

## Foreign Service Pay Scale 2004

### 2004 FS Salary Schedule (includes 2.7% 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	87,439	90,062	92,764	95,547	98,413	101,366	104,407	107,539	110,765	113,674	113,674	113,674	113,674	113,674
2	70,851	72,977	75,166	77,421	79,743	82,136	84,600	87,138	89,752	92,444	95,218	98,074	101,017	104,047
3	57,410	59,132	60,906	62,733	64,615	66,554	68,551	70,607	72,725	74,907	77,154	79,469	81,853	84,309
4	46,519	47,915	49,352	50,833	52,358	53,928	55,546	57,213	58,929	60,697	62,518	64,393	66,325	68,315
5	37,694	38,825	39,990	41,189	42,425	43,698	45,009	46,359	47,750	49,182	50,658	52,177	53,743	55,355
6	33,697	34,708	35,749	36,822	37,926	39,064	40,236	41,443	42,686	43,967	45,286	46,645	48,044	49,485
7	30,124	31,028	31,959	32,917	33,905	34,922	35,970	37,049	38,160	39,305	40,484	41,699	42,950	44,238
8	26,930	27,738	28,570	29,427	30,310	31,219	32,156	33,121	34,114	35,138	36,192	37,277	38,396	39,548
9	24,075	24,797	25,541	26,307	27,097	27,910	28,747	29,609	30,497	31,412	32,355	33,325	34,325	35,355

### 2004 Senior Executive Service/Senior Foreign Service Pay

The National Defense Authorization Act for FY 2004 (P.L. 108-136) signed by the President on November 24, 2003, eliminated the six-level pay system for SES (and by extension SFS), replacing it with an open-range pay band, with minimum and maximum rates fixed by statute. SES and SFS members are no longer entitled to automatic pay adjustments or to locality pay. Any adjustment in pay must be based on a member's individual performance and/or contribution to the agency's performance.

Under the Omnibus spending bill which was approved by the President in January, the minimum and maximum rates of the senior pay band have been increased. A revised Executive Order has implemented these rates retroactively to January 11, 2004. Consequently, the rates for the overall senior pay band are as follows:

Minimum

Maximum

\$104,927                      \$145,600\*

The current pay ranges for the classes within the SFS are:

	<u>Minimum</u>	<u>Maximum</u>
OC	\$104,927	\$145,600*
MC	\$131,040	\$145,600*
CM, CA	\$136,864	\$145,600*

\*Linked to the rate of pay for Level III of the Executive Schedule. If/when an agency's performance appraisal system is certified by OPM and OMB as making "meaningful distinctions based on relative performance," this cap will rise to Level II of the Executive Schedule (\$158,100).

**2004 Extended Foreign Service Salary Table (Pay Plan FP)**

	<b>STEP</b>				
<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>AA</b>	21,518	22163.54	22828.92	23513.87	24219.42
<b>BB</b>	19,168	19743.04	20335.29	20945.05	21573.35
<b>CC</b>	17,568	18095.04	18637.85	19197.14	19772.91
<b>DD</b>	15,625	16093.75	16576.82	17074.31	17586.22
<b>EE*</b>	10,748	11070.44	11402.1	11744.06	12096.32

\*Linked to minimum wage

**2004 Foreign Service (FS) Salary Table Including Law Enforcement Officer (LEO Special Pay Adjustment)** (applies to LEOs assigned to Boston)

**Boston**

	<b>16%</b>									
	<b>STEP</b>									
<u><b>CLASS</b></u>	<u><b>1</b></u>	<u><b>2</b></u>	<u><b>3</b></u>	<u><b>4</b></u>	<u><b>5</b></u>	<u><b>6</b></u>	<u><b>7</b></u>	<u><b>8</b></u>	<u><b>9</b></u>	<u><b>10</b></u>
<b>1</b>	100,244	103,252	106,349	109,539	112,825	116,210	119,696	123,287	126,985	
<b>2</b>	81,227	83,664	86,173	88,759	91,422	94,164	96,989	99,898	102,895	

<b>3</b>	65,818	67,796	69,826	71,921	74,079	76,301	78,591	80,948	83,377
<b>4</b>	53,332	54,932	56,580	58,277	60,025	61,827	63,682	65,592	67,560
<b>5</b>	43,215	44,512	45,847	47,221	48,639	50,098	51,600	53,149	54,743
<b>6</b>	38,633	39,971	40,985	42,215	43,481	44,785	46,130	47,514	48,939
<b>7</b>	34,537	35,573	36,640	37,739	38,872	40,037	41,239	42,476	43,751
<b>8</b>	30,875	31,800	32,755	33,737	34,750	35,792	36,866	37,971	39,111
<b>9</b>	27,601	28,429	29,282	30,160	31,065	31,997	32,957	33,946	34,965

**2004 Locality Rates**

Atlanta	12.61%
Boston	16.99%
Chicago	18.26%
Cincinnati	15.07%
Cleveland	13.14%
Columbus, Ohio	13.14%
Dallas	13.85%
Dayton, Ohio	12.03%
Denver	16.66%
Detroit	18.32%
Hartford, CT	17.87%
Houston	23.14%
Huntsville, Alabama	11.49%
Indianapolis	11.11%
Kansas City	11.54%
Los Angeles	20.05%
Miami	15.54%
Milwaukee	12.64%
Minneapolis	14.75%
New York	19.29%
Orlando	10.93%
Philadelphia	15.32%
Pittsburgh	11.92%
Portland, Oregon	14.69%
Rest of U.S.	10.90%
Richmond	12.13%
Sacramento, California	15.18%

Saint Louis	11.27%
San Diego	16.16%
San Francisco	24.21%
Seattle	15.12%
Washington, DC	14.63%

**2004 Foreign Service (FS) Salary Table Incorporating the Locality Pay Adjustment**

**Atlanta  
12.61%**

<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	98,465	101,419	104,462	107,595	110,823	114,148	117,573	121,100	124,732	128,008	128,008	128,008	128,008	128,008
2	79,785	82,179	84,644	87,184	89,799	92,493	95,268	98,126	101,070	104,101	107,225	110,441	113,755	117,167
3	64,649	66,589	68,586	70,644	72,763	74,946	77,195	79,511	81,896	84,353	86,883	89,490	92,175	94,940
4	52,385	53,957	55,575	57,243	58,960	60,728	62,550	64,428	66,360	68,351	70,402	72,513	74,689	76,930
5	42,447	43,721	45,033	46,383	47,775	49,208	50,685	52,205	53,771	55,384	57,046	58,757	60,520	62,335
6	37,946	39,085	40,257	41,465	42,708	43,990	45,310	46,669	48,069	49,511	50,997	52,527	54,102	55,725
7	33,923	34,941	35,989	37,068	38,180	39,326	40,506	41,721	42,972	44,261	45,589	46,957	48,366	49,816
8	30,326	31,236	32,173	33,138	34,132	35,156	36,211	37,298	38,416	39,569	40,756	41,978	43,238	44,535
9	27,111	27,924	28,762	29,624	30,514	31,429	32,372	33,343	34,343	35,373	36,435	37,527	38,653	39,813

**Boston  
16.99%**

<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	102,295	105,364	108,525	111,780	115,133	118,588	122,146	125,810	129,584	132,987	132,987	132,987	132,987	132,987
2	82,889	85,376	87,937	90,575	93,291	96,091	98,974	101,943	105,001	108,150	111,396	114,737	118,180	121,725
3	67,164	69,179	71,254	73,391	75,593	77,862	80,198	82,603	85,081	87,634	90,262	92,971	95,760	98,633
4	54,423	56,056	57,737	59,470	61,254	63,090	64,983	66,933	68,941	71,009	73,140	75,333	77,594	79,922
5	44,098	45,421	46,784	48,187	49,633	51,122	52,656	54,235	55,863	57,538	59,265	61,042	62,874	64,760
6	39,422	40,605	41,823	43,078	44,370	45,701	47,072	48,484	49,938	51,437	52,980	54,570	56,207	57,893
7	35,242	36,300	37,389	38,510	39,665	40,855	42,081	43,344	44,643	45,983	47,362	48,784	50,247	51,754
8	31,505	32,451	33,424	34,427	35,460	36,523	37,619	38,748	39,910	41,108	42,341	43,610	44,919	46,267
9	28,165	29,010	29,880	30,777	31,701	32,652	33,631	34,640	35,678	36,749	37,852	38,987	40,157	41,362

**Chicago  
18.26%**

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	103,405	106,507	109,703	112,994	116,383	119,875	123,472	127,176	130,991	134,431	134,431	134,431	134,431	134,431
2	83,788	86,303	88,891	91,558	94,304	97,134	100,048	103,049	106,141	109,324	112,605	115,982	119,463	123,046
3	67,893	69,930	72,027	74,188	76,414	78,707	81,068	83,500	86,005	88,585	91,242	93,980	96,799	99,704
4	55,013	56,664	58,364	60,115	61,919	63,775	65,689	67,660	69,689	71,780	73,934	76,151	78,436	80,789
5	44,577	45,914	47,292	48,710	50,172	51,677	53,228	54,824	56,469	58,163	59,908	61,705	63,556	65,463
6	39,850	41,046	42,277	43,546	44,851	46,197	47,583	49,010	50,480	51,995	53,555	55,162	56,817	58,521
7	35,625	36,694	37,795	38,928	40,096	41,299	42,538	43,814	45,128	46,482	47,876	49,313	50,793	52,316
8	31,847	32,803	33,787	34,800	35,845	36,920	38,028	39,169	40,343	41,554	42,801	44,084	45,407	46,769
9	28,471	29,325	30,205	31,111	32,045	33,006	33,996	35,016	36,066	37,148	38,263	39,410	40,593	41,811

**Cincinnati**  
**15.07%**

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	100,616	103,634	106,744	109,946	113,244	116,642	120,141	123,745	127,457	130,805	130,805	130,805	130,805	130,805
2	81,528	83,975	86,494	89,088	91,760	94,514	97,349	100,270	103,278	106,375	109,567	112,854	116,240	119,727
3	66,062	68,043	70,085	72,187	74,352	76,584	78,882	81,247	83,685	86,195	88,781	91,445	94,188	97,014
4	53,529	55,136	56,789	58,494	60,248	62,055	63,917	65,835	67,810	69,844	71,939	74,097	76,320	78,610
5	43,374	44,676	46,016	47,396	48,818	50,283	51,792	53,345	54,946	56,594	58,292	60,040	61,842	63,697
6	38,775	39,938	41,136	42,371	43,641	44,951	46,300	47,688	49,119	50,593	52,111	53,674	55,284	56,942
7	34,664	35,704	36,775	37,878	39,014	40,185	41,391	42,632	43,911	45,228	46,585	47,983	49,423	50,905
8	30,988	31,918	32,875	33,862	34,878	35,924	37,002	38,112	39,255	40,433	41,646	42,895	44,182	45,508
9	27,703	28,534	29,390	30,271	31,181	32,116	33,079	34,071	35,093	36,146	37,231	38,347	39,498	40,683

**Cleveland**  
**13.14%**

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	98,928	101,896	104,953	108,102	111,344	114,685	118,126	121,670	125,320	128,611	128,611	128,611	128,611	128,611
2	80,161	82,566	85,043	87,594	90,221	92,929	95,716	98,588	101,545	104,591	107,730	110,961	114,291	117,719
3	64,954	66,902	68,909	70,976	73,105	75,299	77,559	79,885	82,281	84,750	87,292	89,911	92,608	95,387
4	52,632	54,211	55,837	57,512	59,238	61,014	62,845	64,731	66,672	68,673	70,733	72,854	75,040	77,292
5	42,647	43,927	45,245	46,601	48,000	49,440	50,923	52,451	54,024	55,645	57,314	59,033	60,805	62,629
6	38,125	39,269	40,446	41,660	42,909	44,197	45,523	46,889	48,295	49,744	51,237	52,774	54,357	55,987
7	34,082	35,105	36,158	37,242	38,360	39,511	40,696	41,917	43,174	44,470	45,804	47,178	48,594	50,051
8	30,469	31,383	32,324	33,294	34,293	35,321	36,381	37,473	38,597	39,755	40,948	42,175	43,441	44,745
9	27,238	28,055	28,897	29,764	30,658	31,577	32,524	33,500	34,504	35,540	36,606	37,704	38,835	40,001

**Columbus**

13.14%

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	98,928	101,896	104,953	108,102	111,344	114,685	118,126	121,670	125,320	128,611	128,611	128,611	128,611	128,611
2	80,161	82,566	85,043	87,594	90,221	92,929	95,716	98,588	101,545	104,591	107,730	110,961	114,291	117,719
3	64,954	66,902	68,909	70,976	73,105	75,299	77,559	79,885	82,281	84,750	87,292	89,911	92,608	95,387
4	52,632	54,211	55,837	57,512	59,238	61,014	62,845	64,731	66,672	68,673	70,733	72,854	75,040	77,292
5	42,647	43,927	45,245	46,601	48,000	49,440	50,923	52,451	54,024	55,645	57,314	59,033	60,805	62,629
6	38,125	39,269	40,446	41,660	42,909	44,197	45,523	46,889	48,295	49,744	51,237	52,774	54,357	55,987
7	34,082	35,105	36,158	37,242	38,360	39,511	40,696	41,917	43,174	44,470	45,804	47,178	48,594	50,051
8	30,469	31,383	32,324	33,294	34,293	35,321	36,381	37,473	38,597	39,755	40,948	42,175	43,441	44,745
9	27,238	28,055	28,897	29,764	30,658	31,577	32,524	33,500	34,504	35,540	36,606	37,704	38,835	40,001

**Dallas-Ft. Worth**

13.85%

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	99,549	102,536	105,612	108,780	112,043	115,405	118,867	122,433	126,106	129,418	129,418	129,418	129,418	129,418
2	80,664	83,084	85,576	88,144	90,787	93,512	96,317	99,207	102,183	105,247	108,406	111,657	115,008	118,458
3	65,361	67,322	69,341	71,422	73,564	75,772	78,045	80,386	82,797	85,282	87,840	90,475	93,190	95,986
4	52,962	54,551	56,187	57,873	59,610	61,397	63,239	65,137	67,091	69,104	71,177	73,311	75,511	77,777
5	42,915	44,202	45,529	46,894	48,301	49,750	51,243	52,780	54,363	55,994	57,674	59,404	61,186	63,022
6	38,364	39,515	40,700	41,922	43,179	44,474	45,809	47,183	48,598	50,056	51,558	53,105	54,698	56,339
7	34,296	35,325	36,385	37,476	38,601	39,759	40,952	42,180	43,445	44,749	46,091	47,474	48,899	50,365
8	30,660	31,580	32,527	33,503	34,508	35,543	36,610	37,708	38,839	40,005	41,205	42,440	43,714	45,025
9	27,409	28,231	29,078	29,951	30,850	31,776	32,728	33,710	34,721	35,763	36,836	37,941	39,079	40,252

**Dayton**

12.03%

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	97,958	100,896	103,924	107,041	110,252	113,560	116,967	120,476	124,090	127,349	127,349	127,349	127,349	127,349
2	79,374	81,756	84,208	86,735	89,336	92,017	94,777	97,621	100,549	103,565	106,673	109,872	113,169	116,564
3	64,316	66,246	68,233	70,280	72,388	74,560	76,798	79,101	81,474	83,918	86,436	89,029	91,700	94,451
4	52,115	53,679	55,289	56,948	58,657	60,416	62,228	64,096	66,018	67,999	70,039	72,139	74,304	76,533
5	42,229	43,496	44,801	46,144	47,529	48,955	50,424	51,936	53,494	55,099	56,752	58,454	60,208	62,014
6	37,751	38,883	40,050	41,252	42,488	43,763	45,076	46,429	47,821	49,256	50,734	52,256	53,824	55,438
7	33,748	34,761	35,804	36,877	37,984	39,123	40,297	41,506	42,751	44,033	45,354	46,715	48,117	49,560

8	30,170	31,075	32,007	32,967	33,956	34,975	36,024	37,105	38,218	39,365	40,546	41,761	43,015	44,306
9	26,971	27,780	28,614	29,472	30,357	31,268	32,205	33,171	34,166	35,191	36,247	37,334	38,454	39,608

**Denver  
16.66%**

		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	102,006	105,066	108,218	111,465	114,809	118,254	121,801	125,455	129,218	132,612	132,612	132,612	132,612	132,612	
2	82,655	85,135	87,689	90,319	93,028	95,820	98,694	101,655	104,705	107,845	111,081	114,413	117,846	121,381	
3	66,975	68,983	71,053	73,184	75,380	77,642	79,972	82,370	84,841	87,387	90,008	92,709	95,490	98,355	
4	54,269	55,898	57,574	59,302	61,081	62,912	64,800	66,745	68,747	70,809	72,933	75,121	77,375	79,696	
5	43,974	45,293	46,652	48,051	49,493	50,978	52,507	54,082	55,705	57,376	59,098	60,870	62,697	64,577	
6	39,311	40,490	41,705	42,957	44,244	45,572	46,939	48,347	49,797	51,292	52,831	54,416	56,048	57,729	
7	35,143	36,197	37,283	38,401	39,554	40,740	41,963	43,221	44,517	45,853	47,229	48,646	50,105	51,608	
8	31,417	32,359	33,330	34,330	35,360	36,420	37,513	38,639	39,797	40,992	42,222	43,487	44,793	46,137	
9	28,086	28,928	29,796	30,690	31,611	32,560	33,536	34,542	35,578	36,645	37,745	38,877	40,044	41,245	

**Detroit  
18.32%**

		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	103,458	106,561	109,758	113,051	116,442	119,936	123,534	127,240	131,057	134,499	134,499	134,499	134,499	134,499	
2	83,831	86,346	88,936	91,605	94,352	97,183	100,099	103,102	106,195	109,380	112,662	116,041	119,523	123,108	
3	67,928	69,965	72,064	74,226	76,452	78,747	81,110	83,542	86,048	88,630	91,289	94,028	96,848	99,754	
4	55,041	56,693	58,393	60,146	61,950	63,808	65,722	67,694	69,725	71,817	73,971	76,190	78,476	80,830	
5	44,600	45,938	47,316	48,735	50,197	51,703	53,255	54,852	56,498	58,192	59,939	61,736	63,589	65,496	
6	39,870	41,067	42,298	43,568	44,874	46,221	47,607	49,035	50,506	52,022	53,582	55,190	56,846	58,551	
7	35,643	36,712	37,814	38,947	40,116	41,320	42,560	43,836	45,151	46,506	47,901	49,338	50,818	52,342	
8	31,864	32,820	33,804	34,818	35,863	36,938	38,047	39,189	40,364	41,575	42,822	44,106	45,430	46,793	
9	28,486	29,340	30,220	31,126	32,061	33,023	34,013	35,033	36,084	37,167	38,282	39,430	40,613	41,832	

**Hartford  
17.87%**

		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	103,064	106,156	109,341	112,621	115,999	119,480	123,065	126,756	130,559	133,988	133,988	133,988	133,988	133,988	
2	83,512	86,018	88,598	91,256	93,993	96,814	99,718	102,710	105,791	108,964	112,233	115,600	119,069	122,640	
3	67,669	69,699	71,790	73,943	76,162	78,447	80,801	83,224	85,721	88,293	90,941	93,670	96,480	99,375	
4	54,832	56,477	58,171	59,917	61,714	63,565	65,472	67,437	69,460	71,544	73,690	75,900	78,177	80,523	

5	44,430	45,763	47,136	48,549	50,006	51,507	53,052	54,643	56,283	57,971	59,711	61,501	63,347	65,247
6	39,719	40,910	42,137	43,402	44,703	46,045	47,426	48,849	50,314	51,824	53,379	54,980	56,629	58,328
7	35,507	36,573	37,670	38,799	39,964	41,163	42,398	43,670	44,979	46,329	47,718	49,151	50,625	52,143
8	31,742	32,695	33,675	34,686	35,726	36,798	37,902	39,040	40,210	41,417	42,660	43,938	45,257	46,615
9	28,377	29,228	30,105	31,008	31,939	32,898	33,884	34,900	35,947	37,025	38,137	39,280	40,459	41,673

**Houston**

23.14%

	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	107,672	110,902	114,230	117,657	121,186	124,822	128,567	132,424	136,396	139,978	139,978	139,978	139,978	139,978
2	87,246	89,864	92,559	95,336	98,196	101,142	104,176	107,302	110,521	113,836	117,251	120,768	124,392	128,123
3	70,695	72,815	75,000	77,249	79,567	81,955	84,414	86,945	89,554	92,240	95,007	97,858	100,794	103,818
4	57,283	59,003	60,772	62,596	64,474	66,407	68,399	70,452	72,565	74,742	76,985	79,294	81,673	84,123
5	46,416	47,809	49,244	50,720	52,242	53,810	55,424	57,086	58,799	60,563	62,380	64,251	66,179	68,164
6	41,494	42,739	44,021	45,343	46,702	48,103	49,547	51,033	52,564	54,141	55,765	57,439	59,161	60,936
7	37,095	38,208	39,354	40,534	41,751	43,003	44,293	45,622	46,990	48,400	49,852	51,348	52,889	54,475
8	33,162	34,157	35,181	36,236	37,324	38,443	39,597	40,785	42,008	43,269	44,567	45,903	47,281	48,699
9	29,646	30,535	31,451	32,394	33,367	34,368	35,399	36,461	37,554	38,681	39,842	41,036	42,268	43,536

**Huntsville**

11.49%

	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	97,486	100,410	103,423	106,525	109,721	113,013	116,403	119,895	123,492	126,735	126,735	126,735	126,735	126,735
2	78,992	81,362	83,803	86,317	88,905	91,573	94,321	97,150	100,065	103,066	106,159	109,343	112,624	116,002
3	64,006	65,926	67,904	69,941	72,039	74,201	76,428	78,720	81,081	83,514	86,019	88,600	91,258	93,996
4	51,864	53,420	55,023	56,674	58,374	60,124	61,928	63,787	65,700	67,671	69,701	71,792	73,946	76,164
5	42,025	43,286	44,585	45,922	47,300	48,719	50,181	51,686	53,236	54,833	56,479	58,172	59,918	61,715
6	37,569	38,696	39,857	41,053	42,284	43,552	44,859	46,205	47,591	49,019	50,489	52,005	53,564	55,171
7	33,585	34,593	35,631	36,699	37,801	38,935	40,103	41,306	42,545	43,821	45,136	46,490	47,885	49,321
8	30,024	30,925	31,853	32,808	33,793	34,806	35,851	36,927	38,034	39,175	40,350	41,560	42,808	44,092
9	26,841	27,646	28,476	29,330	30,210	31,117	32,050	33,011	34,001	35,021	36,073	37,154	38,269	39,417

**Indianapolis**

11.11%

	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	97,153	100,068	103,070	106,162	109,347	112,628	116,007	119,487	123,071	126,303	126,303	126,303	126,303	126,303



2	78,723	81,085	83,517	86,022	88,602	91,261	93,999	96,819	99,723	102,715	105,797	108,970	112,240	115,607
3	63,788	65,702	67,673	69,703	71,794	73,948	76,167	78,451	80,805	83,229	85,726	88,298	90,947	93,676
4	51,687	53,238	54,835	56,481	58,175	59,919	61,717	63,569	65,476	67,440	69,464	71,547	73,694	75,905
5	41,882	43,138	44,433	45,765	47,138	48,553	50,009	51,509	53,055	54,646	56,286	57,974	59,714	61,505
6	37,441	38,564	39,721	40,913	42,140	43,404	44,706	46,047	47,428	48,852	50,317	51,827	53,382	54,983
7	33,471	34,475	35,510	36,574	37,672	38,802	39,966	41,165	42,400	43,672	44,982	46,332	47,722	49,153
8	29,922	30,820	31,744	32,696	33,677	34,687	35,729	36,801	37,904	39,042	40,213	41,418	42,662	43,942
9	26,750	27,552	28,379	29,230	30,107	31,011	31,941	32,899	33,885	34,902	35,950	37,027	38,139	39,283

**Kansas City  
11.54%**

	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	97,529	100,455	103,469	106,573	109,770	113,064	116,456	119,949	123,547	126,792	126,792	126,792	126,792	126,792
2	79,027	81,399	83,840	86,355	88,945	91,614	94,363	97,194	100,109	103,112	106,206	109,392	112,674	116,054
3	64,035	65,956	67,935	69,972	72,072	74,234	76,462	78,755	81,117	83,551	86,058	88,640	91,299	94,038
4	51,887	53,444	55,047	56,699	58,400	60,151	61,956	63,815	65,729	67,701	69,733	71,824	73,979	76,199
5	42,044	43,305	44,605	45,942	47,321	48,741	50,203	51,709	53,260	54,858	56,504	58,198	59,945	61,743
6	37,586	38,713	39,874	41,071	42,303	43,572	44,879	46,226	47,612	49,041	50,512	52,028	53,588	55,196
7	33,600	34,609	35,647	36,716	37,818	38,952	40,121	41,324	42,564	43,841	45,156	46,511	47,906	49,343
8	30,038	30,939	31,867	32,823	33,808	34,822	35,867	36,943	38,051	39,193	40,369	41,579	42,827	44,112
9	26,853	27,659	28,488	29,343	30,224	31,131	32,064	33,026	34,016	35,037	36,089	37,171	38,286	39,435

**Los Angeles  
20.05%**

	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	104,971	108,119	111,363	114,704	118,145	121,690	125,341	129,101	132,973	136,466	136,466	136,466	136,466	136,466
2	85,057	87,609	90,237	92,944	95,731	98,604	101,562	104,609	107,747	110,979	114,309	117,738	121,271	124,908
3	68,921	70,988	73,118	75,311	77,570	79,898	82,295	84,764	87,306	89,926	92,623	95,403	98,265	101,213
4	55,846	57,522	59,247	61,025	62,856	64,741	66,683	68,684	70,744	72,867	75,053	77,304	79,623	82,012
5	45,252	46,609	48,008	49,447	50,931	52,459	54,033	55,654	57,324	59,043	60,815	62,638	64,518	66,454
6	40,453	41,667	42,917	44,205	45,530	46,896	48,303	49,752	51,245	52,782	54,366	55,997	57,677	59,407
7	36,164	37,249	38,367	39,517	40,703	41,924	43,182	44,477	45,811	47,186	48,601	50,060	51,561	53,108
8	32,329	33,299	34,298	35,327	36,387	37,478	38,603	39,762	40,954	42,183	43,448	44,751	46,094	47,477
9	28,902	29,769	30,662	31,582	32,530	33,506	34,511	35,546	36,612	37,710	38,842	40,007	41,207	42,444

**Miami  
15.54%**

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	101,027	104,058	107,180	110,395	113,706	117,118	120,632	124,251	127,978	131,339	131,339	131,339	131,339	131,339
2	81,861	84,318	86,847	89,452	92,135	94,900	97,747	100,679	103,699	106,810	110,015	113,315	116,715	120,216
3	66,332	68,321	70,371	72,482	74,656	76,896	79,204	81,579	84,026	86,548	89,144	91,818	94,573	97,411
4	53,748	55,361	57,021	58,732	60,494	62,308	64,178	66,104	68,087	70,129	72,233	74,400	76,632	78,931
5	43,552	44,858	46,204	47,590	49,018	50,489	52,003	53,563	55,170	56,825	58,530	60,285	62,095	63,957
6	38,934	40,102	41,304	42,544	43,820	45,135	46,489	47,883	49,319	50,799	52,323	53,894	55,510	57,175
7	34,805	35,850	36,925	38,032	39,174	40,349	41,560	42,806	44,090	45,413	46,775	48,179	49,624	51,113
8	31,115	32,048	33,010	34,000	35,020	36,070	37,153	38,268	39,415	40,598	41,816	43,070	44,363	45,694
9	27,816	28,650	29,510	30,395	31,308	32,247	33,214	34,210	35,236	36,293	37,383	38,504	39,659	40,849

**Milwaukee**  
12.64%

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	98,491	101,446	104,489	107,624	110,852	114,179	117,604	121,132	124,766	128,042	128,042	128,042	128,042	128,042
2	79,807	82,201	84,667	87,207	89,823	92,518	95,293	98,152	101,097	104,129	107,254	110,471	113,786	117,199
3	64,667	66,606	68,605	70,662	72,782	74,966	77,216	79,532	81,917	84,375	86,906	89,514	92,199	94,966
4	52,399	53,971	55,590	57,258	58,976	60,744	62,567	64,445	66,378	68,369	70,420	72,532	74,708	76,950
5	42,459	43,732	45,045	46,395	47,788	49,221	50,698	52,219	53,786	55,399	57,061	58,772	60,536	62,352
6	37,956	39,095	40,268	41,476	42,720	44,002	45,322	46,681	48,082	49,524	51,010	52,541	54,117	55,740
7	33,932	34,950	35,999	37,078	38,191	39,336	40,517	41,732	42,983	44,273	45,601	46,970	48,379	49,830
8	30,334	31,244	32,181	33,147	34,141	35,165	36,221	37,307	38,426	39,579	40,767	41,989	43,249	44,547
9	27,118	27,931	28,769	29,632	30,522	31,438	32,381	33,352	34,352	35,382	36,445	37,537	38,664	39,824

**Minneapolis**  
14.75%

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	100,336	103,346	106,447	109,640	112,929	116,317	119,807	123,401	127,103	130,441	130,441	130,441	130,441	130,441
2	81,302	83,741	86,253	88,841	91,505	94,251	97,079	99,991	102,990	106,079	109,263	112,540	115,917	119,394
3	65,878	67,854	69,890	71,986	74,146	76,371	78,662	81,022	83,452	85,956	88,534	91,191	93,926	96,745
4	53,381	54,982	56,631	58,331	60,081	61,882	63,739	65,652	67,621	69,650	71,739	73,891	76,108	78,391
5	43,254	44,552	45,889	47,264	48,683	50,143	51,648	53,197	54,793	56,436	58,130	59,873	61,670	63,520
6	38,667	39,827	41,022	42,253	43,520	44,826	46,171	47,556	48,982	50,452	51,966	53,525	55,130	56,784
7	34,567	35,605	36,673	37,772	38,906	40,073	41,276	42,514	43,789	45,102	46,455	47,850	49,285	50,763
8	30,902	31,829	32,784	33,767	34,781	35,824	36,899	38,006	39,146	40,321	41,530	42,775	44,059	45,381
9	27,626	28,455	29,308	30,187	31,094	32,027	32,987	33,976	34,995	36,045	37,127	38,240	39,388	40,570

**New York**  
19.29%

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	104,306	107,435	110,658	113,978	117,397	120,920	124,547	128,283	132,132	135,602	135,602	135,602	135,602	135,602
2	84,518	87,054	89,666	92,356	95,125	97,980	100,919	103,947	107,065	110,276	113,586	116,992	120,503	124,118
3	68,484	70,539	72,655	74,834	77,079	79,392	81,774	84,227	86,754	89,357	92,037	94,799	97,642	100,572
4	55,493	57,158	58,872	60,639	62,458	64,331	66,261	68,249	70,296	72,405	74,578	76,814	79,119	81,493
5	44,965	46,314	47,704	49,134	50,609	52,127	53,691	55,302	56,961	58,669	60,430	62,242	64,110	66,033
6	40,197	41,403	42,645	43,925	45,242	46,599	47,998	49,437	50,920	52,448	54,022	55,643	57,312	59,031
7	35,935	37,013	38,124	39,267	40,445	41,658	42,909	44,196	45,521	46,887	48,293	49,743	51,235	52,772
8	32,125	33,089	34,081	35,103	36,157	37,241	38,359	39,510	40,695	41,916	43,173	44,468	45,803	47,177
9	28,719	29,580	30,468	31,382	32,324	33,294	34,292	35,321	36,380	37,471	38,596	39,753	40,946	42,175

**Orlando**  
10.93%

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	96,996	99,906	102,903	105,990	109,170	112,445	115,819	119,293	122,872	126,099	126,099	126,099	126,099	126,099
2	78,595	80,953	83,382	85,883	88,459	91,113	93,847	96,662	99,562	102,548	105,625	108,793	112,058	115,419
3	63,685	65,595	67,563	69,590	71,677	73,828	76,044	78,324	80,674	83,094	85,587	88,155	90,800	93,524
4	51,604	53,152	54,746	56,389	58,081	59,822	61,617	63,466	65,370	67,331	69,351	71,431	73,574	75,782
5	41,814	43,069	44,361	45,691	47,062	48,474	49,928	51,426	52,969	54,558	56,195	57,880	59,617	61,405
6	37,380	38,502	39,656	40,847	42,071	43,334	44,634	45,973	47,352	48,773	50,236	51,743	53,295	54,894
7	33,417	34,419	35,452	36,515	37,611	38,739	39,902	41,098	42,331	43,601	44,909	46,257	47,644	49,073
8	29,873	30,770	31,693	32,643	33,623	34,631	35,671	36,741	37,843	38,979	40,148	41,351	42,593	43,871
9	26,706	27,507	28,333	29,182	30,059	30,961	31,889	32,845	33,830	34,845	35,891	36,967	38,077	39,219

**Philadelphia**  
15.32%

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	100,835	103,859	106,975	110,185	113,490	116,895	120,402	124,014	127,734	131,089	131,089	131,089	131,089	131,089
2	81,705	84,157	86,681	89,282	91,960	94,719	97,561	100,488	103,502	106,606	109,805	113,099	116,493	119,987
3	66,205	68,191	70,237	72,344	74,514	76,750	79,053	81,424	83,866	86,383	88,974	91,644	94,393	97,225
4	53,646	55,256	56,913	58,621	60,379	62,190	64,056	65,978	67,957	69,996	72,096	74,258	76,486	78,781
5	43,469	44,773	46,116	47,499	48,925	50,393	51,904	53,461	55,065	56,717	58,419	60,171	61,976	63,835
6	38,859	40,025	41,226	42,463	43,736	45,049	46,400	47,792	49,225	50,703	52,224	53,791	55,404	57,066
7	34,739	35,781	36,855	37,960	39,099	40,272	41,481	42,725	44,006	45,327	46,686	48,087	49,530	51,015

8	31,056	31,987	32,947	33,935	34,953	36,002	37,082	38,195	39,340	40,521	41,737	42,988	44,278	45,607
9	27,763	28,596	29,454	30,337	31,248	32,186	33,151	34,145	35,169	36,224	37,312	38,430	39,584	40,771

**Pittsburgh**  
**11.92%**

	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	97,862	100,797	103,821	106,936	110,144	113,449	116,852	120,358	123,968	127,224	127,224	127,224	127,224	127,224
2	79,296	81,676	84,126	86,650	89,248	91,927	94,684	97,525	100,450	103,463	106,568	109,764	113,058	116,449
3	64,253	66,181	68,166	70,211	72,317	74,487	76,722	79,023	81,394	83,836	86,351	88,942	91,610	94,359
4	52,064	53,626	55,235	56,892	58,599	60,356	62,167	64,033	65,953	67,932	69,970	72,069	74,231	76,458
5	42,187	43,453	44,757	46,099	47,482	48,907	50,374	51,885	53,442	55,044	56,696	58,396	60,149	61,953
6	37,714	38,845	40,010	41,211	42,447	43,720	45,032	46,383	47,774	49,208	50,684	52,205	53,771	55,384
7	33,715	34,727	35,769	36,841	37,946	39,085	40,258	41,465	42,709	43,990	45,310	46,670	48,070	49,511
8	30,140	31,044	31,976	32,935	33,923	34,940	35,989	37,069	38,180	39,326	40,506	41,720	42,973	44,262
9	26,945	27,753	28,585	29,443	30,327	31,237	32,174	33,138	34,132	35,156	36,212	37,297	38,417	39,569

**Portland-Salem**  
**14.69%**

	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	100,284	103,292	106,391	109,583	112,870	116,257	119,744	123,336	127,036	130,373	130,373	130,373	130,373	130,373
2	81,259	83,697	86,208	88,794	91,457	94,202	97,028	99,939	102,937	106,024	109,206	112,481	115,856	119,332
3	65,844	67,818	69,853	71,948	74,107	76,331	78,621	80,979	83,408	85,911	88,488	91,143	93,877	96,694
4	53,353	54,954	56,602	58,300	60,049	61,850	63,706	65,618	67,586	69,613	71,702	73,852	76,068	78,350
5	43,231	44,528	45,865	47,240	48,657	50,117	51,621	53,169	54,764	56,407	58,100	59,842	61,638	63,487
6	38,647	39,807	41,001	42,231	43,497	44,803	46,147	47,531	48,957	50,426	51,939	53,497	55,102	56,754
7	34,549	35,586	36,654	37,753	38,886	40,052	41,254	42,491	43,766	45,079	46,431	47,825	49,259	50,737
8	30,886	31,813	32,767	33,750	34,763	35,805	36,880	37,986	39,125	40,300	41,509	42,753	44,036	45,358
9	27,612	28,440	29,293	30,171	31,078	32,010	32,970	33,959	34,977	36,026	37,108	38,220	39,367	40,549

**Rest of U.S.**  
**10.90%**

	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	96,970	99,879	102,875	105,962	109,140	112,415	115,787	119,261	122,838	126,064	126,064	126,064	126,064	126,064
2	78,574	80,931	83,359	85,860	88,435	91,089	93,821	96,636	99,535	102,520	105,597	108,764	112,028	115,388
3	63,668	65,577	67,545	69,571	71,658	73,808	76,023	78,303	80,652	83,072	85,564	88,131	90,775	93,499
4	51,590	53,138	54,731	56,374	58,065	59,806	61,601	63,449	65,352	67,313	69,332	71,412	73,554	75,761

5	41,803	43,057	44,349	45,679	47,049	48,461	49,915	51,412	52,955	54,543	56,180	57,864	59,601	61,389
6	37,370	38,491	39,646	40,836	42,060	43,322	44,622	45,960	47,339	48,759	50,222	51,729	53,281	54,879
7	33,408	34,410	35,443	36,505	37,601	38,728	39,891	41,087	42,319	43,589	44,897	46,244	47,632	49,060
8	29,865	30,761	31,684	32,635	33,614	34,622	35,661	36,731	37,832	38,968	40,137	41,340	42,581	43,859
9	26,699	27,500	28,325	29,174	30,051	30,952	31,880	32,836	33,821	34,836	35,882	36,957	38,066	39,209

**Richmond**

12.13%

	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	98,045	100,987	104,016	107,137	110,350	113,662	117,072	120,583	124,201	127,463	127,463	127,463	127,463	127,463
2	79,445	81,829	84,284	86,812	89,416	92,099	94,862	97,708	100,639	103,657	106,768	109,970	113,270	116,668
3	64,374	66,305	68,294	70,343	72,453	74,627	76,866	79,172	81,547	83,993	86,513	89,109	91,782	94,536
4	52,162	53,727	55,338	56,999	58,709	60,469	62,284	64,153	66,077	68,060	70,101	72,204	74,370	76,602
5	42,266	43,534	44,841	46,185	47,571	48,999	50,469	51,982	53,542	55,148	56,803	58,506	60,262	62,070
6	37,784	38,918	40,085	41,289	42,526	43,802	45,117	46,470	47,864	49,300	50,779	52,303	53,872	55,488
7	33,778	34,792	35,836	36,910	38,018	39,158	40,333	41,543	42,789	44,073	45,395	46,757	48,160	49,604
8	30,197	31,103	32,036	32,996	33,987	35,006	36,057	37,139	38,252	39,400	40,582	41,799	43,053	44,345
9	26,995	27,805	28,639	29,498	30,384	31,295	32,234	33,201	34,196	35,222	36,280	37,367	38,489	39,644

**Sacramento**

15.18%

	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	100,712	103,733	106,846	110,051	113,352	116,753	120,256	123,863	127,579	130,930	130,930	130,930	130,930	130,930
2	81,606	84,055	86,576	89,174	91,848	94,604	97,442	100,366	103,376	106,477	109,672	112,962	116,351	119,841
3	66,125	68,108	70,152	72,256	74,424	76,657	78,957	81,325	83,765	86,278	88,866	91,532	94,278	97,107
4	53,581	55,188	56,844	58,549	60,306	62,114	63,978	65,898	67,874	69,911	72,008	74,168	76,393	78,685
5	43,416	44,719	46,060	47,441	48,865	50,331	51,841	53,396	54,998	56,648	58,348	60,097	61,901	63,758
6	38,812	39,977	41,176	42,412	43,683	44,994	46,344	47,734	49,166	50,641	52,160	53,726	55,337	56,997
7	34,697	35,738	36,810	37,914	39,052	40,223	41,430	42,673	43,953	45,271	46,629	48,029	49,470	50,953
8	31,018	31,949	32,907	33,894	34,911	35,958	37,037	38,149	39,293	40,472	41,686	42,936	44,225	45,551
9	27,730	28,561	29,418	30,300	31,210	32,147	33,111	34,104	35,126	36,180	37,266	38,384	39,536	40,722

**St. Louis**

11.27%

	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	97,293	100,212	103,219	106,315	109,504	112,790	116,174	119,659	123,248	126,485	126,485	126,485	126,485	126,485

2	78,836	81,202	83,637	86,146	88,730	91,393	94,134	96,958	99,867	102,862	105,949	109,127	112,402	115,773
3	63,880	65,796	67,770	69,803	71,897	74,055	76,277	78,564	80,921	83,349	85,849	88,425	91,078	93,811
4	51,762	53,315	54,914	56,562	58,259	60,006	61,806	63,661	65,570	67,538	69,564	71,650	73,800	76,014
5	41,942	43,201	44,497	45,831	47,206	48,623	50,082	51,584	53,131	54,725	56,367	58,057	59,800	61,594
6	37,495	38,620	39,778	40,972	42,200	43,467	44,771	46,114	47,497	48,922	50,390	51,902	53,459	55,062
7	33,519	34,525	35,561	36,627	37,726	38,858	40,024	41,224	42,461	43,735	45,047	46,398	47,790	49,224
8	29,965	30,864	31,790	32,743	33,726	34,737	35,780	36,854	37,959	39,098	40,271	41,478	42,723	44,005
9	26,788	27,592	28,419	29,272	30,151	31,055	31,987	32,946	33,934	34,952	36,001	37,081	38,193	39,340

**San Diego**  
16.16%

		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	101,569	104,616	107,755	110,987	114,317	117,747	121,279	124,917	128,665	132,044	132,044	132,044	132,044	132,044	
2	82,301	84,770	87,313	89,932	92,629	95,409	98,271	101,220	104,256	107,383	110,605	113,923	117,341	120,861	
3	66,687	68,688	70,748	72,871	75,057	77,309	79,629	82,017	84,477	87,012	89,622	92,311	95,080	97,933	
4	54,036	55,658	57,327	59,048	60,819	62,643	64,522	66,459	68,452	70,506	72,621	74,799	77,043	79,355	
5	43,785	45,099	46,452	47,845	49,281	50,760	52,282	53,851	55,466	57,130	58,844	60,609	62,428	64,300	
6	39,142	40,317	41,526	42,772	44,055	45,377	46,738	48,140	49,584	51,072	52,604	54,183	55,808	57,482	
7	34,992	36,042	37,124	38,236	39,384	40,565	41,783	43,036	44,327	45,657	47,026	48,438	49,891	51,387	
8	31,282	32,220	33,187	34,182	35,208	36,264	37,352	38,473	39,627	40,816	42,041	43,301	44,601	45,939	
9	27,966	28,804	29,668	30,558	31,476	32,420	33,393	34,394	35,425	36,488	37,584	38,710	39,872	41,068	

**San Francisco-Oakland**  
24.21%

		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	108,608	111,866	115,222	118,679	122,239	125,907	129,684	133,574	137,581	141,194	141,194	141,194	141,194	141,194	
2	88,004	90,645	93,364	96,165	99,049	102,021	105,082	108,234	111,481	114,825	118,270	121,818	125,473	129,237	
3	71,309	73,448	75,651	77,921	80,258	82,667	85,147	87,701	90,332	93,042	95,833	98,708	101,670	104,720	
4	57,781	59,515	61,300	63,140	65,034	66,984	68,994	71,064	73,196	75,392	77,654	79,983	82,382	84,854	
5	46,820	48,225	49,672	51,161	52,696	54,277	55,906	57,583	59,310	61,089	62,922	64,809	66,754	68,756	
6	41,855	43,111	44,404	45,737	47,108	48,521	49,977	51,476	53,020	54,611	56,250	57,938	59,675	61,465	
7	37,417	38,540	39,696	40,886	42,113	43,377	44,678	46,019	47,399	48,821	50,285	51,794	53,348	54,948	
8	33,450	34,453	35,487	36,551	37,648	38,777	39,941	41,140	42,373	43,645	44,954	46,302	47,692	49,123	
9	29,904	30,800	31,724	32,676	33,657	34,667	35,707	36,777	37,880	39,017	40,188	41,393	42,635	43,914	

**Seattle**  
15.12%

<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	100,660	103,679	106,790	109,994	113,293	116,693	120,193	123,799	127,513	130,862	130,862	130,862	130,862	130,862
2	81,564	84,011	86,531	89,127	91,800	94,555	97,392	100,313	103,323	106,422	109,615	112,903	116,291	119,779
3	66,090	68,073	70,115	72,218	74,385	76,617	78,916	81,283	83,721	86,233	88,820	91,485	94,229	97,057
4	53,553	55,160	56,814	58,519	60,275	62,082	63,945	65,864	67,839	69,874	71,971	74,129	76,353	78,644
5	43,393	44,695	46,036	47,417	48,840	50,305	51,814	53,368	54,970	56,618	58,317	60,066	61,869	63,725
6	38,792	39,956	41,154	42,389	43,660	44,970	46,320	47,709	49,140	50,615	52,133	53,698	55,308	56,967
7	34,679	35,719	36,791	37,894	39,031	40,202	41,409	42,651	43,930	45,248	46,605	48,004	49,444	50,927
8	31,002	31,932	32,890	33,876	34,893	35,939	37,018	38,129	39,272	40,451	41,664	42,913	44,201	45,528
9	27,715	28,546	29,403	30,285	31,194	32,130	33,094	34,086	35,108	36,161	37,247	38,364	39,515	40,701

**Washington-Baltimore**  
14.63%

<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	100,231	103,238	106,335	109,526	112,811	116,196	119,682	123,272	126,970	130,305	130,305	130,305	130,305	130,305
2	81,217	83,654	86,163	88,748	91,409	94,152	96,977	99,886	102,883	105,969	109,148	112,422	115,796	119,269
3	65,809	67,783	69,817	71,911	74,068	76,291	78,580	80,937	83,365	85,866	88,442	91,095	93,828	96,643
4	53,325	54,925	56,572	58,270	60,018	61,818	63,672	65,583	67,550	69,577	71,664	73,814	76,028	78,309
5	43,209	44,505	45,841	47,215	48,632	50,091	51,594	53,141	54,736	56,377	58,069	59,810	61,606	63,453
6	38,627	39,786	40,979	42,209	43,475	44,779	46,123	47,506	48,931	50,399	51,911	53,469	55,073	56,725
7	34,531	35,567	36,635	37,733	38,865	40,031	41,232	42,469	43,743	45,055	46,407	47,800	49,234	50,710
8	30,870	31,796	32,750	33,732	34,744	35,786	36,860	37,967	39,105	40,279	41,487	42,731	44,013	45,334
9	27,597	28,425	29,278	30,156	31,061	31,993	32,953	33,941	34,959	36,008	37,089	38,200	39,347	40,527