

2002 FS Salary Schedule (includes 3.6% 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	82,580	85,057	87,609	90,237	92,945	95,733	98,605	101,563	104,610	107,357	107,357	107,357	107,357	107,357
2	66,914	68,921	70,989	73,119	75,312	77,572	79,899	82,296	84,765	87,308	89,927	92,625	95,403	98,265
3	54,220	55,847	57,522	59,248	61,025	62,856	64,742	66,684	68,684	70,745	72,867	75,053	77,305	79,624
4	43,934	45,252	46,610	48,008	49,448	50,932	52,459	54,033	55,654	57,324	59,044	60,815	62,639	64,519
5	35,599	36,667	37,767	38,900	40,067	41,269	42,507	43,782	45,096	46,449	47,842	49,277	50,756	52,278
6	31,825	32,780	33,763	34,776	35,819	36,894	38,001	39,141	40,315	41,524	42,770	44,053	45,375	46,736
7	28,450	29,304	30,183	31,088	32,021	32,981	33,971	34,990	36,040	37,121	38,234	39,381	40,563	41,780
8	25,434	26,197	26,983	27,792	28,626	29,485	30,370	31,281	32,219	33,186	34,181	35,207	36,263	37,351
9	22,737	23,419	24,122	24,845	25,591	26,358	27,149	27,964	28,803	29,667	30,557	31,473	32,418	33,390

2002 Locality Rates

Atlanta	9.74%
Boston	13.57%
Chicago	14.58%
Cincinnati	12.09%
Cleveland	10.33%
Columbus, Ohio	10.70%
Dallas	10.90%
Dayton, Ohio	9.62%
Denver	13.34%
Detroit	14.71%
Hartford, CT	14.11%
Houston	18.61%
Huntsville, Alabama	9.08%
Indianapolis	8.85%
Kansas City	9.28%
Los Angeles	16.05%
Miami	12.45%
Milwaukee	10.05%
Minneapolis	11.56%
New York	15.23%
Orlando	8.67%
Philadelphia	12.11%
Pittsburgh	9.52%
Portland, Oregon	11.64%
Rest of U.S.	8.64%
Richmond	9.67%
Sacramento, California	11.99%
Saint Louis	8.98%
San Diego	12.70%
San Francisco	19.04%
Seattle	11.77%
Washington, DC	11.48%

Atlanta
9.74%

		STEP													
CLASS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	90,623	93,342	96,142	99,026	101,998	105,057	108,209	111,455	114,799	117,814	117,814	117,814	117,814	117,814	
2	73,431	75,634	77,903	80,241	82,647	85,128	87,681	90,312	93,021	95,812	98,686	101,647	104,695	107,836	
3	59,501	61,286	63,125	65,019	66,969	68,978	71,048	73,179	75,374	77,636	79,964	82,363	84,835	87,379	
4	48,213	49,660	51,150	52,684	54,264	55,893	57,569	59,296	61,075	62,907	64,795	66,738	68,740	70,803	
5	39,066	40,238	41,446	42,689	43,970	45,289	46,647	48,046	49,488	50,973	52,502	54,077	55,700	57,370	
6	34,925	35,973	37,052	38,163	39,308	40,487	41,702	42,953	44,242	45,568	46,936	48,344	49,795	51,288	
7	31,221	32,158	33,123	34,116	35,140	36,193	37,280	38,398	39,550	40,737	41,958	43,217	44,514	45,849	
8	27,911	28,749	29,611	30,499	31,414	32,357	33,328	34,328	35,357	36,418	37,510	38,636	39,795	40,989	
9	24,952	25,700	26,471	27,265	28,084	28,925	29,793	30,688	31,608	32,557	33,533	34,538	35,576	36,642	

Boston
13.57%

		STEP													
CLASS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	93,786	96,599	99,498	102,482	105,558	108,724	111,986	115,345	118,806	121,925	121,925	121,925	121,925	121,925	
2	75,994	78,274	80,622	83,041	85,532	88,099	90,741	93,464	96,268	99,156	102,130	105,194	108,349	111,600	
3	61,578	63,425	65,328	67,288	69,306	71,386	73,527	75,733	78,004	80,345	82,755	85,238	87,795	90,429	
4	49,896	51,393	52,935	54,523	56,158	57,843	59,578	61,365	63,206	65,103	67,056	69,068	71,139	73,274	
5	40,430	41,643	42,892	44,179	45,504	46,869	48,275	49,723	51,216	52,752	54,334	55,964	57,644	59,372	
6	36,144	37,228	38,345	39,495	40,680	41,901	43,158	44,452	45,786	47,159	48,574	50,031	51,532	53,078	
7	32,311	33,281	34,279	35,307	36,366	37,457	38,581	39,738	40,931	42,158	43,422	44,725	46,067	47,450	
8	28,885	29,752	30,645	31,563	32,511	33,486	34,491	35,526	36,591	37,689	38,819	39,985	41,184	42,420	
9	25,822	26,597	27,395	28,216	29,064	29,935	30,833	31,759	32,712	33,693	34,704	35,744	36,817	37,921	

Chicago
14.58%

		STEP													
CLASS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	94,620	97,458	100,382	103,394	106,496	109,691	112,982	116,371	119,862	123,010	123,010	123,010	123,010	123,010	
2	76,670	78,970	81,339	83,780	86,292	88,882	91,548	94,295	97,124	100,038	103,038	106,130	109,313	112,592	
3	62,125	63,989	65,909	67,886	69,922	72,020	74,181	76,407	78,698	81,060	83,491	85,996	88,576	91,233	
4	50,340	51,850	53,406	55,008	56,658	58,358	60,108	61,911	63,768	65,682	67,653	69,682	71,772	73,926	
5	40,789	42,013	43,273	44,572	45,909	47,286	48,705	50,165	51,671	53,221	54,817	56,462	58,156	59,900	
6	36,465	37,559	38,686	39,846	41,041	42,273	43,542	44,848	46,193	47,578	49,006	50,476	51,991	53,550	
7	32,598	33,577	34,584	35,621	36,690	37,790	38,924	40,092	41,295	42,533	43,809	45,123	46,477	47,872	
8	29,142	30,017	30,917	31,844	32,800	33,784	34,798	35,842	36,917	38,025	39,165	40,340	41,550	42,797	
9	26,052	26,833	27,639	28,467	29,322	30,201	31,107	32,041	33,002	33,992	35,012	36,062	37,145	38,258	

Cincinnati**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	92,564	95,340	98,201	101,147	104,182	107,307	110,526	113,842	117,257	120,336	120,336	120,336	120,336	120,336
2	75,004	77,254	79,572	81,959	84,417	86,950	89,559	92,246	95,013	97,864	100,799	103,823	106,937	110,145
3	60,775	62,599	64,476	66,411	68,403	70,455	72,569	74,746	76,988	79,298	81,677	84,127	86,651	89,251
4	49,246	50,723	52,245	53,812	55,426	57,090	58,801	60,566	62,383	64,254	66,182	68,168	70,212	72,319
5	39,903	41,100	42,333	43,603	44,911	46,258	47,646	49,075	50,548	52,065	53,626	55,235	56,892	58,598
6	35,673	36,743	37,845	38,980	40,150	41,354	42,595	43,873	45,189	46,544	47,941	49,379	50,861	52,386
7	31,890	32,847	33,832	34,847	35,892	36,968	38,078	39,220	40,397	41,609	42,856	44,142	45,467	46,831
8	28,509	29,364	30,245	31,152	32,087	33,050	34,042	35,063	36,114	37,198	38,313	39,464	40,647	41,867
9	25,486	26,250	27,038	27,849	28,685	29,545	30,431	31,345	32,285	33,254	34,251	35,278	36,337	37,427

Cleveland**10.33%**

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	91,111	93,843	96,659	99,558	102,546	105,622	108,791	112,054	115,416	118,447	118,447	118,447	118,447	118,447
2	73,826	76,041	78,322	80,672	83,092	85,585	88,153	90,797	93,521	96,327	99,216	102,193	105,258	108,416
3	59,821	61,616	63,464	65,368	67,329	69,349	71,430	73,572	75,779	78,053	80,394	82,806	85,291	87,849
4	48,472	49,927	51,425	52,967	54,556	56,193	57,878	59,615	61,403	63,246	65,143	67,097	69,110	71,184
5	39,276	40,455	41,668	42,918	44,206	45,532	46,898	48,305	49,754	51,247	52,784	54,367	55,999	57,678
6	35,113	36,166	37,251	38,368	39,519	40,705	41,927	43,184	44,480	45,813	47,188	48,604	50,062	51,564
7	31,389	32,331	33,301	34,299	35,329	36,388	37,480	38,604	39,763	40,956	42,184	43,449	44,753	46,096
8	28,061	28,903	29,770	30,663	31,583	32,531	33,507	34,512	35,547	36,614	37,712	38,844	40,009	41,209
9	25,086	25,838	26,614	27,411	28,235	29,081	29,953	30,853	31,778	32,732	33,714	34,724	35,767	36,839

Columbus**10.70%**

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	91,416	94,158	96,983	99,892	102,890	105,976	109,156	112,430	115,803	118,844	118,844	118,844	118,844	118,844
2	74,074	76,296	78,585	80,943	83,370	85,872	88,448	91,102	93,835	96,650	99,549	102,536	105,611	108,779
3	60,022	61,823	63,677	65,588	67,555	69,582	71,669	73,819	76,033	78,315	80,664	83,084	85,577	88,144
4	48,635	50,094	51,597	53,145	54,739	56,382	58,072	59,815	61,609	63,458	65,362	67,322	69,341	71,423
5	39,408	40,590	41,808	43,062	44,354	45,685	47,055	48,467	49,921	51,419	52,961	54,550	56,187	57,872
6	35,230	36,287	37,376	38,497	39,652	40,842	42,067	43,329	44,629	45,967	47,346	48,767	50,230	51,737
7	31,494	32,440	33,413	34,414	35,447	36,510	37,606	38,734	39,896	41,093	42,325	43,595	44,903	46,250
8	28,155	29,000	29,870	30,766	31,689	32,640	33,620	34,628	35,666	36,737	37,838	38,974	40,143	41,348
9	25,170	25,925	26,703	27,503	28,329	29,178	30,054	30,956	31,885	32,841	33,827	34,841	35,887	36,963

Dallas-Ft. Worth**10.90%**

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	91,581	94,328	97,158	100,073	103,076	106,168	109,353	112,633	116,012	119,059	119,059	119,059	119,059	119,059
2	74,208	76,433	78,727	81,089	83,521	86,027	88,608	91,266	94,004	96,825	99,729	102,721	105,802	108,976
3	60,130	61,934	63,792	65,706	67,677	69,707	71,799	73,953	76,171	78,456	80,810	83,234	85,731	88,303
4	48,723	50,184	51,690	53,241	54,838	56,484	58,177	59,923	61,720	63,572	65,480	67,444	69,467	71,552
5	39,479	40,664	41,884	43,140	44,434	45,767	47,140	48,554	50,011	51,512	53,057	54,648	56,288	57,976
6	35,294	36,353	37,443	38,567	39,723	40,915	42,143	43,407	44,709	46,050	47,432	48,855	50,321	51,830
7	31,551	32,498	33,473	34,477	35,511	36,576	37,674	38,804	39,968	41,167	42,402	43,674	44,984	46,334
8	28,206	29,052	29,924	30,821	31,746	32,699	33,680	34,691	35,731	36,803	37,907	39,045	40,216	41,422
9	25,215	25,972	26,751	27,553	28,380	29,231	30,108	31,012	31,943	32,901	33,888	34,904	35,952	37,030

Dayton**9.62%**

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	90,524	93,239	96,037	98,918	101,886	104,943	108,091	111,333	114,673	117,685	117,685	117,685	117,685	117,685
2	73,351	75,551	77,818	80,153	82,557	85,034	87,585	90,213	92,919	95,707	98,578	101,536	104,581	107,718
3	59,436	61,219	63,056	64,948	66,896	68,903	70,970	73,099	75,291	77,551	79,877	82,273	84,742	87,284
4	48,160	49,605	51,094	52,626	54,205	55,832	57,506	59,231	61,008	62,839	64,724	66,665	68,665	70,726
5	39,024	40,194	41,400	42,642	43,921	45,239	46,596	47,994	49,434	50,917	52,444	54,017	55,639	57,307
6	34,887	35,933	37,011	38,121	39,265	40,443	41,657	42,906	44,193	45,519	46,884	48,291	49,740	51,232
7	31,187	32,123	33,087	34,079	35,101	36,154	37,239	38,356	39,507	40,692	41,912	43,169	44,465	45,799
8	27,881	28,717	29,579	30,466	31,380	32,321	33,292	34,290	35,318	36,378	37,469	38,594	39,752	40,944
9	24,924	25,672	26,443	27,235	28,053	28,894	29,761	30,654	31,574	32,521	33,497	34,501	35,537	36,602

Denver**13.34%**

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	93,596	96,404	99,296	102,275	105,344	108,504	111,759	115,112	118,565	121,678	121,678	121,678	121,678	121,678
2	75,840	78,115	80,459	82,873	85,359	87,920	90,558	93,274	96,073	98,955	101,923	104,981	108,130	111,374
3	61,453	63,297	65,195	67,152	69,166	71,241	73,379	75,580	77,846	80,182	82,587	85,065	87,617	90,246
4	49,795	51,289	52,828	54,412	56,044	57,726	59,457	61,241	63,078	64,971	66,920	68,928	70,995	73,126
5	40,348	41,558	42,805	44,089	45,412	46,774	48,177	49,623	51,112	52,645	54,224	55,851	57,527	59,252
6	36,070	37,153	38,267	39,415	40,597	41,816	43,070	44,362	45,693	47,063	48,476	49,930	51,428	52,971
7	32,245	33,213	34,209	35,235	36,293	37,381	38,503	39,658	40,848	42,073	43,334	44,634	45,974	47,353
8	28,827	29,692	30,583	31,499	32,445	33,418	34,421	35,454	36,517	37,613	38,741	39,904	41,100	42,334
9	25,770	26,543	27,340	28,159	29,005	29,874	30,771	31,694	32,645	33,625	34,633	35,671	36,743	37,844

Detroit
14.71%

	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	94,728	97,569	100,496	103,511	106,617	109,815	113,110	116,503	119,998	123,149	123,149	123,149	123,149	123,149
2	76,757	79,059	81,431	83,875	86,390	88,983	91,652	94,402	97,234	100,151	103,155	106,250	109,437	112,720
3	62,196	64,062	65,983	67,963	70,002	72,102	74,266	76,493	78,787	81,152	83,586	86,093	88,677	91,337
4	50,397	51,909	53,466	55,070	56,722	58,424	60,176	61,981	63,841	65,756	67,729	69,761	71,853	74,010
5	40,836	42,061	43,323	44,622	45,961	47,340	48,760	50,222	51,730	53,282	54,880	56,526	58,222	59,968
6	36,506	37,602	38,730	39,892	41,088	42,321	43,591	44,899	46,245	47,632	49,061	50,533	52,050	53,611
7	32,635	33,615	34,623	35,661	36,731	37,833	38,968	40,137	41,341	42,581	43,858	45,174	46,530	47,926
8	29,175	30,051	30,952	31,880	32,837	33,822	34,837	35,882	36,958	38,068	39,209	40,386	41,597	42,845
9	26,082	26,864	27,670	28,500	29,355	30,235	31,143	32,078	33,040	34,031	35,052	36,103	37,187	38,302

Hartford
14.11%

	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	94,232	97,059	99,971	102,969	106,060	109,241	112,518	115,894	119,370	122,505	122,505	122,505	122,505	122,505
2	76,356	78,646	81,006	83,436	85,939	88,517	91,173	93,908	96,725	99,627	102,616	105,694	108,864	112,130
3	61,870	63,727	65,638	67,608	69,636	71,725	73,877	76,093	78,375	80,727	83,149	85,643	88,213	90,859
4	50,133	51,637	53,187	54,782	56,425	58,119	59,861	61,657	63,507	65,412	67,375	69,396	71,477	73,623
5	40,622	41,841	43,096	44,389	45,720	47,092	48,505	49,960	51,459	53,003	54,593	56,230	57,918	59,654
6	36,316	37,405	38,527	39,683	40,873	42,100	43,363	44,664	46,003	47,383	48,805	50,269	51,777	53,330
7	32,464	33,439	34,442	35,475	36,539	37,635	38,764	39,927	41,125	42,359	43,629	44,938	46,286	47,675
8	29,023	29,893	30,790	31,713	32,665	33,645	34,655	35,695	36,765	37,869	39,004	40,175	41,380	42,621
9	25,945	26,723	27,526	28,351	29,202	30,077	30,980	31,910	32,867	33,853	34,869	35,914	36,992	38,101

Houston
18.61%

	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	97,948	100,886	103,913	107,030	110,242	113,549	116,955	120,464	124,078	127,336	127,336	127,336	127,336	127,336
2	79,367	81,747	84,200	86,726	89,328	92,008	94,768	97,611	100,540	103,556	106,662	109,863	113,157	116,552
3	64,310	66,240	68,227	70,274	72,382	74,554	76,790	79,094	81,466	83,911	86,428	89,020	91,691	94,442
4	52,110	53,673	55,284	56,942	58,650	60,410	62,222	64,089	66,011	67,992	70,032	72,133	74,296	76,526
5	42,224	43,491	44,795	46,139	47,523	48,949	50,418	51,930	53,488	55,093	56,745	58,447	60,202	62,007
6	37,748	38,880	40,046	41,248	42,485	43,760	45,073	46,425	47,818	49,252	50,729	52,251	53,819	55,434
7	33,745	34,757	35,800	36,873	37,980	39,119	40,293	41,502	42,747	44,029	45,349	46,710	48,112	49,555
8	30,167	31,072	32,005	32,964	33,953	34,972	36,022	37,102	38,215	39,362	40,542	41,759	43,012	44,302
9	26,968	27,777	28,611	29,469	30,353	31,263	32,201	33,168	34,163	35,188	36,244	37,330	38,451	39,604

Huntsville**9.08%**

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	90,078	92,780	95,564	98,431	101,384	104,426	107,558	110,785	114,109	117,105	117,105	117,105	117,105	117,105
2	72,990	75,179	77,435	79,758	82,150	84,616	87,154	89,768	92,462	95,236	98,092	101,035	104,066	107,187
3	59,143	60,918	62,745	64,628	66,566	68,563	70,621	72,739	74,921	77,169	79,483	81,868	84,324	86,854
4	47,923	49,361	50,842	52,367	53,938	55,557	57,222	58,939	60,707	62,529	64,405	66,337	68,327	70,377
5	38,831	39,996	41,196	42,432	43,705	45,016	46,367	47,757	49,191	50,667	52,186	53,751	55,365	57,025
6	34,715	35,756	36,829	37,934	39,071	40,244	41,451	42,695	43,976	45,294	46,654	48,053	49,495	50,980
7	31,033	31,965	32,924	33,911	34,929	35,976	37,056	38,167	39,312	40,492	41,706	42,957	44,246	45,574
8	27,743	28,576	29,433	30,316	31,225	32,162	33,128	34,121	35,144	36,199	37,285	38,404	39,556	40,742
9	24,802	25,545	26,312	27,101	27,915	28,751	29,614	30,503	31,418	32,361	33,332	34,331	35,362	36,422

Indianapolis**8.85%**

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	89,888	92,585	95,362	98,223	101,171	104,205	107,332	110,551	113,868	116,858	116,858	116,858	116,858	116,858
2	72,836	75,021	77,272	79,590	81,977	84,437	86,970	89,579	92,267	95,035	97,886	100,822	103,846	106,961
3	59,018	60,789	62,613	64,491	66,426	68,419	70,472	72,586	74,763	77,006	79,316	81,695	84,146	86,671
4	47,822	49,257	50,735	52,257	53,824	55,439	57,102	58,815	60,579	62,397	64,269	66,197	68,183	70,229
5	38,750	39,912	41,109	42,343	43,613	44,921	46,269	47,657	49,087	50,560	52,076	53,638	55,248	56,905
6	34,642	35,681	36,751	37,854	38,989	40,159	41,364	42,605	43,883	45,199	46,555	47,952	49,391	50,872
7	30,968	31,897	32,854	33,839	34,855	35,900	36,977	38,087	39,230	40,406	41,618	42,866	44,153	45,478
8	27,685	28,515	29,371	30,252	31,159	32,094	33,058	34,049	35,070	36,123	37,206	38,323	39,472	40,657
9	24,749	25,492	26,257	27,044	27,856	28,691	29,552	30,439	31,352	32,293	33,261	34,258	35,287	36,345

Kansas City**9.28%**

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	90,243	92,950	95,739	98,611	101,570	104,617	107,756	110,988	114,318	117,320	117,320	117,320	117,320	117,320
2	73,124	75,317	77,577	79,904	82,301	84,771	87,314	89,933	92,631	95,410	98,272	101,221	104,256	107,384
3	59,252	61,030	62,860	64,746	66,688	68,689	70,750	72,872	75,058	77,310	79,629	82,018	84,479	87,013
4	48,011	49,451	50,935	52,463	54,037	55,658	57,327	59,047	60,819	62,644	64,523	66,459	68,452	70,506
5	38,903	40,070	41,272	42,510	43,785	45,099	46,452	47,845	49,281	50,759	52,282	53,850	55,466	57,129
6	34,778	35,822	36,896	38,003	39,143	40,318	41,527	42,773	44,056	45,377	46,739	48,141	49,586	51,073
7	31,090	32,023	32,984	33,973	34,993	36,042	37,124	38,237	39,385	40,566	41,782	43,036	44,327	45,657
8	27,794	28,628	29,487	30,371	31,282	32,221	33,188	34,184	35,209	36,266	37,353	38,474	39,628	40,817
9	24,847	25,592	26,361	27,151	27,966	28,804	29,668	30,559	31,476	32,420	33,393	34,394	35,426	36,489

Los Angeles
16.05%

<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	95,834	98,709	101,670	104,720	107,863	111,098	114,431	117,864	121,400	124,588	124,588	124,588	124,588	124,588
2	77,654	79,983	82,383	84,855	87,400	90,022	92,723	95,505	98,370	101,321	104,360	107,491	110,715	114,037
3	62,922	64,810	66,754	68,757	70,820	72,944	75,133	77,387	79,708	82,100	84,562	87,099	89,712	92,404
4	50,985	52,515	54,091	55,713	57,384	59,107	60,879	62,705	64,586	66,525	68,521	70,576	72,693	74,874
5	41,313	42,552	43,829	45,143	46,498	47,893	49,329	50,809	52,334	53,904	55,521	57,186	58,902	60,669
6	36,933	38,041	39,182	40,358	41,568	42,815	44,100	45,423	46,786	48,189	49,635	51,124	52,658	54,237
7	33,016	34,007	35,027	36,078	37,160	38,274	39,423	40,606	41,824	43,079	44,371	45,702	47,073	48,486
8	29,516	30,402	31,314	32,253	33,220	34,217	35,244	36,302	37,390	38,512	39,667	40,858	42,083	43,346
9	26,386	27,178	27,994	28,833	29,698	30,588	31,506	32,452	33,426	34,429	35,461	36,524	37,621	38,749

Miami
12.45%

<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	92,861	95,647	98,516	101,472	104,517	107,652	110,881	114,208	117,634	120,723	120,723	120,723	120,723	120,723
2	75,245	77,502	79,827	82,222	84,688	87,230	89,846	92,542	95,318	98,178	101,123	104,157	107,281	110,499
3	60,970	62,800	64,683	66,624	68,623	70,682	72,802	74,986	77,235	79,553	81,939	84,397	86,929	89,537
4	49,404	50,886	52,413	53,985	55,604	57,273	58,990	60,760	62,583	64,461	66,395	68,386	70,438	72,552
5	40,031	41,232	42,469	43,743	45,055	46,407	47,799	49,233	50,710	52,232	53,798	55,412	57,075	58,787
6	35,787	36,861	37,966	39,106	40,278	41,487	42,732	44,014	45,334	46,694	48,095	49,538	51,024	52,555
7	31,992	32,952	33,941	34,958	36,008	37,087	38,200	39,346	40,527	41,743	42,994	44,284	45,613	46,982
8	28,601	29,459	30,342	31,252	32,190	33,156	34,151	35,175	36,230	37,318	38,437	39,590	40,778	42,001
9	25,568	26,335	27,125	27,938	28,777	29,640	30,529	31,446	32,389	33,361	34,361	35,391	36,454	37,547

Milwaukee
10.05%

<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	90,879	93,605	96,414	99,306	102,286	105,354	108,515	111,770	115,123	118,146	118,146	118,146	118,146	118,146
2	73,639	75,848	78,123	80,467	82,881	85,368	87,929	90,567	93,284	96,082	98,965	101,934	104,991	108,141
3	59,669	61,460	63,303	65,202	67,158	69,173	71,249	73,386	75,587	77,855	80,190	82,596	85,074	87,626
4	48,349	49,800	51,294	52,833	54,418	56,051	57,731	59,463	61,247	63,085	64,978	66,927	68,934	71,003
5	39,177	40,352	41,563	42,809	44,094	45,417	46,779	48,182	49,628	51,117	52,650	54,229	55,857	57,532
6	35,023	36,074	37,156	38,271	39,419	40,602	41,820	43,075	44,367	45,697	47,068	48,480	49,935	51,433
7	31,309	32,249	33,216	34,212	35,239	36,296	37,385	38,506	39,662	40,852	42,077	43,339	44,640	45,979
8	27,990	28,830	29,695	30,585	31,503	32,448	33,422	34,425	35,457	36,521	37,616	38,745	39,907	41,105
9	25,022	25,773	26,546	27,342	28,163	29,007	29,877	30,774	31,698	32,649	33,628	34,636	35,676	36,746

Minneapolis**11.56%**

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	92,126	94,890	97,737	100,668	103,689	106,800	110,004	113,304	116,703	119,767	119,767	119,767	119,767	119,767
2	74,649	76,888	79,195	81,572	84,018	86,539	89,135	91,809	94,564	97,401	100,323	103,332	106,432	109,624
3	60,488	62,303	64,172	66,097	68,079	70,122	72,226	74,393	76,624	78,923	81,290	83,729	86,241	88,829
4	49,013	50,483	51,998	53,558	55,164	56,820	58,523	60,279	62,088	63,951	65,869	67,845	69,880	71,977
5	39,714	40,906	42,133	43,397	44,699	46,040	47,421	48,843	50,309	51,819	53,373	54,973	56,623	58,321
6	35,504	36,569	37,666	38,796	39,960	41,159	42,394	43,666	44,975	46,324	47,714	49,146	50,620	52,139
7	31,739	32,692	33,672	34,682	35,723	36,794	37,898	39,035	40,206	41,412	42,654	43,933	45,252	46,610
8	28,374	29,225	30,102	31,005	31,935	32,893	33,881	34,897	35,944	37,022	38,132	39,277	40,455	41,669
9	25,365	26,126	26,911	27,717	28,549	29,405	30,287	31,197	32,133	33,097	34,089	35,111	36,166	37,250

New York**15.23%**

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	95,157	98,011	100,952	103,980	107,101	110,313	113,623	117,031	120,542	123,707	123,707	123,707	123,707	123,707
2	77,105	79,418	81,801	84,255	86,782	89,386	92,068	94,830	97,675	100,605	103,623	106,732	109,933	113,231
3	62,478	64,352	66,283	68,271	70,319	72,429	74,602	76,840	79,145	81,519	83,965	86,484	89,079	91,751
4	50,625	52,144	53,709	55,320	56,979	58,689	60,449	62,262	64,130	66,054	68,036	70,077	72,179	74,345
5	41,021	42,251	43,519	44,824	46,169	47,554	48,981	50,450	51,964	53,523	55,128	56,782	58,486	60,240
6	36,672	37,772	38,905	40,072	41,274	42,513	43,789	45,102	46,455	47,848	49,284	50,762	52,286	53,854
7	32,783	33,767	34,780	35,823	36,898	38,004	39,145	40,319	41,529	42,775	44,057	45,379	46,741	48,143
8	29,308	30,187	31,093	32,025	32,986	33,976	34,995	36,045	37,126	38,240	39,387	40,569	41,786	43,040
9	26,200	26,986	27,796	28,629	29,489	30,372	31,284	32,223	33,190	34,185	35,211	36,266	37,355	38,475

Orlando**8.67%**

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	89,740	92,431	95,205	98,061	101,003	104,033	107,154	110,369	113,680	116,665	116,665	116,665	116,665	116,665
2	72,715	74,896	77,144	79,458	81,842	84,297	86,826	89,431	92,114	94,878	97,724	100,656	103,674	106,785
3	58,921	60,689	62,509	64,385	66,316	68,306	70,355	72,466	74,639	76,879	79,185	81,560	84,007	86,527
4	47,743	49,175	50,651	52,170	53,735	55,348	57,007	58,718	60,479	62,294	64,163	66,088	68,070	70,113
5	38,685	39,846	41,041	42,273	43,541	44,847	46,192	47,578	49,006	50,476	51,990	53,549	55,157	56,811
6	34,584	35,622	36,690	37,791	38,925	40,093	41,296	42,535	43,810	45,124	46,478	47,872	49,309	50,788
7	30,917	31,845	32,800	33,783	34,797	35,840	36,916	38,024	39,165	40,339	41,549	42,795	44,080	45,402
8	27,639	28,468	29,322	30,202	31,108	32,041	33,003	33,993	35,012	36,063	37,144	38,259	39,407	40,589
9	24,708	25,449	26,213	26,999	27,810	28,643	29,503	30,388	31,300	32,239	33,206	34,202	35,229	36,285

Philadelphia
12.11%

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	92,580	95,357	98,218	101,165	104,201	107,326	110,546	113,862	117,278	120,358	120,358	120,358	120,358	120,358
2	75,017	77,267	79,586	81,974	84,432	86,966	89,575	92,262	95,030	97,881	100,817	103,842	106,956	110,165
3	60,786	62,610	64,488	66,423	68,415	70,468	72,582	74,759	77,002	79,312	81,691	84,142	86,667	89,266
4	49,254	50,732	52,254	53,822	55,436	57,100	58,812	60,576	62,394	64,266	66,194	68,180	70,225	72,332
5	39,910	41,107	42,341	43,611	44,919	46,267	47,655	49,084	50,557	52,074	53,636	55,244	56,903	58,609
6	35,679	36,750	37,852	38,987	40,157	41,362	42,603	43,881	45,197	46,553	47,949	49,388	50,870	52,396
7	31,895	32,853	33,838	34,853	35,899	36,975	38,085	39,227	40,404	41,616	42,864	44,150	45,475	46,840
8	28,514	29,369	30,251	31,158	32,093	33,056	34,048	35,069	36,121	37,205	38,320	39,471	40,654	41,874
9	25,490	26,255	27,043	27,854	28,690	29,550	30,437	31,350	32,291	33,260	34,257	35,284	36,344	37,434

Pittsburgh
9.52%

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	90,442	93,154	95,949	98,828	101,793	104,847	107,992	111,232	114,569	117,577	117,577	117,577	117,577	117,577
2	73,284	75,482	77,747	80,080	82,482	84,957	87,505	90,131	92,835	95,620	98,488	101,443	104,485	107,620
3	59,382	61,164	62,998	64,888	66,835	68,840	70,905	73,032	75,223	77,480	79,804	82,198	84,664	87,204
4	48,117	49,560	51,047	52,578	54,155	55,781	57,453	59,177	60,952	62,781	64,665	66,605	68,602	70,661
5	38,988	40,158	41,362	42,603	43,881	45,198	46,554	47,950	49,389	50,871	52,397	53,968	55,588	57,255
6	34,855	35,901	36,977	38,087	39,229	40,406	41,619	42,867	44,153	45,477	46,842	48,247	49,695	51,185
7	31,158	32,094	33,056	34,048	35,069	36,121	37,205	38,321	39,471	40,655	41,874	43,130	44,425	45,757
8	27,855	28,691	29,552	30,438	31,351	32,292	33,261	34,259	35,286	36,345	37,435	38,559	39,715	40,907
9	24,902	25,648	26,418	27,210	28,027	28,867	29,734	30,626	31,545	32,491	33,466	34,469	35,504	36,569

Portland-Salem
11.64%

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	92,192	94,958	97,807	100,741	103,764	106,876	110,083	113,385	116,787	119,853	119,853	119,853	119,853	119,853
2	74,703	76,943	79,252	81,630	84,078	86,601	89,199	91,875	94,632	97,471	100,395	103,407	106,508	109,703
3	60,531	62,348	64,218	66,144	68,128	70,172	72,278	74,446	76,679	78,980	81,349	83,789	86,303	88,892
4	49,048	50,519	52,035	53,596	55,204	56,860	58,565	60,322	62,132	63,997	65,917	67,894	69,930	72,029
5	39,743	40,935	42,163	43,428	44,731	46,073	47,455	48,878	50,345	51,856	53,411	55,013	56,664	58,363
6	35,529	36,596	37,693	38,824	39,988	41,188	42,424	43,697	45,008	46,357	47,748	49,181	50,657	52,176
7	31,762	32,715	33,696	34,707	35,748	36,820	37,925	39,063	40,235	41,442	42,684	43,965	45,285	46,643
8	28,395	29,246	30,124	31,027	31,958	32,917	33,905	34,922	35,969	37,049	38,160	39,305	40,484	41,699
9	25,384	26,145	26,930	27,737	28,570	29,426	30,309	31,219	32,156	33,120	34,114	35,136	36,191	37,277

Rest of U.S.**8.64%**

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	89,715	92,406	95,178	98,033	100,975	104,004	107,124	110,338	113,648	116,633	116,633	116,633	116,633	116,633
2	72,695	74,876	77,122	79,436	81,819	84,274	86,802	89,406	92,089	94,851	97,697	100,628	103,646	106,755
3	58,905	60,672	62,492	64,367	66,298	68,287	70,336	72,445	74,618	76,857	79,163	81,538	83,984	86,504
4	47,730	49,162	50,637	52,156	53,720	55,333	56,991	58,701	60,463	62,277	64,145	66,069	68,051	70,093
5	38,675	39,835	41,030	42,261	43,529	44,835	46,180	47,565	48,992	50,462	51,976	53,535	55,141	56,795
6	34,575	35,612	36,680	37,781	38,914	40,082	41,284	42,523	43,798	45,112	46,465	47,859	49,295	50,774
7	30,908	31,836	32,791	33,774	34,788	35,831	36,906	38,013	39,154	40,328	41,537	42,784	44,068	45,390
8	27,631	28,460	29,314	30,193	31,099	32,033	32,994	33,984	35,003	36,053	37,134	38,249	39,396	40,578
9	24,701	25,442	26,206	26,992	27,802	28,635	29,495	30,380	31,292	32,230	33,197	34,192	35,219	36,275

Richmond**9.67%**

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	90,565	93,282	96,081	98,963	101,933	104,990	108,140	111,384	114,726	117,738	117,738	117,738	117,738	117,738
2	73,385	75,586	77,854	80,190	82,595	85,073	87,625	90,254	92,962	95,751	98,623	101,582	104,628	107,767
3	59,463	61,247	63,084	64,977	66,926	68,934	71,003	73,132	75,326	77,586	79,913	82,311	84,780	87,324
4	48,182	49,628	51,117	52,650	54,230	55,857	57,532	59,258	61,036	62,867	64,754	66,696	68,696	70,758
5	39,041	40,213	41,419	42,662	43,941	45,260	46,617	48,016	49,457	50,941	52,468	54,042	55,664	57,333
6	34,902	35,950	37,028	38,139	39,283	40,462	41,676	42,926	44,213	45,539	46,906	48,313	49,763	51,255
7	31,201	32,138	33,102	34,094	35,117	36,170	37,256	38,374	39,525	40,711	41,931	43,189	44,485	45,820
8	27,893	28,730	29,592	30,479	31,394	32,336	33,307	34,306	35,335	36,395	37,486	38,612	39,770	40,963
9	24,936	25,684	26,455	27,248	28,066	28,907	29,774	30,668	31,588	32,536	33,512	34,516	35,553	36,619

Sacramento**11.99%**

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	92,481	95,255	98,113	101,056	104,089	107,211	110,428	113,740	117,153	120,229	120,229	120,229	120,229	120,229
2	74,937	77,185	79,501	81,886	84,342	86,873	89,479	92,163	94,928	97,776	100,709	103,731	106,842	110,047
3	60,721	62,543	64,419	66,352	68,342	70,392	72,505	74,679	76,919	79,227	81,604	84,052	86,574	89,171
4	49,202	50,678	52,199	53,764	55,377	57,039	58,749	60,512	62,327	64,197	66,123	68,107	70,149	72,255
5	39,867	41,063	42,295	43,564	44,871	46,217	47,604	49,031	50,503	52,018	53,578	55,185	56,842	58,546
6	35,641	36,710	37,811	38,946	40,114	41,318	42,557	43,834	45,149	46,503	47,898	49,335	50,815	52,340
7	31,861	32,818	33,802	34,815	35,860	36,935	38,044	39,185	40,361	41,572	42,818	44,103	45,427	46,789
8	28,484	29,338	30,218	31,124	32,058	33,020	34,011	35,032	36,082	37,165	38,279	39,428	40,611	41,829
9	25,463	26,227	27,014	27,824	28,659	29,518	30,404	31,317	32,256	33,224	34,221	35,247	36,305	37,393

St. Louis**8.98%**

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	89,996	92,695	95,476	98,340	101,291	104,330	107,460	110,683	114,004	116,998	116,998	116,998	116,998	116,998
2	72,923	75,110	77,364	79,685	82,075	84,538	87,074	89,686	92,377	95,148	98,002	100,943	103,970	107,089
3	59,089	60,862	62,687	64,568	66,505	68,500	70,556	72,672	74,852	77,098	79,410	81,793	84,247	86,774
4	47,879	49,316	50,796	52,319	53,888	55,506	57,170	58,885	60,652	62,472	64,346	66,276	68,264	70,313
5	38,796	39,960	41,158	42,393	43,665	44,975	46,324	47,714	49,146	50,620	52,138	53,702	55,314	56,973
6	34,683	35,724	36,795	37,899	39,036	40,207	41,413	42,656	43,935	45,253	46,611	48,009	49,450	50,933
7	31,005	31,935	32,893	33,880	34,896	35,943	37,022	38,132	39,276	40,454	41,667	42,917	44,206	45,532
8	27,718	28,549	29,406	30,288	31,197	32,133	33,097	34,090	35,112	36,166	37,250	38,369	39,519	40,705
9	24,779	25,522	26,288	27,076	27,889	28,725	29,587	30,475	31,390	32,331	33,301	34,299	35,329	36,388

San Diego**12.70%**

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	93,068	95,859	98,735	101,697	104,749	107,891	111,128	114,462	117,895	120,991	120,991	120,991	120,991	120,991
2	75,412	77,674	80,005	82,405	84,877	87,424	90,046	92,748	95,530	98,396	101,348	104,388	107,519	110,745
3	61,106	62,940	64,827	66,772	68,775	70,839	72,964	75,153	77,407	79,730	82,121	84,585	87,123	89,736
4	49,514	50,999	52,529	54,105	55,728	57,400	59,121	60,895	62,722	64,604	66,543	68,539	70,594	72,713
5	40,120	41,324	42,563	43,840	45,156	46,510	47,905	49,342	50,823	52,348	53,918	55,535	57,202	58,917
6	35,867	36,943	38,051	39,193	40,368	41,580	42,827	44,112	45,435	46,798	48,202	49,648	51,138	52,671
7	32,063	33,026	34,016	35,036	36,088	37,170	38,285	39,434	40,617	41,835	43,090	44,382	45,715	47,086
8	28,664	29,524	30,410	31,322	32,262	33,230	34,227	35,254	36,311	37,401	38,522	39,678	40,868	42,095
9	25,625	26,393	27,185	28,000	28,841	29,705	30,597	31,515	32,461	33,435	34,438	35,470	36,535	37,631

San Francisco-Oakland**19.04%**

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	98,303	101,252	104,290	107,418	110,642	113,961	117,379	120,901	124,528	127,798	127,798	127,798	127,798	127,798
2	79,654	82,044	84,505	87,041	89,651	92,342	95,112	97,965	100,904	103,931	107,049	110,261	113,568	116,975
3	64,543	66,480	68,474	70,529	72,644	74,824	77,069	79,381	81,761	84,215	86,741	89,343	92,024	94,784
4	52,299	53,868	55,485	57,149	58,863	60,629	62,447	64,321	66,251	68,238	70,286	72,394	74,565	76,803
5	42,377	43,648	44,958	46,307	47,696	49,127	50,600	52,118	53,682	55,293	56,951	58,659	60,420	62,232
6	37,884	39,021	40,191	41,397	42,639	43,919	45,236	46,593	47,991	49,430	50,913	52,441	54,014	55,635
7	33,867	34,883	35,930	37,007	38,118	39,261	40,439	41,652	42,902	44,189	45,514	46,879	48,286	49,735
8	30,277	31,185	32,121	33,084	34,076	35,099	36,152	37,237	38,353	39,505	40,689	41,910	43,167	44,463
9	27,066	27,878	28,715	29,575	30,464	31,377	32,318	33,288	34,287	35,316	36,375	37,465	38,590	39,747

Seattle
11.77%

<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	92,300	95,068	97,921	100,858	103,885	107,001	110,211	113,517	116,923	119,993	119,993	119,993	119,993	119,993
2	74,790	77,033	79,344	81,725	84,176	86,702	89,303	91,982	94,742	97,584	100,511	103,527	106,632	109,831
3	60,602	62,420	64,292	66,221	68,208	70,254	72,362	74,533	76,768	79,072	81,443	83,887	86,404	88,996
4	49,105	50,578	52,096	53,659	55,268	56,927	58,633	60,393	62,204	64,071	65,993	67,973	70,012	72,113
5	39,789	40,983	42,212	43,479	44,783	46,126	47,510	48,935	50,404	51,916	53,473	55,077	56,730	58,431
6	35,571	36,638	37,737	38,869	40,035	41,236	42,474	43,748	45,060	46,411	47,804	49,238	50,716	52,237
7	31,799	32,753	33,736	34,747	35,790	36,863	37,969	39,108	40,282	41,490	42,734	44,016	45,337	46,698
8	28,428	29,280	30,159	31,063	31,995	32,955	33,945	34,963	36,011	37,092	38,204	39,351	40,531	41,747
9	25,413	26,175	26,961	27,769	28,603	29,460	30,344	31,255	32,193	33,159	34,154	35,177	36,234	37,320

Washington-Baltimore
11.48%

<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	92,060	94,822	97,667	100,596	103,615	106,723	109,925	113,222	116,619	119,682	119,682	119,682	119,682	119,682
2	74,596	76,833	79,139	81,513	83,958	86,477	89,071	91,744	94,496	97,331	100,251	103,258	106,355	109,546
3	60,444	62,258	64,126	66,050	68,031	70,072	72,174	74,339	76,569	78,867	81,232	83,669	86,180	88,765
4	48,978	50,447	51,961	53,519	55,125	56,779	58,481	60,236	62,043	63,905	65,822	67,797	69,830	71,926
5	39,686	40,876	42,103	43,366	44,667	46,007	47,387	48,808	50,273	51,781	53,334	54,934	56,583	58,280
6	35,479	36,543	37,639	38,768	39,931	41,129	42,364	43,634	44,943	46,291	47,680	49,110	50,584	52,101
7	31,716	32,668	33,648	34,657	35,697	36,767	37,871	39,007	40,177	41,382	42,623	43,902	45,220	46,576
8	28,354	29,204	30,081	30,983	31,912	32,870	33,856	34,872	35,918	36,996	38,105	39,249	40,426	41,639
9	25,347	26,108	26,891	27,697	28,529	29,384	30,266	31,174	32,110	33,073	34,065	35,086	36,140	37,223

2002 BASIC RATES OF PAY FOR MEMBERS OF THE SENIOR FOREIGN SERVICE AND SENIOR EXECUTIVE SERVICE

	FE-1	FE-2	FE-3	FE-4	FE-5	FE-6
	<u>ES-1</u>	<u>ES-2</u>	<u>ES-3</u>	<u>ES-4</u>	<u>ES-5</u>	<u>ES-6</u>
	113,000	118,300	123,700	129,800	130,000	130,000

2002 LOCALITY RATES OF PAY FOR MEMBERS OF THE SENIOR FOREIGN SERVICE AND SENIOR EXECUTIVE SERVICE

<u>Locality %</u>	<u>Locality Pay Area</u>	FE-1 <u>ES-1</u>	FE-2 <u>ES-2</u>	FE-3 <u>ES-3</u>	FE-4 <u>ES-4</u>	FE-5 <u>ES-5</u>	FE-6 <u>ES-6</u>
9.74%	* Atlanta	124,006	129,822	135,748	138,200	138,200	138,200
13.57%	* Boston	128,334	134,353	138,200	138,200	138,200	138,200
14.58%	* Chicago	129,475	135,548	138,200	138,200	138,200	138,200
12.09%	* Cincinnati	126,662	132,602	138,200	138,200	138,200	138,200
10.33%	* Cleveland	124,673	130,520	136,478	138,200	138,200	138,200
10.70%	* Columbus	125,091	130,958	136,936	138,200	138,200	138,200
10.90%	* Dallas	125,317	131,195	137,183	138,200	138,200	138,200
9.62%	* Dayton	123,871	129,680	135,600	138,200	138,200	138,200
13.34%	* Denver	128,074	134,081	138,200	138,200	138,200	138,200
14.71%	* Detroit	129,622	135,702	138,200	138,200	138,200	138,200
14.11%	* Hartford, CT	128,944	134,992	138,200	138,200	138,200	138,200
18.61%	* Houston	134,029	138,200	138,200	138,200	138,200	138,200
9.08%	* Huntsville	123,260	129,042	134,932	138,200	138,200	138,200
8.85%	* Indianapolis	123,001	128,770	134,647	138,200	138,200	138,200
9.28%	* Kansas City	123,486	129,278	135,179	138,200	138,200	138,200
16.05%	* Los Angeles	131,137	137,287	138,200	138,200	138,200	138,200
12.45%	* Miami	127,069	133,028	138,200	138,200	138,200	138,200
10.05%	* Milwaukee	124,357	130,189	136,132	138,200	138,200	138,200
11.56%	* Minneapolis	126,063	131,975	138,000	138,200	138,200	138,200
15.23%	* New York	130,210	136,317	138,200	138,200	138,200	138,200
8.67%	* Orlando	122,797	128,557	134,425	138,200	138,200	138,200
12.11%	* Philadelphia	126,684	132,626	138,200	138,200	138,200	138,200
9.52%	* Pittsburgh	123,758	129,562	135,476	138,200	138,200	138,200
11.64%	* Portland	126,153	132,070	138,099	138,200	138,200	138,200
8.64%	* Rest of U.S.	122,763	128,521	134,388	138,200	138,200	138,200
9.67%	* Richmond	123,927	129,740	135,662	138,200	138,200	138,200
11.99%	* Sacramento	126,549	132,484	138,200	138,200	138,200	138,200
8.98%	* Saint Louis	123,147	128,923	134,808	138,200	138,200	138,200
12.70%	* San Diego	127,351	133,324	138,200	138,200	138,200	138,200
19.04%	* San Francisco	134,515	138,200	138,200	138,200	138,200	138,200
11.77%	* Seattle	126,300	132,224	138,200	138,200	138,200	138,200
11.48%	* Washington, D.C.	125,972	131,881	137,901	138,200	138,200	138,200

* Rate limited to \$138,200, the rate for level III of the Executive Schedule (5USC 5304(g)(2)).

2002 RATES OF PAY FOR LEO MEMBERS OF THE SENIOR FOREIGN SERVICE AND SENIOR EXECUTIVE SERVICE

<u>LEO %</u>	<u>LEO Area</u>	<u>FE-1</u>	<u>FE-2</u>	<u>FE-3</u>	<u>FE-4</u>	<u>FE-5</u>	<u>FE-6</u>
		<u>ES-1</u>	<u>ES-2</u>	<u>ES-3</u>	<u>ES-4</u>	<u>ES-5</u>	<u>ES-6</u>
16.00%	* NY/BSTN	131,080	137,228	138,200	138,200	138,200	138,200

* Rate limited to \$138,200, the rate for Level III of the Executive Schedule (5USC 5304(g)(2)).