

**2000 FS Salary Schedule (with 3.8% general increase, no locality pay)**

<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>	77,614	79,942	82,341	84,811	87,355	89,976	92,675	95,455	98,319	100,897	100,897	100,897	100,897	100,897
<b>2</b>	62,890	64,777	66,720	68,722	70,783	72,907	75,094	77,347	79,667	82,057	84,519	87,054	89,666	92,356
<b>3</b>	50,960	52,489	54,063	55,685	57,356	59,077	60,849	62,674	64,555	66,491	68,486	70,541	72,657	74,836
<b>4</b>	41,292	42,531	43,807	45,121	46,475	47,869	49,305	50,784	52,307	53,877	55,493	57,158	58,873	60,639
<b>5</b>	33,459	34,463	35,497	36,562	37,658	38,788	39,952	41,150	42,385	43,656	44,966	46,315	47,705	49,136
<b>6</b>	29,911	30,808	31,733	32,685	33,665	34,675	35,715	36,787	37,890	39,027	40,198	41,404	42,646	43,925
<b>7</b>	26,740	27,542	28,368	29,220	30,096	30,999	31,929	32,887	33,873	34,890	35,936	37,014	38,125	39,269
<b>8</b>	23,905	24,622	25,361	26,122	26,905	27,712	28,544	29,400	30,282	31,191	32,126	33,090	34,083	35,105
<b>9</b>	21,370	22,011	22,671	23,352	24,052	24,774	25,517	26,282	27,071	27,883	28,719	29,581	30,469	31,383

**2000 Locality Rates**

Atlanta	7.66%
Boston	10.72%
Chicago	11.49%
Cincinnati	9.52%
Cleveland	8.05%
Columbus, Ohio	8.55%
Dallas	8.59%
Dayton, Ohio	7.63%
Denver	10.54%
Detroit	11.64%
Hartford, CT	11.25%
Houston	14.79%
Huntsville, Alabama	7.22%
Indianapolis	6.99%
Kansas City	7.42%
Los Angeles	12.76%
Miami	9.80%
Milwaukee	7.83%
Minneapolis	9.11%
New York	12.09%
Orlando	6.79%
Philadelphia	9.55%
Pittsburgh	7.61%
Portland, Oregon	9.06%
Rest of U.S.	6.78%
Richmond	7.60%
Sacramento, California	9.50%
Saint Louis	7.08%
San Diego	9.97%
San Francisco	15.01%
Seattle	9.20%
Washington, DC	9.05%

**Atlanta**  
7.66%

		STEP													
CLASS	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	
1	83,559	86,066	88,648	91,308	94,046	96,868	99,774	102,767	105,850	108,626	108,626	108,626	108,626	108,626	
2	67,707	69,739	71,831	73,986	76,205	78,492	80,846	83,272	85,769	88,343	90,993	93,722	96,534	99,430	
3	54,864	56,510	58,204	59,950	61,749	63,602	65,510	67,475	69,500	71,584	73,732	75,944	78,223	80,568	
4	44,455	45,789	47,163	48,577	50,035	51,536	53,082	54,674	56,314	58,004	59,744	61,536	63,383	65,284	
5	36,022	37,103	38,216	39,363	40,543	41,759	43,012	44,302	45,632	47,000	48,410	49,863	51,359	52,900	
6	32,202	33,168	34,164	35,189	36,244	37,331	38,451	39,605	40,792	42,016	43,277	44,576	45,913	47,290	
7	28,788	29,652	30,541	31,458	32,401	33,374	34,375	35,406	36,468	37,563	38,689	39,849	41,045	42,277	
8	25,736	26,508	27,304	28,123	28,966	29,835	30,730	31,652	32,602	33,580	34,587	35,625	36,694	37,794	
9	23,007	23,697	24,408	25,141	25,894	26,672	27,472	28,295	29,145	30,019	30,919	31,847	32,803	33,787	

**Boston**  
10.72%

		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	85,934	88,512	91,168	93,903	96,719	99,621	102,610	105,688	108,859	111,713	111,713	111,713	111,713	111,713	
2	69,632	71,721	73,872	76,089	78,371	80,723	83,144	85,639	88,207	90,854	93,579	96,386	99,278	102,257	
3	56,423	58,116	59,859	61,654	63,505	65,410	67,372	69,393	71,475	73,619	75,828	78,103	80,446	82,858	
4	45,719	47,090	48,503	49,958	51,457	53,001	54,590	56,228	57,914	59,653	61,442	63,285	65,184	67,140	
5	37,046	38,157	39,302	40,481	41,695	42,946	44,235	45,561	46,929	48,336	49,786	51,280	52,819	54,403	
6	33,117	34,111	35,135	36,189	37,274	38,392	39,544	40,731	41,952	43,211	44,507	45,843	47,218	48,634	
7	29,607	30,495	31,409	32,352	33,322	34,322	35,352	36,412	37,504	38,630	39,788	40,982	42,212	43,479	
8	26,468	27,261	28,080	28,922	29,789	30,683	31,604	32,552	33,528	34,535	35,570	36,637	37,737	38,868	
9	23,661	24,371	25,101	25,855	26,630	27,430	28,252	29,099	29,973	30,872	31,798	32,752	33,735	34,747	

**Chicago**  
11.49%

		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	86,532	89,127	91,802	94,556	97,392	100,314	103,323	106,423	109,616	112,490	112,490	112,490	112,490	112,490	
2	70,116	72,220	74,386	76,618	78,916	81,284	83,722	86,234	88,821	91,485	94,230	97,057	99,969	102,968	
3	56,815	58,520	60,275	62,083	63,946	65,865	67,841	69,875	71,972	74,131	76,355	78,646	81,005	83,435	
4	46,036	47,418	48,840	50,305	51,815	53,369	54,970	56,619	58,317	60,067	61,869	63,725	65,638	67,606	
5	37,303	38,423	39,576	40,763	41,985	43,245	44,542	45,878	47,255	48,672	50,133	51,637	53,186	54,782	
6	33,348	34,348	35,379	36,441	37,533	38,659	39,819	41,014	42,244	43,511	44,817	46,161	47,546	48,972	
7	29,812	30,707	31,627	32,577	33,554	34,561	35,598	36,666	37,765	38,899	40,065	41,267	42,506	43,781	
8	26,652	27,451	28,275	29,123	29,996	30,896	31,824	32,778	33,761	34,775	35,817	36,892	37,999	39,139	
9	23,825	24,540	25,276	26,035	26,816	27,621	28,449	29,302	30,181	31,087	32,019	32,980	33,970	34,989	

**Cincinnati**  
**9.52%**

	<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>	85,003	87,552	90,180	92,885	95,671	98,542	101,498	104,542	107,679	110,502	110,502	110,502	110,502	110,502
<b>2</b>	68,877	70,944	73,072	75,264	77,522	79,848	82,243	84,710	87,251	89,869	92,565	95,342	98,202	101,148
<b>3</b>	55,811	57,486	59,210	60,986	62,816	64,701	66,642	68,641	70,701	72,821	75,006	77,257	79,574	81,960
<b>4</b>	45,223	46,580	47,977	49,417	50,899	52,426	53,999	55,619	57,287	59,006	60,776	62,599	64,478	66,412
<b>5</b>	36,644	37,744	38,876	40,043	41,243	42,481	43,755	45,067	46,420	47,812	49,247	50,724	52,247	53,814
<b>6</b>	32,759	33,741	34,754	35,797	36,870	37,976	39,115	40,289	41,497	42,742	44,025	45,346	46,706	48,107
<b>7</b>	29,286	30,164	31,069	32,002	32,961	33,950	34,969	36,018	37,098	38,212	39,357	40,538	41,755	43,007
<b>8</b>	26,181	26,966	27,775	28,609	29,466	30,350	31,261	32,199	33,165	34,160	35,184	36,240	37,328	38,447
<b>9</b>	23,404	24,106	24,829	25,575	26,342	27,132	27,946	28,784	29,648	30,537	31,453	32,397	33,370	34,371

**Cleveland**  
**8.05%**

	<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>	83,862	86,377	88,969	91,638	94,387	97,219	100,135	103,139	106,234	109,019	109,019	109,019	109,019	109,019
<b>2</b>	67,953	69,992	72,091	74,254	76,481	78,776	81,139	83,573	86,080	88,663	91,323	94,062	96,884	99,791
<b>3</b>	55,062	56,714	58,415	60,168	61,973	63,833	65,747	67,719	69,752	71,844	73,999	76,220	78,506	80,860
<b>4</b>	44,616	45,955	47,333	48,753	50,216	51,722	53,274	54,872	56,518	58,214	59,960	61,759	63,612	65,520
<b>5</b>	36,152	37,237	38,355	39,505	40,689	41,910	43,168	44,463	45,797	47,170	48,586	50,043	51,545	53,091
<b>6</b>	32,319	33,288	34,288	35,316	36,375	37,466	38,590	39,748	40,940	42,169	43,434	44,737	46,079	47,461
<b>7</b>	28,893	29,759	30,652	31,572	32,519	33,494	34,499	35,534	36,600	37,699	38,829	39,994	41,194	42,430
<b>8</b>	25,829	26,604	27,403	28,225	29,071	29,943	30,842	31,767	32,720	33,702	34,712	35,754	36,827	37,931
<b>9</b>	23,090	23,783	24,496	25,232	25,988	26,768	27,571	28,398	29,250	30,128	31,031	31,962	32,922	33,909

**Columbus, Ohio**  
**8.55%**

	<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>	84,250	86,777	89,381	92,062	94,824	97,669	100,599	103,616	106,725	109,524	109,524	109,524	109,524	109,524
<b>2</b>	68,267	70,315	72,425	74,598	76,835	79,141	81,515	83,960	86,479	89,073	91,745	94,497	97,332	100,252
<b>3</b>	55,317	56,977	58,685	60,446	62,260	64,128	66,052	68,033	70,074	72,176	74,342	76,572	78,869	81,234
<b>4</b>	44,822	46,167	47,552	48,979	50,449	51,962	53,521	55,126	56,779	58,483	60,238	62,045	63,907	65,824
<b>5</b>	36,320	37,410	38,532	39,688	40,878	42,104	43,368	44,668	46,009	47,389	48,811	50,275	51,784	53,337
<b>6</b>	32,468	33,442	34,446	35,480	36,543	37,640	38,769	39,932	41,130	42,364	43,635	44,944	46,292	47,681
<b>7</b>	29,026	29,897	30,793	31,718	32,669	33,649	34,659	35,699	36,769	37,873	39,009	40,179	41,385	42,626
<b>8</b>	25,949	26,727	27,529	28,355	29,205	30,081	30,985	31,914	32,871	33,858	34,873	35,919	36,997	38,106
<b>9</b>	23,197	23,893	24,609	25,349	26,108	26,892	27,699	28,529	29,386	30,267	31,174	32,110	33,074	34,066

**Dallas**  
8.59%

		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	84,281	86,809	89,414	92,096	94,859	97,705	100,636	103,655	106,765	109,564	109,564	109,564	109,564	109,564	
2	68,292	70,341	72,451	74,625	76,863	79,170	81,545	83,991	86,510	89,106	91,779	94,532	97,368	100,289	
3	55,337	56,998	58,707	60,468	62,283	64,152	66,076	68,058	70,100	72,203	74,369	76,600	78,898	81,264	
4	44,839	46,184	47,570	48,997	50,467	51,981	53,540	55,146	56,800	58,505	60,260	62,068	63,930	65,848	
5	36,333	37,423	38,546	39,703	40,893	42,120	43,384	44,685	46,026	47,406	48,829	50,293	51,803	53,357	
6	32,480	33,454	34,459	35,493	36,557	37,654	38,783	39,947	41,145	42,379	43,651	44,961	46,309	47,698	
7	29,037	29,908	30,805	31,730	32,681	33,662	34,672	35,712	36,783	37,887	39,023	40,194	41,400	42,642	
8	25,958	26,737	27,540	28,366	29,216	30,092	30,996	31,925	32,883	33,870	34,886	35,932	37,011	38,121	
9	23,206	23,902	24,618	25,358	26,118	26,902	27,709	28,540	29,396	30,278	31,186	32,122	33,086	34,079	

**Dayton, Ohio**  
7.63%

		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	83,536	86,042	88,624	91,282	94,020	96,841	99,746	102,738	105,821	108,595	108,595	108,595	108,595	108,595	
2	67,689	69,719	71,811	73,965	76,184	78,470	80,824	83,249	85,746	88,318	90,968	93,696	96,508	99,403	
3	54,848	56,494	58,188	59,934	61,732	63,585	65,492	67,456	69,481	71,564	73,711	75,923	78,201	80,546	
4	44,443	45,776	47,149	48,564	50,021	51,521	53,067	54,659	56,298	57,988	59,727	61,519	63,365	65,266	
5	36,012	37,093	38,205	39,352	40,531	41,748	43,000	44,290	45,619	46,987	48,397	49,849	51,345	52,885	
6	32,193	33,159	34,154	35,179	36,234	37,321	38,440	39,594	40,781	42,005	43,265	44,563	45,900	47,276	
7	28,780	29,643	30,532	31,449	32,392	33,364	34,365	35,396	36,458	37,552	38,678	39,838	41,034	42,265	
8	25,729	26,501	27,296	28,115	28,958	29,826	30,722	31,643	32,593	33,571	34,577	35,615	36,684	37,784	
9	23,001	23,690	24,401	25,134	25,887	26,664	27,464	28,287	29,137	30,010	30,910	31,838	32,794	33,778	

**Denver**  
10.54%

		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	85,795	88,368	91,020	93,750	96,562	99,459	102,443	105,516	108,682	111,532	111,532	111,532	111,532	111,532	
2	69,519	71,604	73,752	75,965	78,244	80,591	83,009	85,499	88,064	90,706	93,427	96,229	99,117	102,090	
3	56,331	58,021	59,761	61,554	63,401	65,304	67,262	69,280	71,359	73,499	75,704	77,976	80,315	82,724	
4	45,644	47,014	48,424	49,877	51,373	52,914	54,502	56,137	57,820	59,556	61,342	63,182	65,078	67,030	
5	36,986	38,095	39,238	40,416	41,627	42,876	44,163	45,487	46,852	48,257	49,705	51,197	52,733	54,315	
6	33,064	34,055	35,078	36,130	37,213	38,330	39,479	40,664	41,884	43,140	44,435	45,768	47,141	48,555	
7	29,558	30,445	31,358	32,300	33,268	34,266	35,294	36,353	37,443	38,567	39,724	40,915	42,143	43,408	
8	26,425	27,217	28,034	28,875	29,741	30,633	31,553	32,499	33,474	34,479	35,512	36,578	37,675	38,805	
9	23,622	24,331	25,061	25,813	26,587	27,385	28,206	29,052	29,924	30,822	31,746	32,699	33,680	34,691	

**Detroit**  
11.64%

		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	86,648	89,247	91,925	94,683	97,523	100,449	103,462	106,566	109,763	112,641	112,641	112,641	112,641	112,641	
2	70,210	72,317	74,486	76,721	79,022	81,393	83,835	86,350	88,940	91,608	94,357	97,187	100,103	103,106	
3	56,892	58,599	60,356	62,167	64,032	65,954	67,932	69,969	72,069	74,231	76,458	78,752	81,114	83,547	
4	46,098	47,482	48,906	50,373	51,885	53,441	55,044	56,695	58,396	60,148	61,952	63,811	65,726	67,697	
5	37,354	38,474	39,629	40,818	42,041	43,303	44,602	45,940	47,319	48,738	50,200	51,706	53,258	54,855	
6	33,393	34,394	35,427	36,490	37,584	38,711	39,872	41,069	42,300	43,570	44,877	46,223	47,610	49,038	
7	29,853	30,748	31,670	32,621	33,599	34,607	35,646	36,715	37,816	38,951	40,119	41,322	42,563	43,840	
8	26,688	27,488	28,313	29,163	30,037	30,938	31,867	32,822	33,807	34,822	35,865	36,942	38,050	39,191	
9	23,857	24,573	25,310	26,070	26,852	27,658	28,487	29,341	30,222	31,129	32,062	33,024	34,016	35,036	

**Hartford, CT**  
11.25%

		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	86,346	88,935	91,604	94,352	97,182	100,098	103,101	106,194	109,380	112,248	112,248	112,248	112,248	112,248	
2	69,965	72,064	74,226	76,453	78,746	81,109	83,542	86,049	88,630	91,288	94,027	96,848	99,753	102,746	
3	56,693	58,394	60,145	61,950	63,809	65,723	67,695	69,725	71,817	73,971	76,191	78,477	80,831	83,255	
4	45,937	47,316	48,735	50,197	51,703	53,254	54,852	56,497	58,192	59,938	61,736	63,588	65,496	67,461	
5	37,223	38,340	39,490	40,675	41,895	43,152	44,447	45,779	47,153	48,567	50,025	51,525	53,072	54,664	
6	33,276	34,274	35,303	36,362	37,452	38,576	39,733	40,926	42,153	43,418	44,720	46,062	47,444	48,867	
7	29,748	30,640	31,559	32,507	33,482	34,486	35,521	36,587	37,684	38,815	39,979	41,178	42,414	43,687	
8	26,594	27,392	28,214	29,061	29,932	30,830	31,755	32,708	33,689	34,700	35,740	36,813	37,917	39,054	
9	23,774	24,487	25,221	25,979	26,758	27,561	28,388	29,239	30,116	31,020	31,950	32,909	33,897	34,914	

**Houston**  
14.79%

		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	89,093	91,765	94,519	97,355	100,275	103,283	106,382	109,573	112,860	115,820	115,820	115,820	115,820	115,820	
2	72,191	74,358	76,588	78,886	81,252	83,690	86,200	88,787	91,450	94,193	97,019	99,929	102,928	106,015	
3	58,497	60,252	62,059	63,921	65,839	67,814	69,849	71,943	74,103	76,325	78,615	80,974	83,403	85,904	
4	47,399	48,821	50,286	51,794	53,349	54,949	56,597	58,295	60,043	61,845	63,700	65,612	67,580	69,608	
5	38,408	39,560	40,747	41,970	43,228	44,525	45,861	47,236	48,654	50,113	51,616	53,165	54,761	56,403	
6	34,335	35,365	36,426	37,519	38,644	39,803	40,997	42,228	43,494	44,799	46,143	47,528	48,953	50,422	
7	30,695	31,615	32,564	33,542	34,547	35,584	36,651	37,751	38,883	40,050	41,251	42,488	43,764	45,077	
8	27,441	28,264	29,112	29,985	30,884	31,811	32,766	33,748	34,761	35,804	36,877	37,984	39,124	40,297	
9	24,531	25,266	26,024	26,806	27,609	28,438	29,291	30,169	31,075	32,007	32,967	33,956	34,975	36,025	

**Huntsville, Alabama**

7.22%

		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	83,218	85,714	88,286	90,934	93,662	96,472	99,366	102,347	105,418	108,182	108,182	108,182	108,182	108,182	
2	67,431	69,454	71,537	73,684	75,894	78,171	80,516	82,931	85,419	87,982	90,621	93,339	96,140	99,024	
3	54,639	56,279	57,966	59,705	61,497	63,342	65,242	67,199	69,216	71,292	73,431	75,634	77,903	80,239	
4	44,273	45,602	46,970	48,379	49,830	51,325	52,865	54,451	56,084	57,767	59,500	61,285	63,124	65,017	
5	35,875	36,951	38,060	39,202	40,377	41,588	42,837	44,121	45,445	46,808	48,213	49,659	51,149	52,684	
6	32,071	33,032	34,024	35,045	36,096	37,179	38,294	39,443	40,626	41,845	43,100	44,393	45,725	47,096	
7	28,671	29,531	30,416	31,330	32,269	33,237	34,234	35,261	36,319	37,409	38,531	39,686	40,878	42,104	
8	25,631	26,400	27,192	28,008	28,848	29,713	30,605	31,523	32,468	33,443	34,445	35,479	36,544	37,640	
9	22,913	23,600	24,308	25,038	25,789	26,563	27,359	28,180	29,026	29,896	30,793	31,717	32,669	33,649	

**Indianapolis**

6.99%

		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	83,039	85,530	88,097	90,739	93,461	96,265	99,153	102,127	105,191	107,950	107,950	107,950	107,950	107,950	
2	67,286	69,305	71,384	73,526	75,731	78,003	80,343	82,754	85,236	87,793	90,427	93,139	95,934	98,812	
3	54,522	56,158	57,842	59,577	61,365	63,206	65,102	67,055	69,067	71,139	73,273	75,472	77,736	80,067	
4	44,178	45,504	46,869	48,275	49,724	51,215	52,751	54,334	55,963	57,643	59,372	61,153	62,988	64,878	
5	35,798	36,872	37,978	39,118	40,290	41,499	42,745	44,026	45,348	46,708	48,109	49,552	51,040	52,571	
6	32,002	32,961	33,951	34,970	36,018	37,099	38,211	39,358	40,539	41,755	43,008	44,298	45,627	46,995	
7	28,609	29,467	30,351	31,262	32,200	33,166	34,161	35,186	36,241	37,329	38,448	39,601	40,790	42,014	
8	25,576	26,343	27,134	27,948	28,786	29,649	30,539	31,455	32,399	33,371	34,372	35,403	36,465	37,559	
9	22,864	23,550	24,256	24,984	25,733	26,506	27,301	28,119	28,963	29,832	30,726	31,649	32,599	33,577	

**Kansas City**

7.42%

		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	83,373	85,874	88,451	91,104	93,837	96,652	99,551	102,538	105,614	108,384	108,384	108,384	108,384	108,384	
2	67,556	69,583	71,671	73,821	76,035	78,317	80,666	83,086	85,578	88,146	90,790	93,513	96,319	99,209	
3	54,741	56,384	58,074	59,817	61,612	63,461	65,364	67,324	69,345	71,425	73,568	75,775	78,048	80,389	
4	44,356	45,687	47,057	48,469	49,923	51,421	52,963	54,552	56,188	57,875	59,611	61,399	63,241	65,138	
5	35,942	37,020	38,131	39,275	40,452	41,666	42,916	44,203	45,530	46,895	48,302	49,752	51,245	52,782	
6	32,130	33,094	34,088	35,110	36,163	37,248	38,365	39,517	40,701	41,923	43,181	44,476	45,810	47,184	
7	28,724	29,586	30,473	31,388	32,329	33,299	34,298	35,327	36,386	37,479	38,602	39,760	40,954	42,183	
8	25,679	26,449	27,243	28,060	28,901	29,768	30,662	31,581	32,529	33,505	34,510	35,545	36,612	37,710	
9	22,956	23,644	24,353	25,085	25,837	26,612	27,410	28,232	29,080	29,952	30,850	31,776	32,730	33,712	

**Los Angeles**  
12.76%

		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	87,518	90,143	92,848	95,633	98,501	101,457	104,500	107,635	110,865	113,771	113,771	113,771	113,771	113,771	
2	70,915	73,043	75,233	77,491	79,815	82,210	84,676	87,216	89,833	92,527	95,304	98,162	101,107	104,141	
3	57,462	59,187	60,961	62,790	64,675	66,615	68,613	70,671	72,792	74,975	77,225	79,542	81,928	84,385	
4	46,561	47,958	49,397	50,878	52,405	53,977	55,596	57,264	58,981	60,752	62,574	64,451	66,385	68,377	
5	37,728	38,860	40,026	41,227	42,463	43,737	45,050	46,401	47,793	49,227	50,704	52,225	53,792	55,406	
6	33,728	34,739	35,782	36,856	37,961	39,100	40,272	41,481	42,725	44,007	45,327	46,687	48,088	49,530	
7	30,152	31,056	31,988	32,948	33,936	34,954	36,003	37,083	38,195	39,342	40,521	41,737	42,990	44,280	
8	26,955	27,764	28,597	29,455	30,338	31,248	32,186	33,151	34,146	35,171	36,225	37,312	38,432	39,584	
9	24,097	24,820	25,564	26,332	27,121	27,935	28,773	29,636	30,525	31,441	32,384	33,356	34,357	35,387	

**Miami**  
9.80%

		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	85,220	87,776	90,410	93,122	95,916	98,794	101,757	104,810	107,954	110,785	110,785	110,785	110,785	110,785	
2	69,053	71,125	73,259	75,457	77,720	80,052	82,453	84,927	87,474	90,099	92,802	95,585	98,453	101,407	
3	55,954	57,633	59,361	61,142	62,977	64,867	66,812	68,816	70,881	73,007	75,198	77,454	79,777	82,170	
4	45,339	46,699	48,100	49,543	51,030	52,560	54,137	55,761	57,433	59,157	60,931	62,759	64,643	66,582	
5	36,738	37,840	38,976	40,145	41,348	42,589	43,867	45,183	46,539	47,934	49,373	50,854	52,380	53,951	
6	32,842	33,827	34,843	35,888	36,964	38,073	39,215	40,392	41,603	42,852	44,137	45,462	46,825	48,230	
7	29,361	30,241	31,148	32,084	33,045	34,037	35,058	36,110	37,193	38,309	39,458	40,641	41,861	43,117	
8	26,248	27,035	27,846	28,682	29,542	30,428	31,341	32,281	33,250	34,248	35,274	36,333	37,423	38,545	
9	23,464	24,168	24,893	25,640	26,409	27,202	28,018	28,858	29,724	30,616	31,533	32,480	33,455	34,459	

**Milwaukee**  
7.83%

		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	83,691	86,201	88,788	91,452	94,195	97,021	99,931	102,929	106,017	108,797	108,797	108,797	108,797	108,797	
2	67,814	69,849	71,944	74,103	76,325	78,616	80,974	83,403	85,905	88,482	91,137	93,870	96,687	99,587	
3	54,950	56,599	58,296	60,045	61,847	63,703	65,613	67,581	69,610	71,697	73,848	76,064	78,346	80,696	
4	44,525	45,861	47,237	48,654	50,114	51,617	53,166	54,760	56,403	58,096	59,838	61,633	63,483	65,387	
5	36,079	37,161	38,276	39,425	40,607	41,825	43,080	44,372	45,704	47,074	48,487	49,941	51,440	52,983	
6	32,253	33,220	34,218	35,244	36,301	37,390	38,511	39,667	40,857	42,083	43,346	44,646	45,985	47,364	
7	28,834	29,699	30,589	31,508	32,453	33,426	34,429	35,462	36,525	37,622	38,750	39,912	41,110	42,344	
8	25,777	26,550	27,347	28,167	29,012	29,882	30,779	31,702	32,653	33,633	34,641	35,681	36,752	37,854	
9	23,043	23,734	24,446	25,180	25,935	26,714	27,515	28,340	29,191	30,066	30,968	31,897	32,855	33,840	

**Minneapolis**  
9.11%

		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	84,685	87,225	89,842	92,537	95,313	98,173	101,118	104,151	107,276	110,089	110,089	110,089	110,089	110,089	
2	68,619	70,678	72,798	74,983	77,231	79,549	81,935	84,393	86,925	89,532	92,219	94,985	97,835	100,770	
3	55,602	57,271	58,988	60,758	62,581	64,459	66,392	68,384	70,436	72,548	74,725	76,967	79,276	81,654	
4	45,054	46,406	47,798	49,232	50,709	52,230	53,797	55,410	57,072	58,785	60,548	62,365	64,236	66,163	
5	36,507	37,603	38,731	39,893	41,089	42,322	43,592	44,899	46,246	47,633	49,062	50,534	52,051	53,612	
6	32,636	33,615	34,624	35,663	36,732	37,834	38,969	40,138	41,342	42,582	43,860	45,176	46,531	47,927	
7	29,176	30,051	30,952	31,882	32,838	33,823	34,838	35,883	36,959	38,068	39,210	40,386	41,598	42,846	
8	26,083	26,865	27,671	28,502	29,356	30,237	31,144	32,078	33,041	34,033	35,053	36,104	37,188	38,303	
9	23,317	24,016	24,736	25,479	26,243	27,031	27,842	28,676	29,537	30,423	31,335	32,276	33,245	34,242	

**New York**  
12.09%

		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	86,998	89,607	92,296	95,065	97,916	100,854	103,879	106,996	110,206	113,095	113,095	113,095	113,095	113,095	
2	70,493	72,609	74,786	77,030	79,341	81,721	84,173	86,698	89,299	91,978	94,737	97,579	100,507	103,522	
3	57,121	58,835	60,599	62,417	64,290	66,219	68,206	70,251	72,360	74,530	76,766	79,069	81,441	83,884	
4	46,284	47,673	49,103	50,576	52,094	53,656	55,266	56,924	58,631	60,391	62,202	64,068	65,991	67,970	
5	37,504	38,630	39,789	40,982	42,211	43,477	44,782	46,125	47,509	48,934	50,402	51,914	53,473	55,077	
6	33,527	34,533	35,570	36,637	37,735	38,867	40,033	41,235	42,471	43,745	45,058	46,410	47,802	49,236	
7	29,973	30,872	31,798	32,753	33,735	34,747	35,789	36,863	37,968	39,108	40,281	41,489	42,734	44,017	
8	26,795	27,599	28,427	29,280	30,158	31,062	31,995	32,954	33,943	34,962	36,010	37,091	38,204	39,349	
9	23,954	24,672	25,412	26,175	26,960	27,769	28,602	29,459	30,344	31,254	32,191	33,157	34,153	35,177	

**Orlando, FL**  
6.79%

		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	82,884	85,370	87,932	90,570	93,286	96,085	98,968	101,936	104,995	107,748	107,748	107,748	107,748	107,748	
2	67,160	69,175	71,250	73,388	75,589	77,857	80,193	82,599	85,076	87,629	90,258	92,965	95,754	98,627	
3	54,420	56,053	57,734	59,466	61,250	63,088	64,981	66,930	68,938	71,006	73,136	75,331	77,590	79,917	
4	44,096	45,419	46,781	48,185	49,631	51,119	52,653	54,232	55,859	57,535	59,261	61,039	62,870	64,756	
5	35,731	36,803	37,907	39,045	40,215	41,422	42,665	43,944	45,263	46,620	48,019	49,460	50,944	52,472	
6	31,942	32,900	33,888	34,904	35,951	37,029	38,140	39,285	40,463	41,677	42,927	44,215	45,542	46,908	
7	28,556	29,412	30,294	31,204	32,140	33,104	34,097	35,120	36,173	37,259	38,376	39,527	40,714	41,935	
8	25,528	26,294	27,083	27,896	28,732	29,594	30,482	31,396	32,338	33,309	34,307	35,337	36,397	37,489	
9	22,821	23,506	24,210	24,938	25,685	26,456	27,250	28,067	28,909	29,776	30,669	31,590	32,538	33,514	



**Philadelphia**  
9.55%

		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	85,026	87,576	90,205	92,910	95,697	98,569	101,525	104,571	107,708	110,533	110,533	110,533	110,533	110,533	
2	68,896	70,963	73,092	75,285	77,543	79,870	82,265	84,734	87,275	89,893	92,591	95,368	98,229	101,176	
3	55,827	57,502	59,226	61,003	62,833	64,719	66,660	68,659	70,720	72,841	75,026	77,278	79,596	81,983	
4	45,235	46,593	47,991	49,430	50,913	52,440	54,014	55,634	57,302	59,022	60,793	62,617	64,495	66,430	
5	36,654	37,754	38,887	40,054	41,254	42,492	43,767	45,080	46,433	47,825	49,260	50,738	52,261	53,828	
6	32,768	33,750	34,764	35,806	36,880	37,986	39,126	40,300	41,508	42,754	44,037	45,358	46,719	48,120	
7	29,294	30,172	31,077	32,011	32,970	33,959	34,978	36,028	37,108	38,222	39,368	40,549	41,766	43,019	
8	26,188	26,973	27,783	28,617	29,474	30,358	31,270	32,208	33,174	34,170	35,194	36,250	37,338	38,458	
9	23,411	24,113	24,836	25,582	26,349	27,140	27,954	28,792	29,656	30,546	31,462	32,406	33,379	34,380	

**Pittsburgh**  
7.61%

		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	83,520	86,026	88,607	91,265	94,003	96,823	99,728	102,719	105,801	108,575	108,575	108,575	108,575	108,575	
2	67,676	69,707	71,797	73,952	76,170	78,455	80,809	83,233	85,730	88,302	90,951	93,679	96,490	99,384	
3	54,838	56,483	58,177	59,923	61,721	63,573	65,480	67,443	69,468	71,551	73,698	75,909	78,186	80,531	
4	44,434	45,768	47,141	48,555	50,012	51,512	53,057	54,649	56,288	57,977	59,716	61,508	63,353	65,254	
5	36,005	37,086	38,198	39,344	40,524	41,740	42,992	44,282	45,610	46,978	48,388	49,840	51,335	52,875	
6	32,187	33,152	34,148	35,172	36,227	37,314	38,433	39,586	40,773	41,997	43,257	44,555	45,891	47,268	
7	28,775	29,638	30,527	31,444	32,386	33,358	34,359	35,390	36,451	37,545	38,671	39,831	41,026	42,257	
8	25,724	26,496	27,291	28,110	28,952	29,821	30,716	31,637	32,586	33,565	34,571	35,608	36,677	37,776	
9	22,996	23,686	24,396	25,129	25,882	26,659	27,459	28,282	29,131	30,005	30,905	31,832	32,788	33,771	

**Portland, Oregon**  
9.06%

		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	84,646	87,185	89,801	92,495	95,269	98,128	101,071	104,103	107,227	110,038	110,038	110,038	110,038	110,038	
2	68,588	70,646	72,765	74,948	77,196	79,512	81,898	84,355	86,885	89,491	92,176	94,941	97,790	100,723	
3	55,577	57,245	58,961	60,730	62,552	64,429	66,362	68,352	70,404	72,515	74,691	76,932	79,240	81,616	
4	45,033	46,384	47,776	49,209	50,686	52,206	53,772	55,385	57,046	58,758	60,521	62,337	64,207	66,133	
5	36,490	37,585	38,713	39,875	41,070	42,302	43,572	44,878	46,225	47,611	49,040	50,511	52,027	53,588	
6	32,621	33,599	34,608	35,646	36,715	37,817	38,951	40,120	41,323	42,563	43,840	45,155	46,510	47,905	
7	29,163	30,037	30,938	31,867	32,823	33,808	34,822	35,867	36,942	38,051	39,192	40,367	41,579	42,827	
8	26,071	26,853	27,659	28,489	29,343	30,223	31,130	32,064	33,026	34,017	35,037	36,088	37,171	38,286	
9	23,306	24,005	24,725	25,468	26,231	27,019	27,829	28,663	29,524	30,409	31,321	32,261	33,229	34,226	

**Rest of U.S.**  
6.78%

		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	82,876	85,362	87,924	90,561	93,278	96,076	98,958	101,927	104,985	107,738	107,738	107,738	107,738	107,738	
2	67,154	69,169	71,244	73,381	75,582	77,850	80,185	82,591	85,068	87,620	90,249	92,956	95,745	98,618	
3	54,415	56,048	57,728	59,460	61,245	63,082	64,975	66,923	68,932	70,999	73,129	75,324	77,583	79,910	
4	44,092	45,415	46,777	48,180	49,626	51,115	52,648	54,227	55,853	57,530	59,255	61,033	62,865	64,750	
5	35,728	36,800	37,904	39,041	40,211	41,418	42,661	43,940	45,259	46,616	48,015	49,455	50,939	52,467	
6	31,939	32,897	33,884	34,901	35,947	37,026	38,136	39,281	40,459	41,673	42,923	44,211	45,537	46,903	
7	28,553	29,409	30,291	31,201	32,137	33,101	34,094	35,117	36,170	37,256	38,372	39,524	40,710	41,931	
8	25,526	26,291	27,080	27,893	28,729	29,591	30,479	31,393	32,335	33,306	34,304	35,334	36,394	37,485	
9	22,819	23,503	24,208	24,935	25,683	26,454	27,247	28,064	28,906	29,773	30,666	31,587	32,535	33,511	

**Richmond**  
7.60%

		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	83,513	86,018	88,599	91,257	93,994	96,814	99,718	102,710	105,791	108,565	108,565	108,565	108,565	108,565	
2	67,670	69,700	71,791	73,945	76,163	78,448	80,801	83,225	85,722	88,293	90,942	93,670	96,481	99,375	
3	54,833	56,478	58,172	59,917	61,715	63,567	65,474	67,437	69,461	71,544	73,691	75,902	78,179	80,524	
4	44,430	45,763	47,136	48,550	50,007	51,507	53,052	54,644	56,282	57,972	59,710	61,502	63,347	65,248	
5	36,002	37,082	38,195	39,341	40,520	41,736	42,988	44,277	45,606	46,974	48,383	49,835	51,331	52,870	
6	32,184	33,149	34,145	35,169	36,224	37,310	38,429	39,583	40,770	41,993	43,253	44,551	45,887	47,263	
7	28,772	29,635	30,524	31,441	32,383	33,355	34,356	35,386	36,447	37,542	38,667	39,827	41,023	42,253	
8	25,722	26,493	27,288	28,107	28,950	29,818	30,713	31,634	32,583	33,562	34,568	35,605	36,673	37,773	
9	22,994	23,684	24,394	25,127	25,880	26,657	27,456	28,279	29,128	30,002	30,902	31,829	32,785	33,768	

**Sacramento, California**  
9.50%

		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	84,987	87,536	90,163	92,868	95,654	98,524	101,479	104,523	107,659	110,482	110,482	110,482	110,482	110,482	
2	68,865	70,931	73,058	75,251	77,507	79,833	82,228	84,695	87,235	89,852	92,548	95,324	98,184	101,130	
3	55,801	57,475	59,199	60,975	62,805	64,689	66,630	68,628	70,688	72,808	74,992	77,242	79,559	81,945	
4	45,215	46,571	47,969	49,407	50,890	52,417	53,989	55,608	57,276	58,995	60,765	62,588	64,466	66,400	
5	36,638	37,737	38,869	40,035	41,236	42,473	43,747	45,059	46,412	47,803	49,238	50,715	52,237	53,804	
6	32,753	33,735	34,748	35,790	36,863	37,969	39,108	40,282	41,490	42,735	44,017	45,337	46,697	48,098	
7	29,280	30,158	31,063	31,996	32,955	33,944	34,962	36,011	37,091	38,205	39,350	40,530	41,747	43,000	
8	26,176	26,961	27,770	28,604	29,461	30,345	31,256	32,193	33,159	34,154	35,178	36,234	37,321	38,440	
9	23,400	24,102	24,825	25,570	26,337	27,128	27,941	28,779	29,643	30,532	31,447	32,391	33,364	34,364	

**Saint Louis**  
7.08%

		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	83,109	85,602	88,171	90,816	93,540	96,346	99,236	102,213	105,280	108,041	108,041	108,041	108,041	108,041	
2	67,343	69,363	71,444	73,588	75,794	78,069	80,411	82,823	85,307	87,867	90,503	93,217	96,014	98,895	
3	54,568	56,205	57,891	59,627	61,417	63,260	65,157	67,111	69,125	71,199	73,335	75,535	77,801	80,134	
4	44,215	45,542	46,909	48,316	49,765	51,258	52,796	54,380	56,010	57,691	59,422	61,205	63,041	64,932	
5	35,828	36,903	38,010	39,151	40,324	41,534	42,781	44,063	45,386	46,747	48,150	49,594	51,083	52,615	
6	32,029	32,989	33,980	34,999	36,048	37,130	38,244	39,392	40,573	41,790	43,044	44,335	45,665	47,035	
7	28,633	29,492	30,376	31,289	32,227	33,194	34,190	35,215	36,271	37,360	38,480	39,635	40,824	42,049	
8	25,597	26,365	27,157	27,971	28,810	29,674	30,565	31,482	32,426	33,399	34,401	35,433	36,496	37,590	
9	22,883	23,569	24,276	25,005	25,755	26,528	27,324	28,143	28,988	29,857	30,752	31,675	32,626	33,605	

**San Diego**  
9.97%

		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	85,352	87,912	90,550	93,267	96,064	98,947	101,915	104,972	108,121	110,956	110,956	110,956	110,956	110,956	
2	69,160	71,235	73,372	75,574	77,840	80,176	82,581	85,058	87,610	90,238	92,946	95,733	98,606	101,564	
3	56,041	57,722	59,453	61,237	63,074	64,967	66,916	68,923	70,991	73,120	75,314	77,574	79,901	82,297	
4	45,409	46,771	48,175	49,620	51,109	52,642	54,221	55,847	57,522	59,249	61,026	62,857	64,743	66,685	
5	36,795	37,899	39,036	40,207	41,413	42,655	43,935	45,253	46,611	48,009	49,449	50,933	52,461	54,035	
6	32,893	33,880	34,897	35,944	37,021	38,132	39,276	40,455	41,668	42,918	44,206	45,532	46,898	48,304	
7	29,406	30,288	31,196	32,133	33,097	34,090	35,112	36,166	37,250	38,369	39,519	40,704	41,926	43,184	
8	26,288	27,077	27,889	28,726	29,587	30,475	31,390	32,331	33,301	34,301	35,329	36,389	37,481	38,605	
9	23,501	24,205	24,931	25,680	26,450	27,244	28,061	28,902	29,770	30,663	31,582	32,530	33,507	34,512	

**San Francisco**  
15.01%

		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	89,264	91,941	94,700	97,541	100,467	103,481	106,586	109,783	113,077	116,042	116,042	116,042	116,042	116,042	
2	72,330	74,500	76,735	79,037	81,408	83,850	86,366	88,957	91,625	94,374	97,205	100,121	103,125	106,219	
3	58,609	60,368	62,178	64,043	65,965	67,944	69,982	72,081	74,245	76,471	78,766	81,129	83,563	86,069	
4	47,490	48,915	50,382	51,894	53,451	55,054	56,706	58,407	60,158	61,964	63,822	65,737	67,710	69,741	
5	38,481	39,636	40,825	42,050	43,310	44,610	45,949	47,327	48,747	50,209	51,715	53,267	54,866	56,511	
6	34,401	35,432	36,496	37,591	38,718	39,880	41,076	42,309	43,577	44,885	46,232	47,619	49,047	50,518	
7	30,754	31,676	32,626	33,606	34,613	35,652	36,722	37,823	38,957	40,127	41,330	42,570	43,848	45,163	
8	27,493	28,318	29,168	30,043	30,943	31,872	32,828	33,813	34,827	35,873	36,948	38,057	39,199	40,374	
9	24,578	25,315	26,074	26,857	27,662	28,493	29,347	30,227	31,134	32,068	33,030	34,021	35,042	36,094	

**Seattle**  
**9.20%**

	<b>STEP</b>													
<b>CLASS</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>
<b>1</b>	84,754	87,297	89,916	92,614	95,392	98,254	101,201	104,237	107,364	110,180	110,180	110,180	110,180	110,180
<b>2</b>	68,676	70,736	72,858	75,044	77,295	79,614	82,003	84,463	86,996	89,606	92,295	95,063	97,915	100,853
<b>3</b>	55,648	57,318	59,037	60,808	62,633	64,512	66,447	68,440	70,494	72,608	74,787	77,031	79,341	81,721
<b>4</b>	45,091	46,444	47,837	49,272	50,751	52,273	53,841	55,456	57,119	58,834	60,598	62,417	64,289	66,218
<b>5</b>	36,537	37,634	38,763	39,926	41,123	42,356	43,628	44,936	46,284	47,672	49,103	50,576	52,094	53,657
<b>6</b>	32,663	33,642	34,652	35,692	36,762	37,865	39,001	40,171	41,376	42,617	43,896	45,213	46,569	47,966
<b>7</b>	29,200	30,076	30,978	31,908	32,865	33,851	34,866	35,913	36,989	38,100	39,242	40,419	41,633	42,882
<b>8</b>	26,104	26,887	27,694	28,525	29,380	30,262	31,170	32,105	33,068	34,061	35,082	36,134	37,219	38,335
<b>9</b>	23,336	24,036	24,757	25,500	26,265	27,053	27,865	28,700	29,562	30,448	31,361	32,302	33,272	34,270

**Washington, DC**  
**9.05%**

	<b>STEP</b>													
<b>CLASS</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>
<b>1</b>	84,638	87,177	89,793	92,486	95,261	98,119	101,062	104,094	107,217	110,028	110,028	110,028	110,028	110,028
<b>2</b>	68,582	70,639	72,758	74,941	77,189	79,505	81,890	84,347	86,877	89,483	92,168	94,932	97,781	100,714
<b>3</b>	55,572	57,239	58,956	60,724	62,547	64,423	66,356	68,346	70,397	72,508	74,684	76,925	79,232	81,609
<b>4</b>	45,029	46,380	47,772	49,204	50,681	52,201	53,767	55,380	57,041	58,753	60,515	62,331	64,201	66,127
<b>5</b>	36,487	37,582	38,709	39,871	41,066	42,298	43,568	44,874	46,221	47,607	49,035	50,507	52,022	53,583
<b>6</b>	32,618	33,596	34,605	35,643	36,712	37,813	38,947	40,116	41,319	42,559	43,836	45,151	46,505	47,900
<b>7</b>	29,160	30,035	30,935	31,864	32,820	33,804	34,819	35,863	36,939	38,048	39,188	40,364	41,575	42,823
<b>8</b>	26,068	26,850	27,656	28,486	29,340	30,220	31,127	32,061	33,023	34,014	35,033	36,085	37,168	38,282
<b>9</b>	23,304	24,003	24,723	25,465	26,229	27,016	27,826	28,661	29,521	30,406	31,318	32,258	33,226	34,223

**2000 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>
	106,200	111,200	116,300	122,200	122,400	122,400

**2000 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	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>
7.66%	* Atlanta	114,335	119,718	125,209	130,200	130,200	130,200
10.72%	* Boston	117,585	123,121	128,767	130,200	130,200	130,200
11.49%	* Chicago	118,402	123,977	129,663	130,200	130,200	130,200
9.52%	* Cincinnati	116,310	121,786	127,372	130,200	130,200	130,200
8.05%	* Cleveland	114,749	120,152	125,662	130,200	130,200	130,200
8.55%	* Columbus	115,280	120,708	126,244	130,200	130,200	130,200
8.59%	* Dallas	115,323	120,752	126,290	130,200	130,200	130,200
7.63%	* Dayton	114,303	119,685	125,174	130,200	130,200	130,200
10.54%	* Denver	117,393	122,920	128,558	130,200	130,200	130,200
11.64%	* Detroit	118,562	124,144	129,837	130,200	130,200	130,200
11.25%	* Hartford, CT	118,148	123,710	129,384	130,200	130,200	130,200
14.79%	* Houston	121,907	127,646	130,200	130,200	130,200	130,200
7.22%	* Huntsville	113,868	119,229	124,697	130,200	130,200	130,200
6.99%	* Indianapolis	113,623	118,973	124,429	130,200	130,200	130,200
7.42%	* Kansas City	114,080	119,451	124,929	130,200	130,200	130,200
12.76%	* Los Angeles	119,751	125,389	130,200	130,200	130,200	130,200
9.80%	* Miami	116,608	122,098	127,697	130,200	130,200	130,200
7.83%	* Milwaukee	114,515	119,907	125,406	130,200	130,200	130,200
9.11%	* Minneapolis	115,875	121,330	126,895	130,200	130,200	130,200
12.09%	* New York	119,040	124,644	130,200	130,200	130,200	130,200
6.79%	* Orlando	113,411	118,750	124,197	130,200	130,200	130,200
9.55%	* Philadelphia	116,342	121,820	127,407	130,200	130,200	130,200
7.61%	* Pittsburgh	114,282	119,662	125,150	130,200	130,200	130,200
9.06%	* Portland	115,822	121,275	126,837	130,200	130,200	130,200
6.78%	* Rest of U.S.	113,400	118,739	124,185	130,200	130,200	130,200
7.60%	* Richmond	114,271	119,651	125,139	130,200	130,200	130,200
9.50%	* Sacramento	116,289	121,764	127,349	130,200	130,200	130,200
7.08%	* Saint Louis	113,719	119,073	124,534	130,200	130,200	130,200
9.97%	* San Diego	116,788	122,287	127,895	130,200	130,200	130,200
15.01%	* San Francisco	122,141	127,891	130,200	130,200	130,200	130,200
9.20%	* Seattle	115,970	121,430	127,000	130,200	130,200	130,200
9.05%	* Washington, D.C.	115,811	121,264	126,825	130,200	130,200	130,200

\* Rate limited to \$130,200, the rate for level III of the Executive Schedule (5USC 5304(g)(2)).

**2000 RATES OF PAY FOR LEO MEMBERS OF THE SENIOR FOREIGN SERVICE AND SENIOR EXECUTIVE SERVICE**

<u>LEO %</u>	<u>LEO Area</u>	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>
16.00%	* SF/LA/NY/BSTN	123,192	128,992	130,200	130,200	130,200	130,200

\* Rate limited to \$130,200, the rate for level III of the Executive Schedule (5USC 5304(g)(2)).