628	55,237	56,894	58,601	60,359	62,170	64,035
6	38,982	40,151	41,355	42,597	43,874	45,190	46,547	47,943	49,381	50,863	52,388	53,959	55,579	57,246
7	34,849	35,894	36,971	38,080	39,222	40,399	41,611	42,860	44,145	45,470	46,834	48,239	49,687	51,176
8	31,154	32,088	33,051	34,043	35,064	36,116	37,200	38,315	39,465	40,649	41,868	43,124	44,418	45,750
9	27,850	28,686	29,547	30,433	31,346	32,286	33,255	34,253	35,280	36,339	37,429	38,552	39,709	40,899

**Denver
18.06%**

<u>CLASS</u>	<u>STEP</u>													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	105,811	108,986	112,255	115,623	119,092	122,664	126,344	130,134	134,038	137,560	137,560	137,560	137,560	137,560
2	85,738	88,310	90,959	93,688	96,499	99,394	102,375	105,446	108,609	111,868	115,224	118,681	122,242	125,909
3	69,472	71,556	73,704	75,915	78,192	80,537	82,954	85,442	88,005	90,645	93,365	96,166	99,051	102,023
4	56,293	57,982	59,722	61,513	63,359	65,260	67,217	69,234	71,311	73,450	75,654	77,923	80,261	82,669
5	45,614	46,982	48,392	49,844	51,338	52,879	54,465	56,099	57,782	59,515	61,301	63,140	65,035	66,985
6	40,778	42,001	43,261	44,559	45,896	47,272	48,691	50,152	51,656	53,206	54,802	56,446	58,140	59,884
7	36,455	37,548	38,674	39,835	41,029	42,261	43,529	44,834	46,179	47,565	48,991	50,461	51,976	53,534
8	32,589	33,567	34,574	35,612	36,680	37,780	38,914	40,080	41,283	42,522	43,797	45,111	46,465	47,858
9	29,134	30,007	30,908	31,835	32,790	33,773	34,788	35,831	36,906	38,013	39,153	40,328	41,538	42,784

**Detroit
19.67%**

<u>CLASS</u>	<u>STEP</u>													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	107,254	110,472	113,786	117,200	120,716	124,337	128,067	131,909	135,866	139,436	139,436	139,436	139,436	139,436
2	86,907	89,514	92,200	94,965	97,815	100,749	103,771	106,884	110,090	113,393	116,796	120,299	123,909	127,626
3	70,420	72,532	74,709	76,950	79,259	81,635	84,085	86,608	89,206	91,881	94,639	97,477	100,402	103,414
4	57,061	58,772	60,536	62,352	64,223	66,150	68,134	70,178	72,283	74,451	76,686	78,986	81,355	83,797
5	46,236	47,623	49,052	50,523	52,038	53,600	55,207	56,864	58,570	60,327	62,137	64,001	65,921	67,898
6	41,334	42,574	43,851	45,167	46,522	47,917	49,355	50,836	52,360	53,932	55,550	57,215	58,933	60,700
7	36,952	38,060	39,201	40,378	41,589	42,837	44,122	45,446	46,809	48,214	49,659	51,149	52,685	54,264
8	33,034	34,025	35,045	36,097	37,180	38,296	39,444	40,627	41,846	43,102	44,394	45,726	47,099	48,511
9	29,531	30,417	31,330	32,269	33,237	34,234	35,262	36,320	37,409	38,531	39,687	40,878	42,105	43,367

Hartford
19.52%

	STEP													
<u>CLASS</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	107,120	110,334	113,643	117,053	120,565	124,181	127,907	131,743	135,696	139,261	139,261	139,261	139,261	139,261
2	86,798	89,402	92,084	94,846	97,692	100,623	103,641	106,750	109,952	113,251	116,649	120,149	123,753	127,466
3	70,332	72,441	74,615	76,854	79,159	81,533	83,980	86,499	89,094	91,766	94,520	97,355	100,276	103,284
4	56,990	58,699	60,460	62,274	64,143	66,067	68,049	70,090	72,192	74,358	76,590	78,887	81,253	83,691
5	46,178	47,563	48,990	50,460	51,973	53,533	55,138	56,792	58,497	60,251	62,060	63,920	65,839	67,813
6	41,282	42,520	43,796	45,110	46,463	47,857	49,294	50,772	52,295	53,864	55,480	57,144	58,859	60,624
7	36,905	38,012	39,152	40,327	41,537	42,783	44,067	45,389	46,750	48,153	49,597	51,085	52,619	54,196
8	32,992	33,982	35,001	36,052	37,134	38,248	39,395	40,576	41,794	43,048	44,338	45,669	47,039	48,450
9	29,494	30,378	31,290	32,229	33,195	34,191	35,218	36,274	37,362	38,483	39,638	40,827	42,052	43,313

Houston
24.77%

	STEP													
<u>CLASS</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	111,825	115,180	118,635	122,195	125,860	129,636	133,525	137,530	141,656	140,300	140,300	140,300	140,300	140,300
2	90,610	93,329	96,129	99,012	101,983	105,043	108,193	111,440	114,782	118,226	121,773	125,426	129,189	133,065
3	73,421	75,623	77,893	80,230	82,636	85,114	87,668	90,299	93,007	95,797	98,672	101,631	104,681	107,821
4	59,493	61,277	63,116	65,009	66,960	68,969	71,038	73,169	75,364	77,624	79,954	82,352	84,822	87,368
5	48,206	49,652	51,142	52,677	54,256	55,884	57,560	59,287	61,066	62,898	64,786	66,728	68,731	70,792
6	43,096	44,388	45,719	47,092	48,504	49,959	51,459	53,002	54,592	56,230	57,917	59,654	61,444	63,287
7	38,526	39,682	40,872	42,099	43,361	44,663	46,003	47,383	48,804	50,269	51,776	53,329	54,930	56,577
8	34,442	35,475	36,539	37,636	38,765	39,928	41,125	42,358	43,630	44,938	46,286	47,675	49,106	50,578
9	30,789	31,713	32,665	33,644	34,654	35,693	36,765	37,868	39,003	40,173	41,379	42,620	43,899	45,215

Huntsville
12.42%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	100,756	103,779	106,892	110,100	113,403	116,804	120,309	123,917	127,635	130,988	130,988	130,988	130,988	130,988
2	81,642	84,091	86,614	89,212	91,889	94,645	97,484	100,409	103,421	106,524	109,720	113,011	116,402	119,894
3	66,154	68,138	70,183	72,288	74,457	76,690	78,991	81,361	83,801	86,315	88,905	91,572	94,319	97,149
4	53,604	55,212	56,869	58,574	60,332	62,142	64,006	65,926	67,904	69,941	72,040	74,201	76,426	78,720
5	43,435	44,738	46,080	47,463	48,886	50,353	51,863	53,419	55,022	56,672	58,373	60,123	61,928	63,785
6	38,830	39,995	41,194	42,431	43,703	45,014	46,365	47,756	49,188	50,664	52,184	53,749	55,362	57,023
7	34,713	35,754	36,827	37,932	39,069	40,242	41,449	42,693	43,973	45,293	46,651	48,051	49,493	50,977
8	31,032	31,963	32,922	33,910	34,928	35,976	37,055	38,165	39,311	40,490	41,704	42,956	44,245	45,572
9	27,742	28,574	29,432	30,314	31,224	32,160	33,126	34,119	35,142	36,197	37,283	38,402	39,554	40,740

Indianapolis
12.01%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	100,389	103,401	106,502	109,698	112,989	116,378	119,870	123,465	127,169	130,511	130,511	130,511	130,511	130,511
2	81,344	83,785	86,298	88,887	91,554	94,300	97,128	100,043	103,044	106,135	109,320	112,599	115,977	119,456
3	65,912	67,889	69,927	72,025	74,185	76,410	78,703	81,064	83,496	86,000	88,581	91,238	93,975	96,795
4	53,409	55,010	56,661	58,361	60,112	61,916	63,773	65,686	67,656	69,686	71,777	73,930	76,148	78,433
5	43,276	44,574	45,912	47,290	48,708	50,169	51,674	53,224	54,821	56,465	58,160	59,904	61,702	63,552
6	38,688	39,849	41,044	42,276	43,544	44,850	46,196	47,582	49,009	50,480	51,994	53,553	55,160	56,815
7	34,586	35,624	36,692	37,793	38,927	40,095	41,298	42,537	43,813	45,128	46,481	47,875	49,312	50,791
8	30,919	31,847	32,802	33,787	34,800	35,844	36,920	38,026	39,168	40,343	41,552	42,799	44,084	45,405
9	27,641	28,470	29,324	30,203	31,110	32,043	33,005	33,995	35,014	36,065	37,147	38,261	39,410	40,591

Kansas City**12.36%**

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	100,703	103,724	106,835	110,041	113,342	116,742	120,244	123,851	127,567	130,919	130,919	130,919	130,919	130,919
2	81,598	84,046	86,568	89,164	91,840	94,595	97,432	100,355	103,366	106,467	109,661	112,951	116,340	119,830
3	66,118	68,101	70,145	72,250	74,417	76,649	78,949	81,317	83,757	86,269	88,858	91,523	94,269	97,097
4	53,575	55,182	56,838	58,543	60,300	62,109	63,972	65,891	67,868	69,904	72,001	74,161	76,386	78,678
5	43,411	44,714	46,055	47,437	48,860	50,326	51,835	53,390	54,992	56,642	58,342	60,091	61,895	63,751
6	38,809	39,973	41,172	42,408	43,680	44,990	46,341	47,731	49,162	50,637	52,156	53,720	55,333	56,992
7	34,695	35,735	36,807	37,911	39,048	40,220	41,427	42,670	43,950	45,269	46,626	48,025	49,466	50,950
8	31,016	31,946	32,905	33,892	34,909	35,956	37,035	38,145	39,290	40,469	41,682	42,933	44,222	45,547
9	27,727	28,559	29,416	30,298	31,207	32,143	33,108	34,101	35,124	36,178	37,263	38,381	39,533	40,718

Los Angeles**21.65%**

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	109,029	112,300	115,668	119,139	122,713	126,394	130,186	134,091	138,114	140,300	140,300	140,300	140,300	140,300
2	88,345	90,995	93,725	96,537	99,433	102,416	105,488	108,653	111,912	115,269	118,728	122,290	125,959	129,737
3	71,585	73,732	75,945	78,223	80,570	82,986	85,476	88,041	90,682	93,402	96,204	99,090	102,063	105,125
4	58,005	59,745	61,538	63,383	65,286	67,244	69,261	71,339	73,479	75,683	77,955	80,293	82,701	85,183
5	47,001	48,411	49,863	51,359	52,900	54,487	56,121	57,804	59,539	61,325	63,166	65,060	67,012	69,022
6	42,018	43,278	44,576	45,914	47,291	48,710	50,172	51,677	53,227	54,824	56,469	58,162	59,908	61,705
7	37,563	38,690	39,850	41,046	42,277	43,546	44,852	46,198	47,583	49,012	50,481	51,996	53,556	55,162
8	33,580	34,588	35,625	36,695	37,795	38,929	40,097	41,299	42,539	43,815	45,129	46,482	47,878	49,313
9	30,020	30,920	31,848	32,803	33,787	34,800	35,845	36,921	38,028	39,169	40,344	41,554	42,801	44,085

Miami
16.77%

<u>CLASS</u>	<u>STEP</u>													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	104,655	107,795	111,028	114,360	117,791	121,324	124,964	128,712	132,574	136,057	136,057	136,057	136,057	136,057
2	84,801	87,345	89,965	92,664	95,444	98,307	101,256	104,294	107,423	110,645	113,965	117,384	120,906	124,533
3	68,713	70,774	72,898	75,085	77,338	79,657	82,047	84,509	87,044	89,655	92,345	95,115	97,969	100,908
4	55,678	57,348	59,069	60,841	62,667	64,547	66,483	68,477	70,531	72,647	74,827	77,072	79,384	81,766
5	45,115	46,469	47,863	49,299	50,777	52,301	53,870	55,486	57,151	58,865	60,632	62,450	64,324	66,253
6	40,332	41,542	42,788	44,073	45,394	46,756	48,159	49,604	51,092	52,625	54,203	55,829	57,505	59,229
7	36,056	37,138	38,252	39,399	40,581	41,799	43,053	44,345	45,675	47,045	48,456	49,910	51,408	52,949
8	32,233	33,200	34,196	35,223	36,279	37,368	38,489	39,642	40,832	42,057	43,318	44,618	45,957	47,335
9	28,815	29,679	30,570	31,487	32,432	33,404	34,407	35,440	36,502	37,598	38,726	39,887	41,084	42,316

Milwaukee
13.62%

<u>CLASS</u>	<u>STEP</u>													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	101,832	104,887	108,033	111,275	114,613	118,051	121,593	125,240	128,997	132,387	132,387	132,387	132,387	132,387
2	82,513	84,989	87,539	90,164	92,870	95,656	98,524	101,481	104,525	107,661	110,891	114,218	117,644	121,173
3	66,860	68,865	70,932	73,060	75,252	77,508	79,834	82,229	84,696	87,236	89,854	92,549	95,326	98,186
4	54,176	55,801	57,476	59,199	60,976	62,806	64,690	66,630	68,629	70,688	72,809	74,993	77,242	79,560
5	43,898	45,215	46,572	47,969	49,408	50,890	52,416	53,989	55,609	57,277	58,996	60,765	62,589	64,466
6	39,244	40,421	41,634	42,884	44,170	45,495	46,860	48,266	49,713	51,205	52,741	54,323	55,953	57,631
7	35,084	36,136	37,220	38,337	39,486	40,671	41,892	43,148	44,442	45,776	47,149	48,563	50,021	51,521
8	31,364	32,304	33,274	34,272	35,301	36,360	37,450	38,573	39,731	40,923	42,150	43,414	44,717	46,058
9	28,038	28,879	29,746	30,638	31,557	32,503	33,479	34,484	35,518	36,583	37,681	38,811	39,976	41,175

Minneapolis
15.99%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	103,956	107,075	110,287	113,596	117,004	120,514	124,129	127,852	131,688	135,148	135,148	135,148	135,148	135,148
2	84,234	86,762	89,364	92,045	94,807	97,651	100,580	103,598	106,705	109,906	113,204	116,600	120,098	123,701
3	68,254	70,302	72,411	74,584	76,821	79,125	81,499	83,944	86,462	89,056	91,728	94,480	97,314	100,234
4	55,306	56,965	58,675	60,434	62,248	64,116	66,039	68,020	70,060	72,162	74,328	76,557	78,853	81,220
5	44,814	46,158	47,543	48,970	50,438	51,952	53,510	55,115	56,769	58,472	60,227	62,033	63,894	65,810
6	40,063	41,265	42,502	43,778	45,091	46,444	47,838	49,273	50,750	52,273	53,841	55,456	57,120	58,834
7	35,815	36,889	37,996	39,136	40,310	41,520	42,766	44,048	45,369	46,731	48,132	49,576	51,065	52,596
8	32,018	32,978	33,968	34,987	36,037	37,118	38,231	39,377	40,559	41,776	43,029	44,320	45,650	47,019
9	28,623	29,481	30,366	31,277	32,215	33,181	34,178	35,203	36,258	37,346	38,467	39,621	40,810	42,034

New York
20.99%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	108,437	111,691	115,041	118,493	122,047	125,709	129,480	133,364	137,365	140,300	140,300	140,300	140,300	140,300
2	87,865	90,502	93,217	96,013	98,894	101,860	104,915	108,063	111,305	114,644	118,084	121,626	125,275	129,033
3	71,197	73,332	75,533	77,799	80,133	82,536	85,012	87,563	90,190	92,895	95,683	98,552	101,509	104,555
4	57,690	59,421	61,204	63,039	64,932	66,880	68,886	70,952	73,080	75,273	77,532	79,857	82,253	84,721
5	46,746	48,148	49,593	51,081	52,613	54,191	55,816	57,491	59,216	60,992	62,823	64,707	66,649	68,647
6	41,790	43,043	44,334	45,665	47,035	48,446	49,900	51,397	52,938	54,527	56,162	57,847	59,583	61,370
7	37,359	38,480	39,634	40,823	42,048	43,310	44,609	45,947	47,325	48,746	50,207	51,714	53,266	54,863
8	33,398	34,400	35,432	36,495	37,590	38,718	39,880	41,075	42,308	43,577	44,884	46,230	47,618	49,046
9	29,857	30,752	31,675	32,625	33,604	34,612	35,651	36,720	37,821	38,956	40,125	41,329	42,569	43,846

Orlando
11.75%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	100,156	103,161	106,255	109,443	112,727	116,108	119,591	123,179	126,874	130,208	130,208	130,208	130,208	130,208
2	81,155	83,590	86,098	88,680	91,341	94,081	96,903	99,811	102,804	105,889	109,066	112,338	115,708	119,179
3	65,759	67,732	69,764	71,857	74,013	76,232	78,520	80,876	83,302	85,801	88,375	91,026	93,757	96,570
4	53,285	54,883	56,530	58,225	59,973	61,772	63,625	65,534	67,499	69,524	71,611	73,758	75,971	78,251
5	43,176	44,471	45,805	47,180	48,594	50,053	51,554	53,100	54,694	56,334	58,025	59,765	61,559	63,405
6	38,598	39,756	40,949	42,178	43,443	44,746	46,089	47,471	48,895	50,362	51,873	53,429	55,032	56,683
7	34,506	35,541	36,607	37,706	38,836	40,002	41,202	42,438	43,711	45,023	46,373	47,764	49,198	50,673
8	30,847	31,773	32,726	33,708	34,720	35,761	36,834	37,938	39,077	40,249	41,456	42,700	43,981	45,300
9	27,577	28,403	29,256	30,133	31,037	31,968	32,928	33,916	34,933	35,981	37,061	38,173	39,318	40,497

Philadelphia
16.67%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	104,565	107,703	110,933	114,262	117,690	121,220	124,857	128,602	132,460	135,940	135,940	135,940	135,940	135,940
2	84,728	87,270	89,888	92,585	95,363	98,223	101,169	104,205	107,331	110,551	113,868	117,284	120,802	124,426
3	68,654	70,714	72,836	75,021	77,272	79,589	81,977	84,436	86,969	89,578	92,266	95,034	97,885	100,822
4	55,631	57,299	59,019	60,789	62,613	64,492	66,426	68,419	70,471	72,585	74,763	77,006	79,316	81,696
5	45,077	46,429	47,822	49,257	50,734	52,256	53,823	55,438	57,102	58,815	60,580	62,396	64,269	66,196
6	40,298	41,507	42,751	44,035	45,355	46,716	48,118	49,561	51,048	52,580	54,157	55,781	57,455	59,179
7	36,025	37,106	38,219	39,366	40,546	41,763	43,016	44,307	45,635	47,005	48,415	49,867	51,364	52,904
8	32,206	33,172	34,167	35,192	36,248	37,336	38,456	39,608	40,797	42,021	43,281	44,580	45,918	47,295
9	28,791	29,654	30,544	31,460	32,404	33,376	34,378	35,409	36,471	37,565	38,692	39,853	41,049	42,280

Pittsburgh
12.86%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	101,151	104,186	107,311	110,531	113,846	117,262	120,779	124,402	128,134	131,501	131,501	131,501	131,501	131,501
2	81,961	84,420	86,953	89,561	92,248	95,016	97,865	100,802	103,826	106,940	110,149	113,454	116,858	120,363
3	66,412	68,404	70,457	72,571	74,748	76,990	79,300	81,679	84,129	86,653	89,253	91,930	94,688	97,529
4	53,814	55,428	57,091	58,803	60,569	62,386	64,257	66,184	68,170	70,215	72,322	74,491	76,726	79,028
5	43,605	44,913	46,260	47,648	49,077	50,550	52,066	53,628	55,237	56,894	58,601	60,359	62,170	64,035
6	38,982	40,151	41,355	42,597	43,874	45,190	46,547	47,943	49,381	50,863	52,388	53,959	55,579	57,246
7	34,849	35,894	36,971	38,080	39,222	40,399	41,611	42,860	44,145	45,470	46,834	48,239	49,687	51,176
8	31,154	32,088	33,051	34,043	35,064	36,116	37,200	38,315	39,465	40,649	41,868	43,124	44,418	45,750
9	27,850	28,686	29,547	30,433	31,346	32,286	33,255	34,253	35,280	36,339	37,429	38,552	39,709	40,899

Portland-Salem
15.93%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	103,902	107,020	110,230	113,537	116,943	120,451	124,065	127,786	131,620	135,078	135,078	135,078	135,078	135,078
2	84,191	86,717	89,318	91,997	94,758	97,600	100,528	103,544	106,650	109,849	113,145	116,540	120,036	123,637
3	68,219	70,265	72,374	74,545	76,782	79,084	81,457	83,901	86,418	89,010	91,681	94,431	97,264	100,182
4	55,278	56,936	58,644	60,403	62,216	64,083	66,005	67,985	70,024	72,125	74,289	76,517	78,813	81,178
5	44,791	46,134	47,519	48,944	50,412	51,925	53,482	55,086	56,740	58,441	60,195	62,001	63,861	65,776
6	40,042	41,243	42,480	43,755	45,068	46,420	47,813	49,247	50,724	52,246	53,814	55,427	57,091	58,803
7	35,797	36,870	37,976	39,116	40,289	41,498	42,743	44,026	45,346	46,707	48,107	49,551	51,038	52,568
8	32,001	32,961	33,950	34,969	36,018	37,099	38,212	39,357	40,538	41,755	43,007	44,297	45,627	46,995
9	28,608	29,466	30,350	31,261	32,198	33,164	34,160	35,185	36,240	37,327	38,447	39,601	40,789	42,012

Rest of U.S.

11.72%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	100,129	103,133	106,227	109,414	112,696	116,077	119,559	123,146	126,840	130,173	130,173	130,173	130,173	130,173
2	81,133	83,568	86,075	88,657	91,317	94,056	96,877	99,784	102,777	105,860	109,036	112,308	115,677	119,147
3	65,742	67,713	69,746	71,838	73,993	76,212	78,499	80,854	83,279	85,777	88,352	91,002	93,732	96,544
4	53,270	54,868	56,515	58,209	59,957	61,755	63,608	65,516	67,481	69,505	71,591	73,739	75,951	78,230
5	43,164	44,459	45,793	47,167	48,581	50,039	51,540	53,086	54,679	56,319	58,009	59,749	61,542	63,388
6	38,588	39,746	40,938	42,166	43,431	44,734	46,077	47,459	48,882	50,349	51,859	53,414	55,018	56,668
7	34,497	35,531	36,597	37,695	38,826	39,991	41,191	42,427	43,699	45,011	46,360	47,751	49,185	50,659
8	30,839	31,764	32,717	33,699	34,710	35,752	36,824	37,928	39,066	40,238	41,445	42,688	43,970	45,288
9	27,569	28,396	29,248	30,125	31,029	31,960	32,919	33,907	34,924	35,972	37,051	38,162	39,308	40,486

Richmond

13.15%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	101,411	104,453	107,586	110,815	114,139	117,563	121,090	124,722	128,464	131,839	131,839	131,839	131,839	131,839
2	82,172	84,637	87,176	89,791	92,485	95,260	98,117	101,061	104,092	107,215	110,432	113,745	117,158	120,672
3	66,583	68,580	70,638	72,758	74,940	77,188	79,504	81,889	84,345	86,875	89,482	92,166	94,932	97,780
4	53,952	55,570	57,238	58,955	60,724	62,546	64,422	66,355	68,345	70,395	72,508	74,682	76,923	79,231
5	43,717	45,028	46,379	47,771	49,203	50,680	52,199	53,765	55,379	57,040	58,752	60,514	62,330	64,199
6	39,082	40,254	41,462	42,706	43,987	45,306	46,666	48,066	49,508	50,993	52,523	54,098	55,722	57,393
7	34,938	35,986	37,066	38,178	39,323	40,503	41,718	42,970	44,259	45,587	46,954	48,363	49,814	51,308
8	31,234	32,171	33,136	34,131	35,155	36,209	37,295	38,413	39,566	40,753	41,975	43,235	44,532	45,868
9	27,922	28,759	29,623	30,511	31,426	32,369	33,341	34,341	35,371	36,432	37,525	38,651	39,811	41,004

Sacramento
16.51%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	104,422	107,555	110,781	114,105	117,528	121,054	124,686	128,425	132,278	135,754	135,754	135,754	135,754	135,754
2	84,612	87,151	89,765	92,458	95,232	98,089	101,030	104,062	107,183	110,399	113,711	117,123	120,637	124,256
3	68,560	70,617	72,736	74,918	77,166	79,480	81,865	84,321	86,850	89,455	92,140	94,903	97,751	100,683
4	55,554	57,220	58,938	60,705	62,527	64,403	66,335	68,325	70,374	72,486	74,661	76,900	79,207	81,584
5	45,015	46,365	47,756	49,189	50,664	52,185	53,750	55,362	57,023	58,734	60,497	62,311	64,181	66,105
6	40,243	41,450	42,693	43,974	45,293	46,652	48,052	49,493	50,978	52,508	54,083	55,705	57,377	59,097
7	35,976	37,055	38,166	39,312	40,491	41,706	42,957	44,246	45,573	46,941	48,348	49,799	51,294	52,831
8	32,161	33,126	34,120	35,144	36,198	37,284	38,403	39,554	40,741	41,963	43,222	44,518	45,855	47,230
9	28,751	29,613	30,502	31,417	32,359	33,330	34,331	35,361	36,421	37,514	38,639	39,799	40,993	42,222

St. Louis
12.09%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	100,461	103,475	106,579	109,776	113,070	116,462	119,955	123,553	127,260	130,604	130,604	130,604	130,604	130,604
2	81,402	83,844	86,360	88,950	91,619	94,367	97,198	100,114	103,117	106,211	109,398	112,680	116,060	119,542
3	65,959	67,938	69,977	72,076	74,238	76,464	78,759	81,122	83,555	86,062	88,644	91,303	94,042	96,864
4	53,447	55,050	56,702	58,402	60,155	61,960	63,818	65,733	67,705	69,736	71,828	73,983	76,202	78,489
5	43,307	44,606	45,945	47,323	48,742	50,205	51,710	53,262	54,860	56,506	58,202	59,947	61,746	63,598
6	38,716	39,877	41,073	42,306	43,575	44,882	46,229	47,616	49,044	50,516	52,031	53,591	55,200	56,855
7	34,611	35,649	36,718	37,820	38,955	40,124	41,328	42,567	43,844	45,160	46,514	47,910	49,348	50,827
8	30,941	31,869	32,826	33,811	34,825	35,870	36,946	38,053	39,196	40,371	41,582	42,830	44,115	45,438
9	27,660	28,490	29,345	30,225	31,132	32,066	33,028	34,019	35,039	36,091	37,174	38,289	39,438	40,620

San Diego
17.68%

CLASS	STEP													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	105,471	108,635	111,894	115,251	118,709	122,270	125,938	129,715	133,607	137,117	137,117	137,117	137,117	137,117
2	85,462	88,026	90,667	93,386	96,188	99,074	102,045	105,107	108,260	111,508	114,853	118,299	121,848	125,503
3	69,249	71,326	73,466	75,671	77,941	80,278	82,687	85,167	87,722	90,354	93,065	95,856	98,732	101,694
4	56,112	57,795	59,530	61,315	63,155	65,050	67,001	69,011	71,081	73,213	75,411	77,672	80,002	82,403
5	45,467	46,831	48,236	49,683	51,173	52,709	54,289	55,918	57,596	59,324	61,104	62,936	64,825	66,769
6	40,647	41,866	43,121	44,416	45,748	47,120	48,535	49,990	51,490	53,035	54,626	56,264	57,953	59,691
7	36,337	37,427	38,550	39,706	40,897	42,125	43,389	44,690	46,031	47,412	48,834	50,299	51,809	53,362
8	32,484	33,459	34,463	35,497	36,562	37,659	38,789	39,951	41,150	42,385	43,656	44,966	46,315	47,704
9	29,040	29,911	30,809	31,732	32,684	33,665	34,676	35,716	36,787	37,891	39,027	40,198	41,405	42,646

San Francisco-Oakland
26.39%

CLASS	STEP													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	113,277	116,676	120,175	123,781	127,495	131,319	135,259	139,316	140,300	140,300	140,300	140,300	140,300	140,300
2	91,787	94,541	97,377	100,298	103,307	106,406	109,598	112,886	116,272	119,761	123,354	127,055	130,867	134,792
3	74,374	76,605	78,904	81,271	83,709	86,219	88,807	91,471	94,215	97,041	99,953	102,951	106,040	109,221
4	60,265	62,073	63,936	65,853	67,830	69,865	71,960	74,119	76,342	78,632	80,992	83,421	85,924	88,502
5	48,832	50,297	51,806	53,361	54,961	56,610	58,307	60,057	61,859	63,714	65,627	67,595	69,623	71,711
6	43,655	44,965	46,313	47,703	49,134	50,608	52,127	53,690	55,301	56,960	58,669	60,428	62,242	64,109
7	39,027	40,197	41,403	42,645	43,924	45,243	46,600	47,998	49,437	50,921	52,448	54,022	55,643	57,312
8	34,889	35,935	37,013	38,124	39,268	40,446	41,659	42,908	44,196	45,522	46,887	48,294	49,743	51,235
9	31,189	32,125	33,089	34,081	35,104	36,156	37,242	38,359	39,510	40,695	41,916	43,174	44,469	45,802

Seattle
16.53%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	104,440	107,574	110,800	114,125	117,548	121,075	124,707	128,448	132,301	135,777	135,777	135,777	135,777	135,777
2	84,626	87,166	89,781	92,474	95,248	98,105	101,048	104,080	107,202	110,418	113,731	117,143	120,657	124,277
3	68,572	70,629	72,749	74,931	77,179	79,493	81,879	84,335	86,865	89,471	92,155	94,920	97,768	100,701
4	55,564	57,230	58,948	60,716	62,538	64,414	66,346	68,337	70,386	72,498	74,674	76,913	79,221	81,598
5	45,023	46,373	47,764	49,198	50,673	52,194	53,759	55,372	57,033	58,744	60,507	62,321	64,192	66,117
6	40,249	41,457	42,700	43,982	45,301	46,660	48,060	49,502	50,987	52,517	54,092	55,714	57,386	59,108
7	35,982	37,061	38,173	39,318	40,498	41,713	42,965	44,253	45,581	46,949	48,356	49,807	51,302	52,841
8	32,167	33,132	34,126	35,150	36,205	37,291	38,409	39,561	40,748	41,971	43,229	44,526	45,863	47,238
9	28,756	29,618	30,508	31,422	32,365	33,336	34,337	35,367	36,427	37,520	38,646	39,805	41,000	42,229

Washington-Baltimore
15.98%

CLASS	STEP													
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
1	103,947	107,066	110,277	113,586	116,994	120,503	124,118	127,841	131,677	135,136	135,136	135,136	135,136	135,136
2	84,227	86,754	89,357	92,037	94,799	97,642	100,571	103,589	106,696	109,897	113,194	116,590	120,088	123,690
3	68,248	70,295	72,405	74,577	76,815	79,118	81,492	83,937	86,455	89,048	91,720	94,472	97,306	100,225
4	55,302	56,960	58,670	60,429	62,243	64,110	66,033	68,014	70,054	72,156	74,321	76,550	78,847	81,213
5	44,810	46,154	47,539	48,966	50,434	51,947	53,505	55,110	56,764	58,467	60,221	62,027	63,889	65,805
6	40,059	41,261	42,499	43,774	45,087	46,440	47,834	49,268	50,746	52,269	53,837	55,451	57,116	58,829
7	35,812	36,886	37,993	39,133	40,307	41,516	42,762	44,045	45,366	46,727	48,128	49,572	51,060	52,591
8	32,015	32,975	33,965	34,984	36,034	37,115	38,228	39,374	40,556	41,773	43,025	44,316	45,646	47,015
9	28,620	29,479	30,364	31,274	32,212	33,178	34,175	35,200	36,255	37,343	38,464	39,618	40,806	42,030

2005 Senior Foreign Service Pay Range

(Effective March 14, 2005)

	<u>Minimum</u>	<u>Maximum</u>
FE-CM	\$107,550	\$162,100 (100% of EX-II pay)
FE-MC	\$107,550	\$159,644 (107% of EX-III pay)
FE-OC	\$107,550	\$152,184 (102% of EX-III pay)

2005 Senior Executive Service Pay

	<u>Minimum</u>	<u>Maximum</u>
	\$107,550	\$162,100 (100% of EX-II Pay)

2005 Extended Foreign Service Salary Table

(Pay Plan FP)

(reflects 2.5% increase)

	STEP				
GRADE	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
AA	22,056	22,718	23,400	24,102	24,825
BB	19,647	20,236	20,843	21,468	22,112
CC	18,007	18,547	19,103	19,676	20,266
DD	16,016	16,496	16,991	17,501	18,026
EE*	10,748	11,070	11,402	11,744	12,096

*Linked to minimum wage