

**2007 FS Salary Schedule (includes 1.7% general increase)**

<b>Class</b>	<b>Step</b>													
	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
1	93,063	95,855	98,731	101,692	104,743	107,886	111,122	114,456	117,889	120,981	120,981	120,981	120,981	120,981
2	75,408	77,670	80,000	82,400	84,872	87,419	90,041	92,742	95,525	98,390	101,342	104,382	107,514	110,739
3	61,102	62,935	64,823	66,768	68,771	70,834	72,959	75,148	77,402	79,724	82,116	84,579	87,117	89,730
4	49,511	50,996	52,526	54,102	55,725	57,397	59,119	60,892	62,719	64,601	66,539	68,535	70,591	72,709
5	40,118	41,322	42,561	43,838	45,153	46,508	47,903	49,340	50,820	52,345	53,915	55,533	57,199	58,915
6	35,864	36,940	38,048	39,190	40,365	41,576	42,823	44,108	45,431	46,794	48,198	49,644	51,133	52,667
7	32,062	33,024	34,015	35,035	36,086	37,169	38,284	39,432	40,615	41,834	43,089	44,381	45,713	47,084
8	28,662	29,522	30,408	31,320	32,259	33,227	34,224	35,251	36,308	37,397	38,519	39,675	40,865	42,091
9	25,623	26,392	27,183	27,999	28,839	29,704	30,595	31,513	32,458	33,432	34,435	35,468	36,532	37,628

## 2007 Locality Rates

Atlanta	15.89%
Boston	20.97%
Buffalo/Niagara	14.15%
Chicago	21.79%
Cincinnati	17.38%
Cleveland	15.96%
Columbus, Ohio	15.00%
Dallas	17.34%
Dayton, Ohio	14.27%
Denver	20.02%
Detroit	21.53%
Hartford, CT	22.44%
Houston	26.65%
Huntsville, Alabama	13.60%
Indianapolis	13.00%
Los Angeles	24.03%
Miami	18.30%
Milwaukee	15.54%
Minneapolis	18.17%
New York	24.57%
Philadelphia	18.85%
Phoenix	13.22%
Pittsburgh	14.16%
Portland, Oregon	17.63%
Raleigh/Durham/Cary	16.18%
Rest of U.S.	12.64%

Richmond	14.41%
Sacramento, California	18.99%
San Di	20.34%
San Francisco	30.33%
Seattle	18.58%
Washington, DC	18.59%

EX-4                                    \$145,400

**NOTE**

2007 - Grayson county, TX is added to the Dallas-Fort Worth area

2007 - Berks County, PA is added to the Philadelphia area

2006 - Kansas City, Orlando, & St. Louis revert to RUS  
and are no longer individually listed.

2006 - Buffalo, Phoenix, and Raleigh are new

**Atlanta  
15.89%**

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	107,851	111,086	114,419	117,851	121,387	125,029	128,779	132,643	136,622	140,205	140,205	140,205	140,205	140,205
2	87,390	90,012	92,712	95,493	98,358	101,310	104,349	107,479	110,704	114,024	117,445	120,968	124,598	128,335
3	70,811	72,935	75,123	77,377	79,699	82,090	84,552	87,089	89,701	92,392	95,164	98,019	100,960	103,988
4	57,378	59,099	60,872	62,699	64,580	66,517	68,513	70,568	72,685	74,866	77,112	79,425	81,808	84,262
5	46,493	47,888	49,324	50,804	52,328	53,898	55,515	57,180	58,895	60,663	62,482	64,357	66,288	68,277
6	41,563	42,810	44,094	45,417	46,779	48,182	49,628	51,117	52,650	54,230	55,857	57,532	59,258	61,036
7	37,157	38,272	39,420	40,602	41,820	43,075	44,367	45,698	47,069	48,481	49,936	51,433	52,977	54,566
8	33,216	34,213	35,240	36,297	37,385	38,507	39,662	40,852	42,077	43,339	44,640	45,979	47,358	48,779
9	29,694	30,586	31,502	32,448	33,422	34,424	35,457	36,520	37,616	38,744	39,907	41,104	42,337	43,607

**Boston  
20.97%**

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	112,578	115,956	119,435	123,017	126,708	130,510	134,424	138,457	142,610	145,400	145,400	145,400	145,400	145,400
2	91,221	93,957	96,776	99,679	102,670	105,751	108,923	112,190	115,557	119,022	122,593	126,271	130,060	133,961
3	73,915	76,132	78,416	80,769	83,192	85,688	88,259	90,907	93,633	96,442	99,336	102,315	105,385	108,546
4	59,893	61,690	63,541	65,447	67,411	69,433	71,516	73,661	75,871	78,148	80,492	82,907	85,394	87,956
5	48,531	49,987	51,486	53,031	54,622	56,261	57,948	59,687	61,477	63,322	65,221	67,178	69,194	71,269
6	43,385	44,686	46,027	47,408	48,830	50,294	51,803	53,357	54,958	56,607	58,305	60,054	61,856	63,711
7	38,785	39,949	41,148	42,382	43,653	44,963	46,312	47,701	49,132	50,607	52,125	53,688	55,299	56,958
8	34,672	35,713	36,785	37,888	39,024	40,195	41,401	42,643	43,922	45,239	46,596	47,995	49,434	50,917
9	30,996	31,926	32,883	33,870	34,887	35,933	37,011	38,121	39,264	40,443	41,656	42,906	44,193	45,519

**Buffalo**  
**14.15%**

		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	106,231	109,418	112,701	116,081	119,564	123,152	126,846	130,652	134,570	138,100	138,100	138,100	138,100	138,100	
2	86,078	88,660	91,320	94,060	96,881	99,789	102,782	105,865	109,042	112,312	115,682	119,152	122,727	126,409	
3	69,748	71,840	73,995	76,216	78,502	80,857	83,283	85,781	88,354	91,005	93,735	96,547	99,444	102,427	
4	56,517	58,212	59,958	61,757	63,610	65,519	67,484	69,508	71,594	73,742	75,954	78,233	80,580	82,997	
5	45,795	47,169	48,583	50,041	51,542	53,089	54,681	56,322	58,011	59,752	61,544	63,391	65,293	67,251	
6	40,939	42,167	43,432	44,735	46,077	47,459	48,882	50,349	51,859	53,415	55,018	56,669	58,368	60,119	
7	36,599	37,697	38,828	39,992	41,192	42,428	43,701	45,012	46,362	47,754	49,186	50,661	52,181	53,746	
8	32,718	33,699	34,711	35,752	36,824	37,929	39,067	40,239	41,446	42,689	43,969	45,289	46,647	48,047	
9	29,249	30,126	31,029	31,961	32,920	33,907	34,924	35,972	37,051	38,163	39,308	40,487	41,701	42,952	

**Chicago**  
**21.79%**

		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	113,341	116,742	120,244	123,851	127,566	131,394	135,335	139,396	143,577	145,400	145,400	145,400	145,400	145,400	
2	91,839	94,594	97,432	100,355	103,366	106,468	109,661	112,950	116,340	119,829	123,424	127,127	130,941	134,869	
3	74,416	76,649	78,948	81,317	83,756	86,269	88,857	91,523	94,268	97,096	100,009	103,009	106,100	109,282	
4	60,299	62,108	63,971	65,891	67,867	69,904	72,001	74,160	76,385	78,678	81,038	83,469	85,973	88,552	
5	48,860	50,326	51,835	53,390	54,992	56,642	58,341	60,091	61,894	63,751	65,663	67,634	69,663	71,753	
6	43,679	44,989	46,339	47,730	49,161	50,635	52,154	53,719	55,330	56,990	58,700	60,461	62,275	64,143	
7	39,048	40,220	41,427	42,669	43,949	45,268	46,626	48,024	49,465	50,950	52,478	54,052	55,674	57,344	
8	34,907	35,955	37,034	38,145	39,288	40,467	41,681	42,932	44,220	45,546	46,912	48,320	49,769	51,263	
9	31,206	32,143	33,106	34,100	35,123	36,177	37,262	38,380	39,531	40,717	41,938	43,196	44,492	45,827	

**Cincinnati**

17.38%

	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	109,237	112,515	115,890	119,366	122,947	126,637	130,435	134,348	138,378	142,007	142,007	142,007	142,007	142,007
2	88,514	91,169	93,904	96,721	99,623	102,612	105,690	108,861	112,127	115,490	118,955	122,524	126,200	129,985
3	71,722	73,873	76,089	78,372	80,723	83,145	85,639	88,209	90,854	93,580	96,388	99,279	102,258	105,325
4	58,116	59,859	61,655	63,505	65,410	67,373	69,394	71,475	73,620	75,829	78,103	80,446	82,860	85,346
5	47,091	48,504	49,958	51,457	53,001	54,591	56,229	57,915	59,653	61,443	63,285	65,185	67,140	69,154
6	42,097	43,360	44,661	46,001	47,380	48,802	50,266	51,774	53,327	54,927	56,575	58,272	60,020	61,821
7	37,634	38,764	39,927	41,124	42,358	43,629	44,938	46,285	47,674	49,105	50,578	52,094	53,658	55,267
8	33,643	34,653	35,693	36,763	37,866	39,002	40,172	41,378	42,618	43,897	45,214	46,571	47,967	49,406
9	30,076	30,979	31,907	32,865	33,851	34,867	35,912	36,990	38,099	39,242	40,420	41,632	42,881	44,168

**Cleveland**

15.96%

	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	107,916	111,153	114,488	117,922	121,460	125,105	128,857	132,723	136,704	140,290	140,290	140,290	140,290	140,290
2	87,443	90,066	92,768	95,551	98,418	101,371	104,412	107,544	110,771	114,093	117,516	121,041	124,673	128,413
3	70,854	72,979	75,169	77,424	79,747	82,139	84,603	87,142	89,755	92,448	95,222	98,078	101,021	104,051
4	57,413	59,135	60,909	62,737	64,619	66,558	68,554	70,610	72,729	74,911	77,159	79,473	81,857	84,313
5	46,521	47,917	49,354	50,835	52,359	53,931	55,548	57,215	58,931	60,699	62,520	64,396	66,328	68,318
6	41,588	42,836	44,120	45,445	46,807	48,212	49,658	51,148	52,682	54,262	55,890	57,567	59,294	61,073
7	37,179	38,295	39,444	40,627	41,845	43,101	44,394	45,725	47,097	48,511	49,966	51,464	53,009	54,599
8	33,236	34,234	35,261	36,319	37,408	38,530	39,686	40,877	42,103	43,366	44,667	46,007	47,387	48,809
9	29,712	30,604	31,521	32,468	33,442	34,445	35,478	36,542	37,638	38,768	39,931	41,129	42,363	43,633

**Columbus****15.00%**

	<b>STEP</b>													
<b>CLASS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
1	107,022	110,233	113,541	116,946	120,454	124,069	127,790	131,624	135,572	139,128	139,128	139,128	139,128	139,128
2	86,719	89,321	92,000	94,760	97,603	100,532	103,547	106,653	109,854	113,149	116,543	120,039	123,641	127,350
3	70,267	72,375	74,546	76,783	79,087	81,459	83,903	86,420	89,012	91,683	94,433	97,266	100,185	103,190
4	56,938	58,645	60,405	62,217	64,084	66,007	67,987	70,026	72,127	74,291	76,520	78,815	81,180	83,615
5	46,136	47,520	48,945	50,414	51,926	53,484	55,088	56,741	58,443	60,197	62,002	63,863	65,779	67,752
6	41,244	42,481	43,755	45,069	46,420	47,812	49,246	50,724	52,246	53,813	55,428	57,091	58,803	60,567
7	36,871	37,978	39,117	40,290	41,499	42,744	44,027	45,347	46,707	48,109	49,552	51,038	52,570	54,147
8	32,961	33,950	34,969	36,018	37,098	38,211	39,358	40,539	41,754	43,007	44,297	45,626	46,995	48,405
9	29,466	30,351	31,260	32,199	33,165	34,160	35,184	36,240	37,327	38,447	39,600	40,788	42,012	43,272

**Dallas-Ft. Worth****17.34%**

	<b>STEP</b>													
<b>CLASS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
1	109,200	112,476	115,851	119,325	122,905	126,593	130,391	134,303	138,331	141,959	141,959	141,959	141,959	141,959
2	88,484	91,138	93,872	96,688	99,589	102,577	105,654	108,823	112,089	115,451	118,915	122,482	126,157	129,941
3	71,697	73,848	76,063	78,346	80,696	83,117	85,610	88,179	90,824	93,548	96,355	99,245	102,223	105,289
4	58,096	59,839	61,634	63,483	65,388	67,350	69,370	71,451	73,594	75,803	78,077	80,419	82,831	85,317
5	47,074	48,487	49,941	51,440	52,983	54,572	56,209	57,896	59,632	61,422	63,264	65,162	67,117	69,131
6	42,083	43,345	44,646	45,986	47,364	48,785	50,249	51,756	53,309	54,908	56,556	58,252	59,999	61,799
7	37,622	38,750	39,913	41,110	42,343	43,614	44,922	46,270	47,658	49,088	50,561	52,077	53,640	55,248
8	33,632	34,641	35,681	36,751	37,853	38,989	40,158	41,364	42,604	43,882	45,198	46,555	47,951	49,390
9	30,066	30,968	31,897	32,854	33,840	34,855	35,900	36,977	38,086	39,229	40,406	41,618	42,867	44,153

**Dayton**  
14.27%

		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	106,343	109,534	112,820	116,203	119,690	123,281	126,979	130,789	134,712	138,245	138,245	138,245	138,245	138,245	
2	86,169	88,754	91,416	94,158	96,983	99,894	102,890	105,976	109,156	112,430	115,804	119,277	122,856	126,541	
3	69,821	71,916	74,073	76,296	78,585	80,942	83,370	85,872	88,447	91,101	93,834	96,648	99,549	102,534	
4	56,576	58,273	60,021	61,822	63,677	65,588	67,555	69,581	71,669	73,820	76,034	78,315	80,664	83,085	
5	45,843	47,219	48,634	50,094	51,596	53,145	54,739	56,381	58,072	59,815	61,609	63,458	65,361	67,322	
6	40,982	42,211	43,477	44,782	46,125	47,509	48,934	50,402	51,914	53,472	55,076	56,728	58,430	60,183	
7	36,637	37,737	38,869	40,034	41,235	42,473	43,747	45,059	46,411	47,804	49,238	50,714	52,236	53,803	
8	32,752	33,735	34,747	35,789	36,862	37,968	39,108	40,281	41,489	42,734	44,016	45,337	46,696	48,097	
9	29,279	30,158	31,062	31,994	32,954	33,943	34,961	36,010	37,090	38,203	39,349	40,529	41,745	42,998	

**Denver**  
20.02%

		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	111,694	115,045	118,497	122,051	125,713	129,485	133,369	137,370	141,490	145,201	145,201	145,201	145,201	145,201	
2	90,505	93,220	96,016	98,896	101,863	104,920	108,067	111,309	114,649	118,088	121,631	125,279	129,038	132,909	
3	73,335	75,535	77,801	80,135	82,539	85,015	87,565	90,193	92,898	95,685	98,556	101,512	104,558	107,694	
4	59,423	61,205	63,042	64,933	66,881	68,888	70,955	73,083	75,275	77,534	79,860	82,256	84,723	87,265	
5	48,150	49,595	51,082	52,614	54,193	55,819	57,493	59,218	60,994	62,824	64,709	66,651	68,650	70,710	
6	43,044	44,335	45,665	47,036	48,446	49,900	51,396	52,938	54,526	56,162	57,847	59,583	61,370	63,211	
7	38,481	39,635	40,825	42,049	43,310	44,610	45,948	47,326	48,746	50,209	51,715	53,266	54,865	56,510	
8	34,400	35,432	36,496	37,590	38,717	39,879	41,076	42,308	43,577	44,884	46,231	47,618	49,046	50,518	
9	30,753	31,676	32,625	33,604	34,613	35,651	36,720	37,822	38,956	40,125	41,329	42,569	43,846	45,161	



**Detroit  
21.53%**

		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	113,099	116,493	119,988	123,586	127,294	131,114	135,047	139,098	143,271	145,400	145,400	145,400	145,400	145,400	
2	91,643	94,392	97,224	100,141	103,145	106,240	109,427	112,709	116,092	119,573	123,161	126,855	130,662	134,581	
3	74,257	76,485	78,779	81,143	83,577	86,085	88,667	91,327	94,067	96,889	99,796	102,789	105,873	109,049	
4	60,171	61,975	63,835	65,750	67,723	69,755	71,847	74,002	76,222	78,510	80,865	83,291	85,789	88,363	
5	48,755	50,219	51,724	53,276	54,874	56,521	58,217	59,963	61,762	63,615	65,523	67,489	69,514	71,599	
6	43,586	44,893	46,240	47,628	49,056	50,527	52,043	53,604	55,212	56,869	58,575	60,332	62,142	64,006	
7	38,965	40,134	41,338	42,578	43,855	45,171	46,527	47,922	49,359	50,841	52,366	53,936	55,555	57,221	
8	34,833	35,878	36,955	38,063	39,204	40,381	41,592	42,841	44,125	45,449	46,812	48,217	49,663	51,153	
9	31,140	32,074	33,035	34,027	35,048	36,099	37,182	38,298	39,446	40,630	41,849	43,104	44,397	45,729	

**Hartford  
22.44%**

		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	113,946	117,365	120,886	124,512	128,247	132,096	136,058	140,140	144,343	145,400	145,400	145,400	145,400	145,400	
2	92,330	95,099	97,952	100,891	103,917	107,036	110,246	113,553	116,961	120,469	124,083	127,805	131,640	135,589	
3	74,813	77,058	79,369	81,751	84,203	86,729	89,331	92,011	94,771	97,614	100,543	103,559	106,666	109,865	
4	60,621	62,440	64,313	66,242	68,230	70,277	72,385	74,556	76,793	79,097	81,470	83,914	86,432	89,025	
5	49,120	50,595	52,112	53,675	55,285	56,944	58,652	60,412	62,224	64,091	66,014	67,995	70,034	72,136	
6	43,912	45,229	46,586	47,984	49,423	50,906	52,432	54,006	55,626	57,295	59,014	60,784	62,607	64,485	
7	39,257	40,435	41,648	42,897	44,184	45,510	46,875	48,281	49,729	51,222	52,758	54,340	55,971	57,650	
8	35,094	36,147	37,232	38,348	39,498	40,683	41,904	43,161	44,456	45,789	47,163	48,578	50,035	51,536	
9	31,373	32,314	33,283	34,282	35,310	36,370	37,461	38,585	39,742	40,934	42,162	43,427	44,730	46,072	

**Houston**  
**26.65%**

		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	117,864	121,400	125,043	128,793	132,657	136,638	140,736	144,959	145,400	145,400	145,400	145,400	145,400	145,400	
2	95,504	98,369	101,320	104,360	107,490	110,716	114,037	117,458	120,982	124,611	128,350	132,200	136,166	140,251	
3	77,386	79,707	82,098	84,562	87,098	89,711	92,403	95,175	98,030	100,970	104,000	107,119	110,334	113,643	
4	62,706	64,586	66,524	68,520	70,576	72,693	74,874	77,120	79,434	81,817	84,272	86,800	89,404	92,086	
5	50,809	52,334	53,904	55,521	57,186	58,902	60,669	62,489	64,364	66,295	68,283	70,333	72,443	74,616	
6	45,422	46,785	48,188	49,634	51,122	52,656	54,235	55,863	57,538	59,265	61,043	62,874	64,760	66,703	
7	40,607	41,825	43,080	44,372	45,703	47,075	48,487	49,941	51,439	52,983	54,572	56,209	57,896	59,632	
8	36,300	37,390	38,512	39,667	40,856	42,082	43,345	44,645	45,984	47,363	48,784	50,248	51,756	53,308	
9	32,452	33,425	34,427	35,461	36,525	37,620	38,749	39,911	41,108	42,342	43,612	44,920	46,268	47,656	

**Huntsville**  
**13.60%**

		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	105,720	108,891	112,158	115,522	118,988	122,558	126,235	130,022	133,922	137,434	137,434	137,434	137,434	137,434	
2	85,663	88,233	90,880	93,606	96,415	99,308	102,287	105,355	108,516	111,771	115,125	118,578	122,136	125,800	
3	69,412	71,494	73,639	75,848	78,124	80,467	82,881	85,368	87,929	90,566	93,284	96,082	98,965	101,933	
4	56,244	57,931	59,670	61,460	63,304	65,203	67,159	69,173	71,249	73,387	75,588	77,856	80,191	82,597	
5	45,574	46,942	48,349	49,800	51,294	52,833	54,418	56,050	57,732	59,464	61,247	63,085	64,978	66,927	
6	40,742	41,964	43,223	44,520	45,855	47,230	48,647	50,107	51,610	53,158	54,753	56,396	58,087	59,830	
7	36,422	37,515	38,641	39,800	40,994	42,224	43,491	44,795	46,139	47,523	48,949	50,417	51,930	53,487	
8	32,560	33,537	34,543	35,580	36,646	37,746	38,878	40,045	41,246	42,483	43,758	45,071	46,423	47,815	
9	29,108	29,981	30,880	31,807	32,761	33,744	34,756	35,799	36,872	37,979	39,118	40,292	41,500	42,745	

**Indianapolis****13.00%**

		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	105,161	108,316	111,566	114,912	118,360	121,911	125,568	129,335	133,215	136,709	136,709	136,709	136,709	136,709	
2	85,211	87,767	90,400	93,112	95,905	98,783	101,746	104,798	107,943	111,181	114,516	117,952	121,491	125,135	
3	69,045	71,117	73,250	75,448	77,711	80,042	82,444	84,917	87,464	90,088	92,791	95,574	98,442	101,395	
4	55,947	57,625	59,354	61,135	62,969	64,859	66,804	68,808	70,872	72,999	75,189	77,445	79,768	82,161	
5	45,333	46,694	48,094	49,537	51,023	52,554	54,130	55,754	57,427	59,150	60,924	62,752	64,635	66,574	
6	40,526	41,742	42,994	44,285	45,612	46,981	48,390	49,842	51,337	52,877	54,464	56,098	57,780	59,514	
7	36,230	37,317	38,437	39,590	40,777	42,001	43,261	44,558	45,895	47,272	48,691	50,151	51,656	53,205	
8	32,388	33,360	34,361	35,392	36,453	37,547	38,673	39,834	41,028	42,259	43,526	44,833	46,177	47,563	
9	28,954	29,823	30,717	31,639	32,588	33,566	34,572	35,610	36,678	37,778	38,912	40,079	41,281	42,520	

**Los Angeles****24.03%**

		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	115,426	118,889	122,456	126,129	129,913	133,811	137,825	141,960	145,400	145,400	145,400	145,400	145,400	145,400	
2	93,529	96,334	99,224	102,201	105,267	108,426	111,678	115,028	118,480	122,033	125,694	129,465	133,350	137,350	
3	75,785	78,058	80,400	82,812	85,297	87,855	90,491	93,206	96,002	98,882	101,848	104,903	108,051	111,292	
4	61,408	63,250	65,148	67,103	69,116	71,189	73,325	75,524	77,790	80,125	82,528	85,004	87,554	90,181	
5	49,758	51,252	52,788	54,372	56,003	57,684	59,414	61,196	63,032	64,924	66,871	68,878	70,944	73,072	
6	44,482	45,817	47,191	48,607	50,065	51,567	53,113	54,707	56,348	58,039	59,780	61,573	63,420	65,323	
7	39,766	40,960	42,189	43,454	44,757	46,101	47,484	48,908	50,375	51,887	53,443	55,046	56,698	58,398	
8	35,549	36,616	37,715	38,846	40,011	41,211	42,448	43,722	45,033	46,383	47,775	49,209	50,685	52,205	
9	31,780	32,734	33,715	34,727	35,769	36,842	37,947	39,086	40,258	41,466	42,710	43,991	45,311	46,670	

**Miami**  
**18.30%**

		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	110,094	113,396	116,799	120,302	123,911	127,629	131,457	135,401	139,463	143,121	143,121	143,121	143,121	143,121	
2	89,208	91,884	94,640	97,479	100,404	103,417	106,519	109,714	113,006	116,395	119,888	123,484	127,189	131,004	
3	72,284	74,452	76,686	78,987	81,356	83,797	86,310	88,900	91,567	94,313	97,143	100,057	103,059	106,151	
4	58,572	60,328	62,138	64,003	65,923	67,901	69,938	72,035	74,197	76,423	78,716	81,077	83,509	86,015	
5	47,460	48,884	50,350	51,860	53,416	55,019	56,669	58,369	60,120	61,924	63,781	65,696	67,666	69,696	
6	42,427	43,700	45,011	46,362	47,752	49,184	50,660	52,180	53,745	55,357	57,018	58,729	60,490	62,305	
7	37,929	39,067	40,240	41,446	42,690	43,971	45,290	46,648	48,048	49,490	50,974	52,503	54,078	55,700	
8	33,907	34,925	35,973	37,052	38,162	39,308	40,487	41,702	42,952	44,241	45,568	46,936	48,343	49,794	
9	30,312	31,222	32,157	33,123	34,117	35,140	36,194	37,280	38,398	39,550	40,737	41,959	43,217	44,514	

**Milwaukee**  
**15.54%**

		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	107,525	110,751	114,074	117,495	121,020	124,651	128,390	132,242	136,209	139,781	139,781	139,781	139,781	139,781	
2	87,126	89,740	92,432	95,205	98,061	101,004	104,033	107,154	110,370	113,680	117,091	120,603	124,222	127,948	
3	70,597	72,715	74,896	77,144	79,458	81,842	84,297	86,826	89,430	92,113	94,877	97,723	100,655	103,674	
4	57,205	58,921	60,689	62,509	64,385	66,316	68,306	70,355	72,466	74,640	76,879	79,185	81,561	84,008	
5	46,352	47,743	49,175	50,650	52,170	53,735	55,347	57,007	58,717	60,479	62,293	64,163	66,088	68,070	
6	41,437	42,680	43,961	45,280	46,638	48,037	49,478	50,962	52,491	54,066	55,688	57,359	59,079	60,851	
7	37,044	38,156	39,301	40,479	41,694	42,945	44,233	45,560	46,927	48,335	49,785	51,278	52,817	54,401	
8	33,116	34,110	35,133	36,187	37,272	38,390	39,542	40,729	41,950	43,208	44,505	45,840	47,215	48,632	
9	29,605	30,493	31,407	32,350	33,321	34,320	35,349	36,410	37,502	38,627	39,786	40,980	42,209	43,475	

**Minneapolis****18.17%**

		<b>STEP</b>													
<b>CLASS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>	
<b>1</b>	109,973	113,272	116,670	120,169	123,775	127,489	131,313	135,253	139,309	142,963	142,963	142,963	142,963	142,963	
<b>2</b>	89,110	91,783	94,536	97,372	100,293	103,303	106,401	109,593	112,882	116,267	119,756	123,348	127,049	130,860	
<b>3</b>	72,204	74,370	76,601	78,900	81,267	83,705	86,216	88,802	91,466	94,210	97,036	99,947	102,946	106,034	
<b>4</b>	58,507	60,262	62,070	63,932	65,850	67,826	69,861	71,956	74,115	76,339	78,629	80,988	83,417	85,920	
<b>5</b>	47,407	48,830	50,294	51,803	53,357	54,959	56,607	58,305	60,054	61,856	63,711	65,623	67,592	69,620	
<b>6</b>	42,380	43,652	44,961	46,311	47,699	49,130	50,604	52,122	53,686	55,296	56,956	58,664	60,424	62,237	
<b>7</b>	37,888	39,024	40,196	41,401	42,643	43,923	45,240	46,597	47,995	49,435	50,918	52,445	54,019	55,639	
<b>8</b>	33,870	34,886	35,933	37,011	38,120	39,264	40,443	41,656	42,905	44,192	45,518	46,884	48,290	49,739	
<b>9</b>	30,279	31,187	32,122	33,086	34,079	35,101	36,154	37,239	38,356	39,507	40,692	41,913	43,170	44,465	

**New York****24.57%**

		<b>STEP</b>													
<b>CLASS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>	
<b>1</b>	115,929	119,407	122,989	126,678	130,478	134,394	138,425	142,578	145,400	145,400	145,400	145,400	145,400	145,400	
<b>2</b>	93,936	96,754	99,656	102,646	105,725	108,898	112,164	115,529	118,995	122,564	126,242	130,029	133,930	137,948	
<b>3</b>	76,115	78,398	80,750	83,173	85,668	88,238	90,885	93,612	96,420	99,312	102,292	105,360	108,522	111,777	
<b>4</b>	61,676	63,526	65,432	67,395	69,417	71,499	73,645	75,853	78,129	80,473	82,888	85,374	87,935	90,574	
<b>5</b>	49,975	51,475	53,018	54,609	56,247	57,935	59,673	61,463	63,306	65,206	67,162	69,177	71,253	73,390	
<b>6</b>	44,676	46,016	47,396	48,819	50,283	51,791	53,345	54,945	56,593	58,291	60,040	61,842	63,696	65,607	
<b>7</b>	39,940	41,138	42,372	43,643	44,952	46,301	47,690	49,120	50,594	52,113	53,676	55,285	56,945	58,653	
<b>8</b>	35,704	36,776	37,879	39,015	40,185	41,391	42,633	43,912	45,229	46,585	47,983	49,423	50,906	52,433	
<b>9</b>	31,919	32,877	33,862	34,878	35,925	37,002	38,112	39,256	40,433	41,646	42,896	44,182	45,508	46,873	

**Philadelphia**

18.85%

	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	110,605	113,924	117,342	120,861	124,487	128,223	132,068	136,031	140,111	143,786	143,786	143,786	143,786	143,786
2	89,622	92,311	95,080	97,932	100,870	103,897	107,014	110,224	113,531	116,937	120,445	124,058	127,780	131,613
3	72,620	74,798	77,042	79,354	81,734	84,186	86,712	89,313	91,992	94,752	97,595	100,522	103,539	106,644
4	58,844	60,609	62,427	64,300	66,229	68,216	70,263	72,370	74,542	76,778	79,082	81,454	83,897	86,415
5	47,680	49,111	50,584	52,101	53,664	55,275	56,933	58,641	60,400	62,212	64,078	66,001	67,981	70,020
6	42,624	43,903	45,220	46,577	47,974	49,413	50,895	52,422	53,995	55,615	57,283	59,002	60,772	62,595
7	38,106	39,249	40,427	41,639	42,888	44,175	45,501	46,865	48,271	49,720	51,211	52,747	54,330	55,959
8	34,065	35,087	36,140	37,224	38,340	39,490	40,675	41,896	43,152	44,446	45,780	47,154	48,568	50,025
9	30,453	31,367	32,307	33,277	34,275	35,303	36,362	37,453	38,576	39,734	40,926	42,154	43,418	44,721

**Phoenix**

13.22%

	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	105,366	108,527	111,783	115,136	118,590	122,149	125,812	129,587	133,474	136,975	136,975	136,975	136,975	136,975
2	85,377	87,938	90,576	93,293	96,092	98,976	101,944	105,002	108,153	111,397	114,739	118,181	121,727	125,379
3	69,180	71,255	73,393	75,595	77,863	80,198	82,604	85,083	87,635	90,264	92,972	95,760	98,634	101,592
4	56,056	57,738	59,470	61,254	63,092	64,985	66,935	68,942	71,010	73,141	75,335	77,595	79,923	82,321
5	45,422	46,785	48,188	49,633	51,122	52,656	54,236	55,863	57,538	59,265	61,043	62,874	64,761	66,704
6	40,605	41,823	43,078	44,371	45,701	47,072	48,484	49,939	51,437	52,980	54,570	56,207	57,893	59,630
7	36,301	37,390	38,512	39,667	40,857	42,083	43,345	44,645	45,984	47,364	48,785	50,248	51,756	53,309
8	32,451	33,425	34,428	35,461	36,524	37,620	38,748	39,911	41,108	42,341	43,611	44,920	46,267	47,655
9	29,010	29,881	30,777	31,700	32,652	33,631	34,640	35,679	36,749	37,852	38,987	40,157	41,362	42,602

**Pittsburgh**

14.16%

	STEP													
<b>CLASS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<b>1</b>	106,241	109,428	112,711	116,092	119,575	123,163	126,857	130,663	134,582	138,112	138,112	138,112	138,112	138,112
<b>2</b>	86,086	88,668	91,328	94,068	96,890	99,798	102,791	105,874	109,051	112,322	115,692	119,162	122,738	126,420
<b>3</b>	69,754	71,847	74,002	76,222	78,509	80,864	83,290	85,789	88,362	91,013	93,744	96,555	99,453	102,436
<b>4</b>	56,522	58,217	59,964	61,763	63,616	65,524	67,490	69,514	71,600	73,749	75,961	78,240	80,587	83,005
<b>5</b>	45,799	47,173	48,588	50,045	51,547	53,094	54,686	56,327	58,016	59,757	61,549	63,396	65,298	67,257
<b>6</b>	40,942	42,171	43,436	44,739	46,081	47,463	48,887	50,354	51,864	53,420	55,023	56,674	58,373	60,125
<b>7</b>	36,602	37,700	38,832	39,996	41,196	42,432	43,705	45,016	46,366	47,758	49,190	50,665	52,186	53,751
<b>8</b>	32,721	33,702	34,714	35,755	36,827	37,932	39,070	40,243	41,449	42,692	43,973	45,293	46,651	48,051
<b>9</b>	29,251	30,129	31,032	31,964	32,923	33,910	34,927	35,975	37,054	38,166	39,311	40,490	41,705	42,956

**Portland-Salem**

17.63%

	STEP													
<b>CLASS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<b>1</b>	109,470	112,754	116,137	119,620	123,209	126,906	130,713	134,635	138,673	142,810	142,310	142,310	142,310	142,310
<b>2</b>	88,702	91,363	94,104	96,927	99,835	102,831	105,915	109,092	112,366	115,736	119,209	122,785	126,469	130,262
<b>3</b>	71,874	74,030	76,251	78,539	80,895	83,322	85,822	88,397	91,048	93,779	96,593	99,490	102,476	105,549
<b>4</b>	58,240	59,987	61,786	63,640	65,549	67,516	69,542	71,627	73,776	75,990	78,270	80,618	83,036	85,528
<b>5</b>	47,191	48,607	50,065	51,567	53,113	54,707	56,348	58,039	59,780	61,573	63,420	65,323	67,283	69,302
<b>6</b>	42,187	43,453	44,756	46,099	47,481	48,906	50,373	51,884	53,440	55,044	56,695	58,396	60,148	61,952
<b>7</b>	37,715	38,846	40,012	41,212	42,448	43,722	45,033	46,384	47,775	49,209	50,686	52,205	53,772	55,385
<b>8</b>	33,715	34,727	35,769	36,842	37,946	39,085	40,258	41,466	42,709	43,990	45,310	46,670	48,069	49,512
<b>9</b>	30,140	31,045	31,975	32,935	33,923	34,941	35,989	37,069	38,180	39,326	40,506	41,721	42,973	44,262

**Raleigh  
16.18%**

<b>CLASS</b>	<b>STEP</b>													
	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<b>1</b>	108,121	111,364	114,706	118,146	121,690	125,342	129,102	132,975	136,963	140,556	140,556	140,556	140,556	140,556
<b>2</b>	87,609	90,237	92,944	95,732	98,604	101,563	104,610	107,748	110,981	114,310	117,739	121,271	124,910	128,657
<b>3</b>	70,988	73,118	75,311	77,571	79,898	82,295	84,764	87,307	89,926	92,623	95,402	98,264	101,213	104,248
<b>4</b>	57,522	59,247	61,025	62,856	64,741	66,684	68,684	70,744	72,867	75,053	77,305	79,624	82,013	84,473
<b>5</b>	46,609	48,008	49,447	50,931	52,459	54,033	55,654	57,323	59,043	60,814	62,638	64,518	66,454	68,447
<b>6</b>	41,667	42,917	44,204	45,531	46,896	48,303	49,752	51,245	52,782	54,365	55,996	57,676	59,406	61,189
<b>7</b>	37,250	38,367	39,519	40,704	41,925	43,183	44,478	45,812	47,187	48,603	50,061	51,562	53,109	54,702
<b>8</b>	33,300	34,299	35,328	36,388	37,479	38,603	39,761	40,955	42,183	43,448	44,751	46,094	47,477	48,901
<b>9</b>	29,769	30,662	31,581	32,529	33,505	34,510	35,545	36,612	37,710	38,841	40,007	41,207	42,443	43,716

**Rest of U.S.  
12.64%**

<b>CLASS</b>	<b>STEP</b>													
	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<b>1</b>	104,826	107,971	111,211	114,546	117,983	121,523	125,168	128,923	132,790	136,273	136,273	136,273	136,273	136,273
<b>2</b>	84,940	87,487	90,112	92,815	95,600	98,469	101,422	104,465	107,599	110,826	114,152	117,576	121,104	124,736
<b>3</b>	68,825	70,890	73,017	75,207	77,464	79,787	82,181	84,647	87,186	89,801	92,495	95,270	98,129	101,072
<b>4</b>	55,769	57,442	59,165	60,940	62,769	64,652	66,592	68,589	70,647	72,767	74,950	77,198	79,514	81,899
<b>5</b>	45,189	46,545	47,941	49,379	50,860	52,387	53,958	55,577	57,244	58,961	60,730	62,552	64,429	66,362
<b>6</b>	40,397	41,609	42,857	44,144	45,467	46,831	48,236	49,683	51,173	52,709	54,290	55,919	57,596	59,324
<b>7</b>	36,115	37,198	38,314	39,463	40,647	41,867	43,123	44,416	45,749	47,122	48,535	49,991	51,491	53,035
<b>8</b>	32,285	33,254	34,252	35,279	36,337	37,427	38,550	39,707	40,897	42,124	43,388	44,690	46,030	47,411
<b>9</b>	28,862	29,728	30,619	31,538	32,484	33,459	34,462	35,496	36,561	37,658	38,788	39,951	41,150	42,384



**Richmond**  
14.41%

<b>CLASS</b>	<b>STEP</b>													
	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<b>1</b>	106,473	109,668	112,958	116,346	119,836	123,432	127,135	130,949	134,877	138,414	138,414	138,414	138,414	138,414
<b>2</b>	86,274	88,862	91,528	94,274	97,102	100,016	103,016	106,106	109,290	112,568	115,945	119,423	123,007	126,696
<b>3</b>	69,907	72,004	74,164	76,389	78,681	81,041	83,472	85,977	88,556	91,212	93,949	96,767	99,671	102,660
<b>4</b>	56,646	58,345	60,095	61,898	63,755	65,668	67,638	69,667	71,757	73,910	76,127	78,411	80,763	83,186
<b>5</b>	45,899	47,277	48,694	50,155	51,660	53,210	54,806	56,450	58,143	59,888	61,684	63,535	65,441	67,405
<b>6</b>	41,032	42,263	43,531	44,837	46,182	47,567	48,994	50,464	51,978	53,537	55,143	56,798	58,501	60,256
<b>7</b>	36,682	37,783	38,917	40,084	41,286	42,525	43,801	45,114	46,468	47,862	49,298	50,776	52,300	53,869
<b>8</b>	32,792	33,776	34,790	35,833	36,908	38,015	39,156	40,331	41,540	42,786	44,070	45,392	46,754	48,156
<b>9</b>	29,315	30,195	31,100	32,034	32,995	33,984	35,004	36,054	37,135	38,250	39,397	40,579	41,796	43,050

**Sacramento**  
18.99%

<b>CLASS</b>	<b>STEP</b>													
	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<b>1</b>	110,736	114,058	117,480	121,003	124,634	128,374	132,224	136,191	140,276	143,955	143,955	143,955	143,955	143,955
<b>2</b>	89,728	92,420	95,192	98,048	100,989	104,020	107,140	110,354	113,665	117,074	120,587	124,204	127,931	131,768
<b>3</b>	72,705	74,886	77,133	79,447	81,831	84,285	86,814	89,419	92,101	94,864	97,710	100,641	103,661	106,770
<b>4</b>	58,913	60,680	62,501	64,376	66,307	68,297	70,346	72,455	74,629	76,869	79,175	81,550	83,996	86,516
<b>5</b>	47,736	49,169	50,643	52,163	53,728	55,340	57,000	58,710	60,471	62,285	64,153	66,079	68,061	70,103
<b>6</b>	42,675	43,955	45,273	46,632	48,030	49,471	50,955	52,484	54,058	55,680	57,351	59,071	60,843	62,668
<b>7</b>	38,151	39,295	40,474	41,688	42,939	44,227	45,554	46,920	48,328	49,778	51,272	52,809	54,394	56,025
<b>8</b>	34,105	35,128	36,182	37,268	38,385	39,537	40,723	41,945	43,203	44,499	45,834	47,209	48,625	50,084
<b>9</b>	30,489	31,404	32,345	33,316	34,316	35,345	36,405	37,497	38,622	39,781	40,974	42,203	43,469	44,774

**San Diego**  
20.34%

<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	111,992	115,352	118,813	122,376	126,048	129,830	133,724	137,736	141,868	145,400	145,400	145,400	145,400	145,400
2	90,746	93,468	96,272	99,160	102,135	105,200	108,355	111,606	114,955	118,403	121,955	125,613	129,382	133,263
3	73,530	75,736	78,008	80,349	82,759	85,242	87,799	90,433	93,146	95,940	98,818	101,782	104,837	107,981
4	59,582	61,369	63,210	65,106	67,059	69,072	71,144	73,277	75,476	77,741	80,073	82,475	84,949	87,498
5	48,278	49,727	51,218	52,755	54,337	55,968	57,646	59,376	61,157	62,992	64,881	66,828	68,833	70,898
6	43,159	44,454	45,787	47,161	48,575	50,033	51,533	53,080	54,672	56,312	58,001	59,742	61,533	63,379
7	38,583	39,741	40,934	42,161	43,426	44,729	46,071	47,452	48,876	50,343	51,853	53,408	55,011	56,661
8	34,492	35,527	36,593	37,690	38,820	39,985	41,185	42,421	43,693	45,004	46,354	47,745	49,177	50,652
9	30,835	31,760	32,712	33,694	34,705	35,746	36,818	37,923	39,060	40,232	41,439	42,682	43,963	45,282

**San Francisco-Oakland**  
30.33%

<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	121,289	124,928	128,676	132,535	136,512	140,608	144,825	145,400	145,400	145,400	145,400	145,400	145,400	145,400
2	98,279	101,227	104,264	107,392	110,614	113,933	117,350	120,871	124,498	128,232	132,079	136,041	140,123	144,326
3	79,634	82,023	84,484	87,019	89,629	92,318	95,087	97,940	100,878	103,904	107,022	110,232	113,540	116,945
4	64,528	66,463	68,457	70,511	72,626	74,806	77,050	79,361	81,742	84,194	86,720	89,322	92,001	94,762
5	52,286	53,855	55,470	57,134	58,848	60,614	62,432	64,305	66,234	68,221	70,267	72,376	74,547	76,784
6	46,742	48,144	49,588	51,076	52,608	54,186	55,811	57,486	59,210	60,987	62,816	64,701	66,642	68,641
7	41,786	43,040	44,332	45,661	47,031	48,442	49,896	51,392	52,934	54,522	56,158	57,842	59,578	61,365
8	37,355	38,476	39,631	40,819	42,043	43,305	44,604	45,943	47,320	48,740	50,202	51,708	53,259	54,857
9	33,394	34,397	35,428	36,491	37,586	38,713	39,874	41,071	42,303	43,572	44,879	46,225	47,612	49,041

**Seattle**  
**18.58%**

<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	110,354	113,665	117,075	120,586	124,204	127,931	131,768	135,722	139,793	143,459	143,459	143,459	143,459	143,459
2	89,419	92,101	94,864	97,710	100,641	103,661	106,771	109,973	113,274	116,671	120,171	123,776	127,490	131,314
3	72,455	74,628	76,867	79,173	81,549	83,995	86,515	89,110	91,783	94,537	97,373	100,294	103,303	106,402
4	58,710	60,471	62,285	64,154	66,079	68,061	70,103	72,206	74,372	76,604	78,902	81,269	83,707	86,218
5	47,572	49,000	50,469	51,983	53,542	55,149	56,803	58,507	60,262	62,071	63,932	65,851	67,827	69,861
6	42,528	43,803	45,117	46,472	47,865	49,301	50,780	52,303	53,872	55,488	57,153	58,868	60,634	62,453
7	38,019	39,160	40,335	41,545	42,791	44,075	45,397	46,758	48,161	49,607	51,095	52,627	54,206	55,832
8	33,987	35,007	36,058	37,139	38,253	39,401	40,583	41,801	43,054	44,345	45,676	47,047	48,458	49,912
9	30,384	31,296	32,234	33,201	34,197	35,223	36,280	37,368	38,489	39,644	40,833	42,058	43,320	44,619

**Washington-Baltimore**  
**18.59%**

<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	110,363	113,674	117,085	120,597	124,215	127,942	131,780	135,733	139,805	143,471	143,471	143,471	143,471	143,471
2	89,426	92,109	94,872	97,718	100,650	103,670	106,780	109,983	113,283	116,681	120,181	123,787	127,501	131,325
3	72,461	74,635	76,874	79,180	81,556	84,002	86,522	89,118	91,791	94,545	97,381	100,302	103,312	106,411
4	58,715	60,476	62,291	64,160	66,084	68,067	70,109	72,212	74,378	76,610	78,909	81,276	83,714	86,226
5	47,576	49,004	50,473	51,987	53,547	55,154	56,808	58,512	60,267	62,076	63,938	65,857	67,832	69,867
6	42,531	43,807	45,121	46,475	47,869	49,305	50,784	52,308	53,877	55,493	57,158	58,873	60,639	62,458
7	38,022	39,163	40,338	41,548	42,794	44,079	45,401	46,762	48,165	49,611	51,099	52,631	54,211	55,837
8	33,990	35,010	36,061	37,142	38,256	39,404	40,586	41,804	43,058	44,349	45,680	47,051	48,462	49,916
9	30,386	31,298	32,236	33,204	34,200	35,226	36,283	37,371	38,492	39,647	40,836	42,062	43,323	44,623