

**2003 FS Salary Schedule (includes 3.1% 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	85,140	87,694	90,325	93,035	95,826	98,701	101,662	104,711	107,853	110,682	110,682	110,682	110,682	110,682
2	68,988	71,058	73,189	75,385	77,647	79,976	82,375	84,847	87,392	90,014	92,714	95,496	98,360	101,311
3	55,901	57,578	59,305	61,085	62,917	64,805	66,749	68,751	70,814	72,938	75,126	77,380	79,701	82,093
4	45,296	46,655	48,055	49,496	50,981	52,510	54,086	55,708	57,380	59,101	60,874	62,700	64,581	66,519
5	36,703	37,804	38,938	40,106	41,310	42,549	43,825	45,140	46,494	47,889	49,326	50,806	52,330	53,900
6	32,811	33,795	34,809	35,853	36,929	38,037	39,178	40,353	41,564	42,811	44,095	45,418	46,781	48,184
7	29,332	30,212	31,118	32,052	33,013	34,004	35,024	36,075	37,157	38,272	39,420	40,602	41,820	43,075
8	26,222	27,009	27,819	28,653	29,513	30,398	31,310	32,250	33,217	34,214	35,240	36,297	37,386	38,508
9	23,442	24,145	24,870	25,616	26,384	27,176	27,991	28,831	29,696	30,586	31,504	32,449	33,423	34,425

## 2003 Locality Rates

Issued March 2003 (effective January 12, 2003)

Atlanta	10.85%
Boston	15.00%
Chicago	16.15%
Cincinnati	13.44%
Cleveland	11.50%
Columbus, Ohio	11.78%
Dallas	12.10%
Dayton, Ohio	10.67%
Denver	14.77%
Detroit	16.27%
Hartford, CT	15.56%
Houston	20.53%
Huntsville, Alabama	10.06%
Indianapolis	9.83%
Kansas City	10.26%
Los Angeles	17.71%
Miami	13.81%
Milwaukee	11.20%
Minneapolis	12.84%
New York	16.83%
Orlando	9.65%
Philadelphia	13.43%
Pittsburgh	10.52%
Portland, Oregon	12.97%
Rest of U.S.	9.62%
Richmond	10.75%
Sacramento, California	13.29%
Saint Louis	9.99%
San Diego	14.07%
San Francisco	21.08%
Seattle	13.11%
Washington, DC	12.74%

**Atlanta**  
**10.85%**

	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	94,378	97,209	100,125	103,129	106,223	109,410	112,692	116,072	119,555	122,691	122,691	122,691	122,691	122,691
2	76,473	78,768	81,130	83,564	86,072	88,653	91,313	94,053	96,874	99,781	102,773	105,857	109,032	112,303
3	61,966	63,825	65,740	67,713	69,743	71,836	73,991	76,210	78,497	80,852	83,277	85,776	88,349	91,000
4	50,211	51,717	53,269	54,866	56,512	58,207	59,954	61,752	63,606	65,513	67,479	69,503	71,588	73,736
5	40,685	41,906	43,163	44,458	45,792	47,166	48,580	50,038	51,539	53,085	54,678	56,318	58,008	59,748
6	36,371	37,462	38,586	39,743	40,936	42,164	43,429	44,731	46,074	47,456	48,879	50,346	51,857	53,412
7	32,515	33,490	34,494	35,530	36,595	37,693	38,824	39,989	41,189	42,425	43,697	45,007	46,357	47,749
8	29,067	29,939	30,837	31,762	32,715	33,696	34,707	35,749	36,821	37,926	39,064	40,235	41,442	42,686
9	25,985	26,765	27,568	28,395	29,247	30,125	31,028	31,959	32,918	33,905	34,922	35,970	37,049	38,160

**Boston**  
**15.00%**

	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	97,911	100,848	103,874	106,990	110,200	113,506	116,911	120,418	124,031	127,284	127,284	127,284	127,284	127,284
2	79,336	81,717	84,167	86,693	89,294	91,972	94,731	97,574	100,501	103,516	106,621	109,820	113,114	116,508
3	64,286	66,215	68,201	70,248	72,355	74,526	76,761	79,064	81,436	83,879	86,395	88,987	91,656	94,407
4	52,090	53,653	55,263	56,920	58,628	60,387	62,199	64,064	65,987	67,966	70,005	72,105	74,268	76,497
5	42,208	43,475	44,779	46,122	47,507	48,931	50,399	51,911	53,468	55,072	56,725	58,427	60,180	61,985
6	37,733	38,864	40,030	41,231	42,468	43,743	45,055	46,406	47,799	49,233	50,709	52,231	53,798	55,412
7	33,732	34,744	35,786	36,860	37,965	39,105	40,278	41,486	42,731	44,013	45,333	46,692	48,093	49,536
8	30,155	31,060	31,992	32,951	33,940	34,958	36,007	37,088	38,200	39,346	40,526	41,742	42,994	44,284
9	26,958	27,767	28,601	29,458	30,342	31,252	32,190	33,156	34,150	35,174	36,230	37,316	38,436	39,589

**Chicago**  
**16.15%**

	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	98,890	101,857	104,912	108,060	111,302	114,641	118,080	121,622	125,271	128,557	128,557	128,557	128,557	128,557
2	80,130	82,534	85,009	87,560	90,187	92,892	95,679	98,550	101,506	104,551	107,687	110,919	114,245	117,673
3	64,929	66,877	68,883	70,950	73,078	75,271	77,529	79,854	82,250	84,717	87,259	89,877	92,573	95,351
4	52,611	54,190	55,816	57,490	59,214	60,990	62,821	64,705	66,647	68,646	70,705	72,826	75,011	77,262
5	42,631	43,909	45,226	46,583	47,982	49,421	50,903	52,430	54,003	55,623	57,292	59,011	60,781	62,605
6	38,110	39,253	40,431	41,643	42,893	44,180	45,505	46,870	48,277	49,725	51,216	52,753	54,336	55,966
7	34,069	35,091	36,144	37,228	38,345	39,496	40,680	41,901	43,158	44,453	45,786	47,159	48,574	50,032
8	30,457	31,371	32,312	33,280	34,279	35,307	36,367	37,458	38,582	39,740	40,931	42,159	43,424	44,727
9	27,228	28,044	28,887	29,753	30,645	31,565	32,512	33,487	34,492	35,526	36,592	37,690	38,821	39,985

**Cincinnati**  
13.44%

<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	96,583	99,480	102,465	105,539	108,705	111,966	115,325	118,784	122,348	125,558	125,558	125,558	125,558	125,558
2	78,260	80,608	83,026	85,517	88,083	90,725	93,446	96,250	99,137	102,112	105,175	108,331	111,580	114,927
3	64,929	66,877	68,883	70,950	73,078	75,271	77,529	79,854	82,250	84,717	87,259	89,877	92,573	95,351
4	51,384	52,925	54,514	56,148	57,833	59,567	61,355	63,195	65,092	67,044	69,055	71,127	73,261	75,459
5	41,636	42,885	44,171	45,496	46,862	48,268	49,715	51,207	52,743	54,325	55,955	57,634	59,363	61,144
6	37,221	38,337	39,487	40,672	41,892	43,149	44,444	45,776	47,150	48,565	50,021	51,522	53,068	54,660
7	33,274	34,272	35,300	36,360	37,450	38,574	39,731	40,923	42,151	43,416	44,718	46,059	47,441	48,864
8	29,746	30,639	31,558	32,504	33,480	34,483	35,518	36,584	37,681	38,812	39,976	41,175	42,411	43,683
9	26,593	27,390	28,213	29,059	29,930	30,828	31,753	32,706	33,687	34,697	35,738	36,810	37,915	39,052

**Cleveland**  
11.50%

<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	94,931	97,779	100,712	103,734	106,846	110,052	113,353	116,753	120,256	123,410	123,410	123,410	123,410	123,410
2	76,922	79,230	81,606	84,054	86,576	89,173	91,848	94,604	97,442	100,366	103,376	106,478	109,671	112,962
3	62,330	64,199	66,125	68,110	70,152	72,258	74,425	76,657	78,958	81,326	83,765	86,279	88,867	91,534
4	50,505	52,020	53,581	55,188	56,844	58,549	60,306	62,114	63,979	65,898	67,875	69,911	72,008	74,169
5	40,924	42,151	43,416	44,718	46,061	47,442	48,865	50,331	51,841	53,396	54,998	56,649	58,348	60,099
6	36,584	37,681	38,812	39,976	41,176	42,411	43,683	44,994	46,344	47,734	49,166	50,641	52,161	53,725
7	32,705	33,686	34,697	35,738	36,809	37,914	39,052	40,224	41,430	42,673	43,953	45,271	46,629	48,029
8	29,238	30,115	31,018	31,948	32,907	33,894	34,911	35,959	37,037	38,149	39,293	40,471	41,685	42,936
9	26,138	26,922	27,730	28,562	29,418	30,301	31,210	32,147	33,111	34,103	35,127	36,181	37,267	38,384

**Columbus**  
11.78%

<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	95,169	98,024	100,965	103,995	107,114	110,328	113,638	117,046	120,558	123,720	123,720	123,720	123,720	123,720
2	77,115	79,429	81,811	84,265	86,794	89,397	92,079	94,842	97,687	100,618	103,636	106,745	109,947	113,245
3	62,486	64,361	66,291	68,281	70,329	72,439	74,612	76,850	79,156	81,530	83,976	86,495	89,090	91,764
4	50,632	52,151	53,716	55,327	56,987	58,696	60,457	62,270	64,139	66,063	68,045	70,086	72,189	74,355
5	41,027	42,257	43,525	44,830	46,176	47,561	48,988	50,457	51,971	53,530	55,137	56,791	58,494	60,249
6	36,676	37,776	38,910	40,076	41,279	42,518	43,793	45,107	46,460	47,854	49,289	50,768	52,292	53,860
7	32,787	33,771	34,784	35,828	36,902	38,010	39,150	40,325	41,534	42,780	44,064	45,385	46,746	48,149
8	29,311	30,191	31,096	32,028	32,990	33,979	34,998	36,049	37,130	38,244	39,391	40,573	41,790	43,044
9	26,203	26,989	27,800	28,634	29,492	30,377	31,288	32,227	33,194	34,189	35,215	36,271	37,360	38,480

**Dallas-Ft. Worth****12.10%**

<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	95,442	98,305	101,254	104,292	107,421	110,644	113,963	117,381	120,903	124,075	124,075	124,075	124,075	124,075
2	77,336	79,656	82,045	84,507	87,042	89,653	92,342	95,113	97,966	100,906	103,932	107,051	110,262	113,570
3	62,665	64,545	66,481	68,476	70,530	72,646	74,826	77,070	79,382	81,763	84,216	86,743	89,345	92,026
4	50,777	52,300	53,870	55,485	57,150	58,864	60,630	62,449	64,323	66,252	68,240	70,287	72,395	74,568
5	41,144	42,378	43,649	44,959	46,309	47,697	49,128	50,602	52,120	53,684	55,294	56,954	58,662	60,422
6	36,781	37,884	39,021	40,191	41,397	42,639	43,919	45,236	46,593	47,991	49,430	50,914	52,442	54,014
7	32,881	33,868	34,883	35,930	37,008	38,118	39,262	40,440	41,653	42,903	44,190	45,515	46,880	48,287
8	29,395	30,277	31,185	32,120	33,084	34,076	35,099	36,152	37,236	38,354	39,504	40,689	41,910	43,167
9	26,278	27,067	27,879	28,716	29,576	30,464	31,378	32,320	33,289	34,287	35,316	36,375	37,467	38,590

**Dayton****10.67%**

<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	94,224	97,051	99,963	102,962	106,051	109,232	112,509	115,884	119,361	122,492	122,492	122,492	122,492	122,492
2	76,349	78,640	80,998	83,429	85,932	88,509	91,164	93,900	96,717	99,618	102,607	105,685	108,855	112,121
3	61,866	63,722	65,633	67,603	69,630	71,720	73,871	76,087	78,370	80,720	83,142	85,636	88,205	90,852
4	50,129	51,633	53,182	54,777	56,421	58,113	59,857	61,652	63,502	65,407	67,369	69,390	71,472	73,617
5	40,619	41,838	43,093	44,385	45,718	47,089	48,501	49,956	51,455	52,999	54,589	56,227	57,914	59,651
6	36,312	37,401	38,523	39,679	40,869	42,096	43,358	44,659	45,999	47,379	48,800	50,264	51,773	53,325
7	32,462	33,436	34,438	35,472	36,535	37,632	38,761	39,924	41,122	42,356	43,626	44,934	46,282	47,671
8	29,020	29,891	30,787	31,710	32,662	33,641	34,651	35,691	36,761	37,865	39,000	40,170	41,375	42,617
9	25,943	26,721	27,524	28,349	29,199	30,076	30,978	31,907	32,865	33,850	34,865	35,911	36,989	38,098

**Denver****14.77%**

<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	97,715	100,646	103,666	106,776	109,980	113,279	116,677	120,177	123,783	127,030	127,030	127,030	127,030	127,030
2	79,178	81,553	83,999	86,519	89,115	91,788	94,542	97,379	100,300	103,309	106,408	109,601	112,888	116,275
3	64,158	66,082	68,064	70,107	72,210	74,377	76,608	78,906	81,273	83,711	86,222	88,809	91,473	94,218
4	51,986	53,546	55,153	56,807	58,511	60,266	62,075	63,936	65,855	67,830	69,865	71,961	74,120	76,344
5	42,124	43,388	44,689	46,030	47,411	48,833	50,298	51,807	53,361	54,962	56,611	58,310	60,059	61,861
6	37,657	38,787	39,950	41,148	42,383	43,655	44,965	46,313	47,703	49,134	50,608	52,126	53,691	55,301
7	33,664	34,674	35,714	36,786	37,889	39,026	40,197	41,403	42,645	43,925	45,242	46,599	47,997	49,437
8	30,095	30,998	31,928	32,885	33,872	34,888	35,934	37,013	38,123	39,267	40,445	41,658	42,908	44,196
9	26,904	27,711	28,543	29,399	30,281	31,190	32,125	33,089	34,082	35,104	36,157	37,242	38,360	39,510

**Detroit**  
**16.27%**

	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	98,992	87,694	90,325	93,035	95,826	98,701	101,662	104,711	107,853	110,682	110,682	110,682	110,682	110,682
2	80,212	71,058	73,189	75,385	77,647	79,976	82,375	84,847	87,392	90,014	92,714	95,496	98,360	101,311
3	64,996	57,578	59,305	61,085	62,917	64,805	66,749	68,751	70,814	72,938	75,126	77,380	79,701	82,093
4	52,666	46,655	48,055	49,496	50,981	52,510	54,086	55,708	57,380	59,101	60,874	62,700	64,581	66,519
5	42,675	37,804	38,938	40,106	41,310	42,549	43,825	45,140	46,494	47,889	49,326	50,806	52,330	53,900
6	38,149	33,795	34,809	35,853	36,929	38,037	39,178	40,353	41,564	42,811	44,095	45,418	46,781	48,184
7	34,104	30,212	31,118	32,052	33,013	34,004	35,024	36,075	37,157	38,272	39,420	40,602	41,820	43,075
8	30,488	27,009	27,819	28,653	29,513	30,398	31,310	32,250	33,217	34,214	35,240	36,297	37,386	38,508
9	27,256	24,145	24,870	25,616	26,384	27,176	27,991	28,831	29,696	30,586	31,504	32,449	33,423	34,425

**Hartford**  
**15.56%**

	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	98,388	101,339	104,380	107,511	110,737	114,059	117,481	121,004	124,635	127,904	127,904	127,904	127,904	127,904
2	79,723	82,115	84,577	87,115	89,729	92,420	95,193	98,049	100,990	104,020	107,140	110,355	113,665	117,075
3	64,599	66,537	68,533	70,590	72,707	74,889	77,135	79,449	81,833	84,287	86,816	89,420	92,102	94,867
4	52,344	53,915	55,532	57,198	58,914	60,681	62,502	64,376	66,308	68,297	70,346	72,456	74,630	76,869
5	42,414	43,686	44,997	46,346	47,738	49,170	50,644	52,164	53,728	55,341	57,001	58,711	60,473	62,287
6	37,916	39,054	40,225	41,432	42,675	43,956	45,274	46,632	48,031	49,472	50,956	52,485	54,060	55,681
7	33,896	34,913	35,960	37,039	38,150	39,295	40,474	41,688	42,939	44,227	45,554	46,920	48,327	49,777
8	30,302	31,212	32,148	33,111	34,105	35,128	36,182	37,268	38,386	39,538	40,723	41,945	43,203	44,500
9	27,090	27,902	28,740	29,602	30,489	31,405	32,346	33,317	34,317	35,345	36,406	37,498	38,624	39,782

**Houston**  
**20.53%**

	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	102,619	105,698	108,869	112,135	115,499	118,964	122,533	126,208	129,995	133,405	133,405	133,405	133,405	133,405
2	83,151	85,646	88,215	90,862	93,588	96,395	99,287	102,266	105,334	108,494	111,748	115,101	118,553	122,110
3	67,377	69,399	71,480	73,626	75,834	78,109	80,453	82,866	85,352	87,912	90,549	93,266	96,064	98,947
4	54,595	56,233	57,921	59,658	61,447	63,290	65,190	67,145	69,160	71,234	73,371	75,572	77,839	80,175
5	44,238	45,565	46,932	48,340	49,791	51,284	52,822	54,407	56,039	57,721	59,453	61,236	63,073	64,966
6	39,547	40,733	41,955	43,214	44,511	45,846	47,221	48,637	50,097	51,600	53,148	54,742	56,385	58,076
7	35,354	36,415	37,507	38,632	39,791	40,985	42,214	43,481	44,785	46,129	47,513	48,938	50,406	51,918
8	31,605	32,554	33,530	34,535	35,572	36,639	37,738	38,871	40,036	41,238	42,475	43,749	45,061	46,414
9	28,255	29,102	29,976	30,875	31,801	32,755	33,738	34,750	35,793	36,865	37,972	39,111	40,285	41,492

**Huntsville**  
**10.06%**

	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	93,705	87,694	90,325	93,035	95,826	98,701	101,662	104,711	107,853	110,682	110,682	110,682	110,682	110,682
2	75,928	71,058	73,189	75,385	77,647	79,976	82,375	84,847	87,392	90,014	92,714	95,496	98,360	101,311
3	61,525	57,578	59,305	61,085	62,917	64,805	66,749	68,751	70,814	72,938	75,126	77,380	79,701	82,093
4	49,853	46,655	48,055	49,496	50,981	52,510	54,086	55,708	57,380	59,101	60,874	62,700	64,581	66,519
5	40,395	37,804	38,938	40,106	41,310	42,549	43,825	45,140	46,494	47,889	49,326	50,806	52,330	53,900
6	36,112	33,795	34,809	35,853	36,929	38,037	39,178	40,353	41,564	42,811	44,095	45,418	46,781	48,184
7	32,283	30,212	31,118	32,052	33,013	34,004	35,024	36,075	37,157	38,272	39,420	40,602	41,820	43,075
8	28,860	27,009	27,819	28,653	29,513	30,398	31,310	32,250	33,217	34,214	35,240	36,297	37,386	38,508
9	25,800	24,145	24,870	25,616	26,384	27,176	27,991	28,831	29,696	30,586	31,504	32,449	33,423	34,425

**Indianapolis**  
**9.83%**

	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	93,509	96,314	99,204	102,180	105,246	108,403	111,655	115,004	118,455	121,562	121,562	121,562	121,562	121,562
2	75,770	78,043	80,383	82,795	85,280	87,838	90,472	93,187	95,983	98,862	101,828	104,883	108,029	111,270
3	61,396	63,238	65,135	67,090	69,102	71,175	73,310	75,509	77,775	80,108	82,511	84,986	87,536	90,163
4	49,749	51,241	52,779	54,361	55,992	57,672	59,403	61,184	63,020	64,911	66,858	68,863	70,929	73,058
5	40,311	41,520	42,766	44,048	45,371	46,732	48,133	49,577	51,064	52,596	54,175	55,800	57,474	59,198
6	36,036	37,117	38,231	39,377	40,559	41,776	43,029	44,320	45,650	47,019	48,430	49,883	51,380	52,920
7	32,215	33,182	34,177	35,203	36,258	37,347	38,467	39,621	40,810	42,034	43,295	44,593	45,931	47,309
8	28,800	29,664	30,554	31,470	32,414	33,386	34,388	35,420	36,482	37,577	38,704	39,865	41,061	42,293
9	25,746	26,518	27,315	28,134	28,978	29,847	30,743	31,665	32,615	33,593	34,601	35,639	36,708	37,809

**Kansas City**  
**10.26%**

	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	93,875	96,691	99,592	102,580	105,658	108,828	112,093	115,454	118,919	122,038	122,038	122,038	122,038	122,038
2	76,066	78,349	80,698	83,120	85,614	88,182	90,827	93,552	96,358	99,249	102,226	105,294	108,452	111,706
3	61,636	63,486	65,390	67,352	69,372	71,454	73,597	75,805	78,080	80,421	82,834	85,319	87,878	90,516
4	49,943	51,442	52,985	54,574	56,212	57,898	59,635	61,424	63,267	65,165	67,120	69,133	71,207	73,344
5	40,469	41,683	42,933	44,221	45,548	46,915	48,321	49,771	51,264	52,802	54,387	56,019	57,699	59,430
6	36,177	37,262	38,380	39,532	40,718	41,940	43,198	44,493	45,828	47,203	48,619	50,078	51,581	53,128
7	32,341	33,312	34,311	35,341	36,400	37,493	38,617	39,776	40,969	42,199	43,464	44,768	46,111	47,494
8	28,912	29,780	30,673	31,593	32,541	33,517	34,522	35,559	36,625	37,724	38,856	40,021	41,222	42,459
9	25,847	26,622	27,422	28,244	29,091	29,964	30,863	31,789	32,743	33,724	34,736	35,778	36,852	37,957

**Los Angeles**  
17.71%

<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	100,218	103,225	106,322	109,511	112,797	116,181	119,666	123,255	126,954	130,284	130,284	130,284	130,284	130,284
2	81,206	83,642	86,151	88,736	91,398	94,140	96,964	99,873	102,869	105,955	109,134	112,408	115,780	119,253
3	65,801	67,775	69,808	71,903	74,060	76,282	78,570	80,927	83,355	85,855	88,431	91,084	93,816	96,632
4	53,318	54,918	56,566	58,262	60,010	61,810	63,665	65,574	67,542	69,568	71,655	73,804	76,018	78,300
5	43,203	44,499	45,834	47,209	48,626	50,084	51,586	53,134	54,728	56,370	58,062	59,804	61,598	63,446
6	38,622	39,780	40,974	42,203	43,469	44,773	46,116	47,500	48,925	50,393	51,904	53,462	55,066	56,717
7	34,527	35,563	36,629	37,728	38,860	40,026	41,227	42,464	43,738	45,050	46,401	47,793	49,226	50,704
8	30,866	31,792	32,746	33,727	34,740	35,781	36,855	37,961	39,100	40,273	41,481	42,725	44,007	45,328
9	27,594	28,421	29,274	30,153	31,057	31,989	32,948	33,937	34,955	36,003	37,083	38,196	39,342	40,522

**Miami**  
13.81%

<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	96,898	99,805	102,799	105,883	109,060	112,332	115,702	119,172	122,747	125,967	125,967	125,967	125,967	125,967
2	78,515	80,871	83,296	85,796	88,370	91,021	93,751	96,564	99,461	102,445	105,518	108,684	111,944	115,302
3	63,621	65,530	67,495	69,521	71,606	73,755	75,967	78,246	80,593	83,011	85,501	88,066	90,708	93,430
4	51,551	53,098	54,691	56,331	58,021	59,762	61,555	63,401	65,304	67,263	69,281	71,359	73,500	75,705
5	41,772	43,025	44,315	45,645	47,015	48,425	49,877	51,374	52,915	54,502	56,138	57,822	59,557	61,344
6	37,342	38,462	39,616	40,804	42,029	43,290	44,588	45,926	47,304	48,723	50,185	51,690	53,241	54,838
7	33,383	34,384	35,415	36,478	37,572	38,700	39,861	41,057	42,288	43,557	44,864	46,209	47,595	49,024
8	29,843	30,739	31,661	32,610	33,589	34,596	35,634	36,704	37,804	38,939	40,107	41,310	42,549	43,826
9	26,679	27,479	28,305	29,154	30,028	30,929	31,857	32,813	33,797	34,810	35,855	36,930	38,039	39,179

**Milwaukee**  
11.20%

<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	94,676	97,516	100,441	103,455	106,559	109,756	113,048	116,439	119,933	123,078	123,078	123,078	123,078	123,078
2	76,715	79,016	81,386	83,828	86,343	88,933	91,601	94,350	97,180	100,096	103,098	106,192	109,376	112,658
3	62,162	64,027	65,947	67,927	69,964	72,063	74,225	76,451	78,745	81,107	83,540	86,047	88,628	91,287
4	50,369	51,880	53,437	55,040	56,691	58,391	60,144	61,947	63,807	65,720	67,692	69,722	71,814	73,969
5	40,814	42,038	43,299	44,598	45,937	47,314	48,733	50,196	51,701	53,253	54,851	56,496	58,191	59,937
6	36,486	37,580	38,708	39,869	41,065	42,297	43,566	44,873	46,219	47,606	49,034	50,505	52,020	53,581
7	32,617	33,596	34,603	35,642	36,710	37,812	38,947	40,115	41,319	42,558	43,835	45,149	46,504	47,899
8	29,159	30,034	30,935	31,862	32,818	33,803	34,817	35,862	36,937	38,046	39,187	40,362	41,573	42,821
9	26,068	26,849	27,655	28,485	29,339	30,220	31,126	32,060	33,022	34,012	35,032	36,083	37,166	38,281



**Minneapolis****12.84%**

<b>CLASS</b>	<b>STEP</b>													
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
1	96,072	98,954	101,923	104,981	108,130	111,374	114,715	118,156	121,701	124,894	124,894	124,894	124,894	124,894
2	77,846	80,182	82,586	85,064	87,617	90,245	92,952	95,741	98,613	101,572	104,618	107,758	110,989	114,319
3	63,079	64,971	66,920	68,928	70,996	73,126	75,320	77,579	79,907	82,303	84,772	87,316	89,935	92,634
4	51,112	52,646	54,225	55,851	57,527	59,252	61,031	62,861	64,748	66,690	68,690	70,751	72,873	75,060
5	41,416	42,658	43,938	45,256	46,614	48,012	49,452	50,936	52,464	54,038	55,659	57,329	59,049	60,821
6	37,024	38,134	39,278	40,457	41,671	42,921	44,208	45,534	46,901	48,308	49,757	51,250	52,788	54,371
7	33,098	34,091	35,114	36,167	37,252	38,370	39,521	40,707	41,928	43,186	44,482	45,815	47,190	48,606
8	29,589	30,477	31,391	32,332	33,302	34,301	35,330	36,391	37,482	38,607	39,765	40,958	42,186	43,452
9	26,452	27,245	28,063	28,905	29,772	30,665	31,585	32,533	33,509	34,513	35,549	36,615	37,715	38,845

**New York****16.83%**

<b>CLASS</b>	<b>STEP</b>													
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
1	99,469	102,453	105,527	108,693	111,954	115,312	118,772	122,334	126,005	129,310	129,310	129,310	129,310	129,310
2	80,599	83,017	85,507	88,072	90,715	93,436	96,239	99,127	102,100	105,163	108,318	111,568	114,914	118,362
3	65,309	67,268	69,286	71,366	73,506	75,712	77,983	80,322	82,732	85,213	87,770	90,403	93,115	95,909
4	52,919	54,507	56,143	57,826	59,561	61,347	63,189	65,084	67,037	69,048	71,119	73,252	75,450	77,714
5	42,880	44,166	45,491	46,856	48,262	49,710	51,201	52,737	54,319	55,949	57,628	59,357	61,137	62,971
6	38,333	39,483	40,667	41,887	43,144	44,439	45,772	47,144	48,559	50,016	51,516	53,062	54,654	56,293
7	34,269	35,297	36,355	37,446	38,569	39,727	40,919	42,146	43,411	44,713	46,054	47,435	48,858	50,325
8	30,635	31,555	32,501	33,475	34,480	35,514	36,579	37,678	38,807	39,972	41,171	42,406	43,678	44,989
9	27,387	28,209	29,056	29,927	30,824	31,750	32,702	33,683	34,694	35,734	36,806	37,910	39,048	40,219

**Orlando****9.65%**

<b>CLASS</b>	<b>STEP</b>													
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
1	93,356	96,156	99,041	102,013	105,073	108,226	111,472	114,816	118,261	121,363	121,363	121,363	121,363	121,363
2	75,645	77,915	80,252	82,660	85,140	87,694	90,324	93,035	95,825	98,700	101,661	104,711	107,852	111,088
3	61,295	63,134	65,028	66,980	68,988	71,059	73,190	75,385	77,648	79,977	82,376	84,847	87,392	90,015
4	49,667	51,157	52,692	54,272	55,901	57,577	59,305	61,084	62,917	64,804	66,748	68,751	70,813	72,938
5	40,245	41,452	42,696	43,976	45,296	46,655	48,054	49,496	50,981	52,510	54,086	55,709	57,380	59,101
6	35,977	37,056	38,168	39,313	40,493	41,708	42,959	44,247	45,575	46,942	48,350	49,801	51,295	52,834
7	32,163	33,127	34,121	35,145	36,199	37,285	38,404	39,556	40,743	41,965	43,224	44,520	45,856	47,232
8	28,752	29,615	30,504	31,418	32,361	33,331	34,331	35,362	36,422	37,516	38,641	39,800	40,994	42,224
9	25,704	26,475	27,270	28,088	28,930	29,798	30,692	31,613	32,562	33,538	34,544	35,580	36,648	37,747

**Philadelphia****13.43%**

<b>CLASS</b>	<b>STEP</b>													
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
1	96,574	99,471	102,456	105,530	108,695	111,957	115,315	118,774	122,338	125,547	125,547	125,547	125,547	125,547
2	78,253	80,601	83,018	85,509	88,075	90,717	93,438	96,242	99,129	102,103	105,165	108,321	111,570	114,917
3	63,409	65,311	67,270	69,289	71,367	73,508	75,713	77,984	80,324	82,734	85,215	87,772	90,405	93,118
4	51,379	52,921	54,509	56,143	57,828	59,562	61,350	63,190	65,086	67,038	69,049	71,121	73,254	75,453
5	41,632	42,881	44,167	45,492	46,858	48,263	49,711	51,202	52,738	54,320	55,950	57,629	59,358	61,139
6	37,218	38,334	39,484	40,668	41,889	43,145	44,440	45,772	47,146	48,561	50,017	51,518	53,064	54,655
7	33,271	34,269	35,297	36,357	37,447	38,571	39,728	40,920	42,147	43,412	44,714	46,055	47,436	48,860
8	29,744	30,636	31,555	32,501	33,477	34,480	35,515	36,581	37,678	38,809	39,973	41,172	42,407	43,680
9	26,590	27,388	28,210	29,056	29,927	30,826	31,750	32,703	33,684	34,694	35,735	36,807	37,912	39,048

**Pittsburgh****10.52%**

<b>CLASS</b>	<b>STEP</b>													
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
1	94,097	96,919	99,827	102,822	105,907	109,084	112,357	115,727	119,199	122,326	122,326	122,326	122,326	122,326
2	76,246	78,533	80,888	83,316	85,815	88,389	91,041	93,773	96,586	99,483	102,468	105,542	108,707	111,969
3	61,782	63,635	65,544	67,511	69,536	71,622	73,771	75,984	78,264	80,611	83,029	85,520	88,086	90,729
4	50,061	51,563	53,110	54,703	56,344	58,034	59,776	61,568	63,416	65,318	67,278	69,296	71,375	73,517
5	40,564	41,781	43,034	44,325	45,656	47,025	48,435	49,889	51,385	52,927	54,515	56,151	57,835	59,570
6	36,263	37,350	38,471	39,625	40,814	42,038	43,300	44,598	45,937	47,315	48,734	50,196	51,702	53,253
7	32,418	33,390	34,392	35,424	36,486	37,581	38,709	39,870	41,066	42,298	43,567	44,873	46,219	47,606
8	28,981	29,850	30,746	31,667	32,618	33,596	34,604	35,643	36,711	37,813	38,947	40,115	41,319	42,559
9	25,908	26,685	27,486	28,311	29,160	30,035	30,936	31,864	32,820	33,804	34,818	35,863	36,939	38,047

**Portland-Salem****12.97%**

<b>CLASS</b>	<b>STEP</b>													
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
1	96,183	99,068	102,040	105,102	108,255	111,503	114,848	118,292	121,842	125,037	125,037	125,037	125,037	125,037
2	77,936	80,274	82,682	85,162	87,718	90,349	93,059	95,852	98,727	101,689	104,739	107,882	111,117	114,451
3	63,151	65,046	66,997	69,008	71,077	73,210	75,406	77,668	79,999	82,398	84,870	87,416	90,038	92,740
4	51,171	52,706	54,288	55,916	57,593	59,321	61,101	62,933	64,822	66,766	68,769	70,832	72,957	75,147
5	41,463	42,707	43,988	45,308	46,668	48,068	49,509	50,995	52,524	54,100	55,724	57,396	59,117	60,891
6	37,067	38,178	39,324	40,503	41,719	42,970	44,259	45,587	46,955	48,364	49,814	51,309	52,848	54,433
7	33,136	34,130	35,154	36,209	37,295	38,414	39,567	40,754	41,976	43,236	44,533	45,868	47,244	48,662
8	29,623	30,512	31,427	32,369	33,341	34,341	35,371	36,433	37,525	38,652	39,811	41,005	42,235	43,502
9	26,482	27,277	28,096	28,938	29,806	30,701	31,621	32,570	33,548	34,553	35,590	36,658	37,758	38,890

**Rest of U.S.**  
**9.62%**

<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	93,330	96,130	99,014	101,985	105,044	108,196	111,442	114,784	118,228	121,330	121,330	121,330	121,330	121,330
2	75,625	77,894	80,230	82,637	85,117	87,670	90,299	93,009	95,799	98,673	101,633	104,683	107,822	111,057
3	61,279	63,117	65,010	66,961	68,970	71,039	73,170	75,365	77,626	79,955	82,353	84,824	87,368	89,990
4	49,653	51,143	52,678	54,258	55,885	57,561	59,289	61,067	62,900	64,787	66,730	68,732	70,794	72,918
5	40,234	41,441	42,684	43,964	45,284	46,642	48,041	49,482	50,967	52,496	54,071	55,694	57,364	59,085
6	35,967	37,046	38,158	39,302	40,482	41,696	42,947	44,235	45,562	46,929	48,337	49,787	51,281	52,819
7	32,154	33,118	34,112	35,135	36,189	37,275	38,393	39,545	40,732	41,954	43,212	44,508	45,843	47,219
8	28,745	29,607	30,495	31,409	32,352	33,322	34,322	35,352	36,412	37,505	38,630	39,789	40,983	42,212
9	25,697	26,468	27,262	28,080	28,922	29,790	30,684	31,605	32,553	33,528	34,535	35,571	36,638	37,737

**Richmond**  
**10.75%**

<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	94,293	97,121	100,035	103,036	106,127	109,311	112,591	115,967	119,447	122,580	122,580	122,580	122,580	122,580
2	76,404	78,697	81,057	83,489	85,994	88,573	91,230	93,968	96,787	99,691	102,681	105,762	108,934	112,202
3	61,910	63,768	65,680	67,652	69,681	71,772	73,925	76,142	78,427	80,779	83,202	85,698	88,269	90,918
4	50,165	51,670	53,221	54,817	56,461	58,155	59,900	61,697	63,548	65,454	67,418	69,440	71,523	73,670
5	40,649	41,868	43,124	44,417	45,751	47,123	48,536	49,993	51,492	53,037	54,629	56,268	57,955	59,694
6	36,338	37,428	38,551	39,707	40,899	42,126	43,390	44,691	46,032	47,413	48,835	50,300	51,810	53,364
7	32,485	33,460	34,463	35,498	36,562	37,659	38,789	39,953	41,151	42,386	43,658	44,967	46,316	47,706
8	29,041	29,912	30,810	31,733	32,686	33,666	34,676	35,717	36,788	37,892	39,028	40,199	41,405	42,648
9	25,962	26,741	27,544	28,370	29,220	30,097	31,000	31,930	32,888	33,874	34,891	35,937	37,016	38,126

**Sacramento**  
**13.29%**

<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	96,455	99,349	102,329	105,399	108,561	111,818	115,173	118,627	122,187	125,392	125,392	125,392	125,392	125,392
2	78,157	80,502	82,916	85,404	87,966	90,605	93,323	96,123	99,006	101,977	105,036	108,187	111,432	114,775
3	63,330	65,230	67,187	69,203	71,279	73,418	75,620	77,888	80,225	82,631	85,110	87,664	90,293	93,003
4	51,316	52,855	54,442	56,074	57,756	59,489	61,274	63,112	65,006	66,956	68,964	71,033	73,164	75,359
5	41,581	42,828	44,113	45,436	46,800	48,204	49,649	51,139	52,673	54,253	55,881	57,558	59,285	61,063
6	37,172	38,286	39,435	40,618	41,837	43,092	44,385	45,716	47,088	48,501	49,955	51,454	52,998	54,588
7	33,230	34,227	35,254	36,312	37,400	38,523	39,679	40,869	42,095	43,358	44,659	45,998	47,378	48,800
8	29,707	30,598	31,516	32,461	33,435	34,438	35,471	36,536	37,632	38,761	39,923	41,121	42,355	43,626
9	26,557	27,354	28,175	29,020	29,890	30,788	31,711	32,663	33,643	34,651	35,691	36,761	37,865	39,000

**St. Louis**  
**9.99%**

<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>
1	93,645	96,455	99,348	102,329	105,399	108,561	111,818	115,172	118,628	121,739	121,739	121,739	121,739	121,739
2	75,880	78,157	80,501	82,916	85,404	87,966	90,604	93,323	96,122	99,006	101,976	105,036	108,186	111,432
3	61,486	63,330	65,230	67,187	69,202	71,279	73,417	75,619	77,888	80,225	82,631	85,110	87,663	90,294
4	49,821	51,316	52,856	54,441	56,074	57,756	59,489	61,273	63,112	65,005	66,955	68,964	71,033	73,164
5	40,370	41,581	42,828	44,113	45,437	46,800	48,203	49,649	51,139	52,673	54,254	55,882	57,558	59,285
6	36,089	37,171	38,286	39,435	40,618	41,837	43,092	44,384	45,716	47,088	48,500	49,955	51,454	52,998
7	32,262	33,230	34,227	35,254	36,311	37,401	38,523	39,679	40,869	42,095	43,358	44,658	45,998	47,378
8	28,842	29,707	30,598	31,515	32,461	33,435	34,438	35,472	36,535	37,632	38,760	39,923	41,121	42,355
9	25,784	26,557	27,355	28,175	29,020	29,891	30,787	31,711	32,663	33,642	34,651	35,691	36,762	37,864

**San Diego**  
**14.07%**

<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	97,119	100,033	103,034	106,125	109,309	112,588	115,966	119,444	123,028	126,255	126,255	126,255	126,255	126,255
2	78,695	81,056	83,487	85,992	88,572	91,229	93,965	96,785	99,688	102,679	105,759	108,932	112,199	115,565
3	63,766	65,679	67,649	69,680	71,769	73,923	76,141	78,424	80,778	83,200	85,696	88,267	90,915	93,643
4	51,669	53,219	54,816	56,460	58,154	59,898	61,696	63,546	65,453	67,417	69,439	71,522	73,668	75,878
5	41,867	43,123	44,417	45,749	47,122	48,536	49,991	51,491	53,036	54,627	56,266	57,954	59,693	61,484
6	37,428	38,550	39,707	40,898	42,125	43,389	44,690	46,031	47,412	48,835	50,299	51,808	53,363	54,963
7	33,459	34,463	35,496	36,562	37,658	38,788	39,952	41,151	42,385	43,657	44,966	46,315	47,704	49,136
8	29,911	30,809	31,733	32,684	33,665	34,675	35,715	36,788	37,891	39,028	40,198	41,404	42,646	43,926
9	26,740	27,542	28,369	29,220	30,096	31,000	31,929	32,888	33,874	34,889	35,937	37,015	38,126	39,269

**San Francisco-Oakland**  
**21.08%**

<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	103,088	106,180	109,366	112,647	116,026	119,507	123,092	126,784	130,588	134,014	134,014	134,014	134,014	134,014
2	83,531	86,037	88,617	91,276	94,015	96,835	99,740	102,733	105,814	108,989	112,258	115,627	119,094	122,667
3	67,685	69,715	71,806	73,962	76,180	78,466	80,820	83,244	85,742	88,313	90,963	93,692	96,502	99,398
4	54,844	56,490	58,185	59,930	61,728	63,579	65,487	67,451	69,476	71,559	73,706	75,917	78,195	80,541
5	44,440	45,773	47,146	48,560	50,018	51,518	53,063	54,656	56,295	57,984	59,724	61,516	63,361	65,262
6	39,728	40,919	42,147	43,411	44,714	46,055	47,437	48,859	50,326	51,836	53,390	54,992	56,642	58,341
7	35,515	36,581	37,678	38,809	39,972	41,172	42,407	43,680	44,990	46,340	47,730	49,161	50,636	52,155
8	31,750	32,702	33,683	34,693	35,734	36,806	37,910	39,048	40,219	41,426	42,669	43,948	45,267	46,625
9	28,384	29,235	30,113	31,016	31,946	32,905	33,892	34,909	35,956	37,034	38,145	39,289	40,469	41,682

\*Capped at the annual rate payable for Level IV of the Executive Schedule

**Seattle**

13.11%

<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	96,302	99,191	102,167	105,232	108,389	111,641	114,990	118,439	121,993	125,192	125,192	125,192	125,192	125,192
2	78,032	80,374	82,784	85,268	87,827	90,461	93,174	95,970	98,849	101,815	104,869	108,016	111,255	114,593
3	63,230	65,126	67,080	69,093	71,165	73,301	75,500	77,764	80,098	82,500	84,975	87,525	90,150	92,855
4	51,234	52,771	54,355	55,985	57,665	59,394	61,177	63,011	64,903	66,849	68,855	70,920	73,048	75,240
5	41,515	42,760	44,043	45,364	46,726	48,127	49,570	51,058	52,589	54,167	55,793	57,467	59,190	60,966
6	37,113	38,226	39,372	40,553	41,770	43,024	44,314	45,643	47,013	48,424	49,876	51,372	52,914	54,501
7	33,177	34,173	35,198	36,254	37,341	38,462	39,616	40,804	42,028	43,289	44,588	45,925	47,303	48,722
8	29,660	30,550	31,466	32,409	33,382	34,383	35,415	36,478	37,572	38,699	39,860	41,056	42,287	43,556
9	26,515	27,310	28,130	28,974	29,843	30,739	31,661	32,611	33,589	34,596	35,634	36,703	37,805	38,938

**Washington-Baltimore**

12.74%

<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	95,987	98,866	101,832	104,888	108,034	111,276	114,614	118,051	121,593	124,783	124,783	124,783	124,783	124,783
2	77,777	80,111	82,513	84,989	87,539	90,165	92,870	95,657	98,526	101,482	104,526	107,662	110,891	114,218
3	63,023	64,913	66,860	68,867	70,933	73,061	75,253	77,510	79,836	82,230	84,697	87,238	89,855	92,552
4	51,067	52,599	54,177	55,802	57,476	59,200	60,977	62,805	64,690	66,630	68,629	70,688	72,809	74,994
5	41,379	42,620	43,899	45,216	46,573	47,970	49,408	50,891	52,417	53,990	55,610	57,279	58,997	60,767
6	36,991	38,100	39,244	40,421	41,634	42,883	44,169	45,494	46,859	48,265	49,713	51,204	52,741	54,323
7	33,069	34,061	35,082	36,135	37,219	38,336	39,486	40,671	41,891	43,148	44,442	45,775	47,148	48,563
8	29,563	30,450	31,363	32,303	33,273	34,271	35,299	36,359	37,449	38,573	39,730	40,921	42,149	43,414
9	26,429	27,221	28,038	28,879	29,745	30,638	31,557	32,504	33,479	34,483	35,518	36,583	37,681	38,811

Issued March 2003 (effective January 12, 2003)

**2003 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>
	116,500	122,000	127,500	133,800	134,000	134,000

**2003 LOCALITY RATES OF PAY FOR MEMBERS OF THE SENIOR FOREIGN SERVICE AND SENIOR EXECUTIVE SERVICE**

(no change in locality rates from 2002)

	<u>Locality Pay</u>	FE-1	FE-2	FE-3	FE-4	FE-5	FE-6
<u>Locality %</u>	<u>Area</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>
10.85%	* Atlanta	129,140	135,237	141,334	142,500	142,500	142,500
15.00%	* Boston	133,975	140,300	142,500	142,500	142,500	142,500
16.15%	* Chicago	135,315	141,703	142,500	142,500	142,500	142,500
13.44%	* Cincinnati	132,158	138,397	142,500	142,500	142,500	142,500
11.50%	* Cleveland	129,898	136,030	142,163	142,500	142,500	142,500
11.78%	* Columbus	130,224	136,372	142,500	142,500	142,500	142,500
12.10%	* Dallas	130,597	136,762	142,500	142,500	142,500	142,500
10.67%	* Dayton	128,931	135,017	141,104	142,500	142,500	142,500
14.77%	* Denver	133,707	140,019	142,500	142,500	142,500	142,500
16.27%	* Detroit	135,455	141,849	142,500	142,500	142,500	142,500
15.56%	* Hartford, CT	134,627	140,983	142,500	142,500	142,500	142,500
20.53%	* Houston	140,417	142,500	142,500	142,500	142,500	142,500
10.06%	* Huntsville	128,220	134,273	140,327	142,500	142,500	142,500
9.83%	* Indianapolis	127,952	133,993	140,033	142,500	142,500	142,500
10.26%	* Kansas City	128,453	134,517	140,582	142,500	142,500	142,500
17.71%	* Los Angeles	137,132	142,500	142,500	142,500	142,500	142,500
13.81%	* Miami	132,589	138,848	142,500	142,500	142,500	142,500
11.20%	* Milwaukee	129,548	135,664	141,780	142,500	142,500	142,500
12.84%	* Minneapolis	131,459	137,665	142,500	142,500	142,500	142,500
16.83%	* New York	136,107	142,500	142,500	142,500	142,500	142,500
9.65%	* Orlando	127,742	133,773	139,804	142,500	142,500	142,500
13.43%	* Philadelphia	132,146	138,385	142,500	142,500	142,500	142,500
10.52%	* Pittsburgh	128,756	134,834	140,913	142,500	142,500	142,500
12.97%	* Portland	131,610	137,823	142,500	142,500	142,500	142,500
9.62%	* Rest of U.S.	127,707	133,736	139,766	142,500	142,500	142,500
10.75%	* Richmond	129,024	135,115	141,206	142,500	142,500	142,500
13.29%	* Sacramento	131,983	138,214	142,500	142,500	142,500	142,500
9.99%	* Saint Louis	128,138	134,188	140,237	142,500	142,500	142,500
14.07%	* San Diego	132,892	139,165	142,500	142,500	142,500	142,500
21.08%	* San Francisco	141,058	142,500	142,500	142,500	142,500	142,500
13.11%	* Seattle	131,773	137,994	142,500	142,500	142,500	142,500

12.74% \* Washington, D.C. 131,342 137,543 142,500 142,500 142,500 142,500

\* Rate limited to \$142,500, the rate for level III of the Executive Schedule (5USC 5304(g)(2)).

**2003 RATES OF PAY FOR LEO MEMBERS OF THE SENIOR FOREIGN SERVICE AND SENIOR EXECUTIVE SERVICE**

(applies to LEOs assigned to Boston)

<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>
16.00%	* Boston	135,140	141,520	142,500	142,500	142,500	142,500

\* Rate limited to \$142,500, the rate for Level III of the Executive Schedule (5USC 5304(g)(2)).