

## **Your Congregation's GEO Index (effective July 1, 2013 through June 30, 2014)**

**Updated: April 2013**

**Overview:** The UUA Recommended Salary Ranges are based on wage rates (not the cost-of-living) in communities across the United States. The Office of Church Staff Finances assigns one of seven Geo Indices to each congregation using wage data compiled by the Economic Research Institute (ERI). Geo Index 3 represents wages near the national average. Geo Index 3 wages range from 97 to 102.9 percent of the national average. Because wages exceed 115 percent of the national average in some urban areas, the Geo Indices were expanded from five to seven levels. The effective date for implementation of the Geo Index 6 and 7 recommendations is July 1, 2013.

The seven Geo Indices represent communities as follows:

Geo Index 1: Average wages below 91 percent of the US average

Geo Index 2: Average wages between 91 and 96.9 percent

Geo Index 3: Average wages between 97 and 102.9 percent

Geo Index 4: Average wages between 103 and 108.9 percent

Geo Index 5: Average wages between 109 and 114.9 percent

Geo Index 6: Average wages between 115 and 120.9 percent

Geo Index 7: Average wages exceeding 121 percent

The Geo Index for each community where a UU congregation is located can be found on the following table. If the town where your congregation is not listed, or if you have a question about your assigned Geo Index, please contact Betsy Gabriel, the UUA Compensation Programs Manager, at [BGabriel@uaa.org](mailto:BGabriel@uaa.org).

## 2103-2014 Geo Index Rankings

City	State	Ranking	City	State	Ranking	City	State	Ranking
Anchorage	AK	5	Anderson	CA	3	Los Gatos	CA	6
Fairbanks	AK	6	Aptos	CA	5	Mission Viejo	CA	5
Juneau	AK	5	Auburn	CA	4	Modesto	CA	4
Auburn	AL	1	Bakersfield	CA	4	Montclair	CA	4
Birmingham	AL	2	Bayside	CA	3	Napa	CA	5
Fairhope	AL	1	Berkeley	CA	6	Newbury Park	CA	5
Huntsville	AL	2	Canoga Park	CA	5	Newhall	CA	4
Mobile	AL	1	Carmel	CA	5	North Hills	CA	5
Montgomery	AL	1	Chico	CA	3	Oakland	CA	6
Tuscaloosa	AL	1	Costa Mesa	CA	5	Palo Alto	CA	7
Fayetteville	AR	1	Davis	CA	5	Pasadena	CA	5
Hot Springs	AR	1	Escondido	CA	5	Petaluma	CA	5
Little Rock	AR	1	Fremont	CA	6	Rancho Mirage	CA	4
Chandler	AZ	3	Fresno	CA	4	Rancho Palos Verdes	CA	5
Flagstaff	AZ	2	Fullerton	CA	5	Redwood City	CA	7
Glendale	AZ	3	Goleta	CA	5	Riverside	CA	4
Green Valley	AZ	2	Grass Valley	CA	3	Sacramento	CA	4
Paradise Valley	AZ	3	Hayward	CA	6	San Diego	CA	4
Prescott	AZ	1	Kensington	CA	6	San Francisco	CA	7
Sierra Vista	AZ	1	La Crescenta	CA	5	San Jose	CA	7
Surprise	AZ	3	Laguna Beach	CA	5	San Luis Obispo	CA	4
Tucson	AZ	2	Livermore	CA	6	San Mateo	CA	6
Yuma	AZ	1	Long Beach	CA	5	San Rafael	CA	7
Anaheim	CA	5	Los Angeles	CA	5	Santa Barbara	CA	5

## 2103-2014 Geo Index Rankings

City	State	Ranking	City	State	Ranking	City	State	Ranking
Santa Monica	CA	5	Pagosa Springs	CO	2	Brooksville	FL	2
Santa Paula	CA	5	Parker	CO	4	Citrus Springs	FL	2
Santa Rosa	CA	5	Pueblo	CO	2	Clearwater	FL	2
Santee	CA	5	Danbury	CT	5	Davie	FL	3
Solana Beach	CA	4	Hamden	CT	5	Deland	FL	1
Sonora	CA	4	Hartford	CT	5	Eustis	FL	2
Stockton	CA	4	Madison	CT	5	Fort Lauderdale	FL	3
Studio City	CA	5	Manchester	CT	5	Fort Myers	FL	2
Sunnyvale	CA	7	Meriden	CT	5	Gainesville	FL	2
Ventura	CA	5	New Britain	CT	5	Jacksonville	FL	2
Vista	CA	5	New London	CT	4	Key West	FL	2
Walnut Creek	CA	6	Norwich	CT	5	Lakeland	FL	2
Boulder	CO	4	Stamford	CT	7	Leesburg	FL	2
Carbondale	CO	2	Stratford	CT	6	Miami	FL	3
Colorado Springs	CO	3	West Hartford	CT	5	Naples	FL	3
Denver	CO	4	Westport	CT	6	North Palm Beach	FL	3
Durango	CO	2	Woodbury	CT	5	Odessa	FL	2
Fort Collins	CO	3	Washington	DC	5	Orlando	FL	2
Golden	CO	4	Dover	DE	3	Ormond Beach	FL	2
Grand Junction	CO	2	Lewes	DE	2	Panama City	FL	1
Greeley	CO	2	Newark	DE	4	Pensacola	FL	2
Lafayette	CO	4	Wilmington	DE	4	Port Charlotte	FL	2
Littleton	CO	4	Boca Raton	FL	3	Rockledge	FL	2
Loveland	CO	3	Bradenton	FL	2	Sarasota	FL	2

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City	State	Ranking	City	State	Ranking	City	State	Ranking
St. Augustine	FL	2	Statesboro	GA	1	Geneva	IL	4
St. Petersburg	FL	2	Honolulu	HI	4	Grayslake	IL	4
St. Augustine	FL	2	Ames	IA	1	Hinsdale	IL	4
St. Petersburg	FL	2	Burlington	IA	1	Joliet	IL	4
Stuart	FL	2	Cedar Falls	IA	1	Naperville	IL	4
Summerfield	FL	2	Cedar Rapids	IA	3	Oak Park	IL	4
Tallahassee	FL	2	Davenport	IA	2	Palatine	IL	4
Tampa	FL	2	Des Moines	IA	2	Park Forest	IL	4
Tarpon Springs	FL	2	Dubuque	IA	1	Peoria	IL	3
Valparaiso	FL	1	Iowa City	IA	2	Quincy	IL	2
Venice	FL	2	Sioux City	IA	2	Rockford	IL	3
Vero Beach	FL	2	Boise	ID	2	Springfield	IL	3
W Melbourne	FL	2	Idaho Falls	ID	2	Stockton	IL	2
Athens	GA	2	Moscow	ID	1	Urbana	IL	3
Atlanta	GA	3	Pocatello	ID	1	Winnetka	IL	4
Augusta	GA	2	Alton	IL	3	Woodstock	IL	4
Brunswick	GA	1	Bloomington	IL	3	Bloomington	IN	2
Dahlonega	GA	1	Carbondale	IL	1	Columbus	IN	2
Lawrenceville	GA	3	Chicago	IL	5	Danville	IN	2
Macon	GA	2	Decatur	IL	3	Elkhart	IN	2
Marietta	GA	3	Deerfield	IL	4	Evansville	IN	2
Roswell	GA	3	Dekalb	IL	4	Fort Wayne	IN	2
Sandy Springs	GA	3	Elgin	IL	4	Hobart	IN	3
Savannah	GA	2	Evanston	IL	4	Indianapolis	IN	3

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City	State	Ranking	City	State	Ranking	City	State	Ranking
Muncie	IN	2	Attleboro	MA	3	Danvers	MA	4
South Bend	IN	2	Barnstable	MA	4	Dedham	MA	5
Terre Haute	IN	2	Bedford	MA	5	Deerfield	MA	3
West Lafayette	IN	2	Belmont	MA	5	Dorchester	MA	6
Lawrence	KS	1	Bernardston	MA	3	Dover	MA	5
Manhattan	KS	1	Beverly	MA	4	Duxbury	MA	4
Overland Park	KS	3	Billerica	MA	5	East Orleans	MA	4
Salina	KS	1	Bolton	MA	4	Eastham	MA	4
Topeka	KS	2	Boston	MA	6	Essex	MA	4
Wichita	KS	2	Braintree	MA	5	Fairhaven	MA	4
Bowling Green	KY	1	Brewster	MA	4	Fall River	MA	4
Lexington	KY	2	Bridgewater	MA	4	Falmouth	MA	4
Louisville	KY	2	Brockton	MA	4	Fitchburg	MA	4
Owensboro	KY	1	Brookfield	MA	4	Foxborough	MA	5
Baton Rouge	LA	2	Brookline	MA	6	Framingham	MA	5
Lacombe	LA	3	Cambridge	MA	5	Franklin	MA	5
Lafayette	LA	1	Canton	MA	5	Gardner	MA	4
New Orleans	LA	4	Carlisle	MA	5	Gloucester	MA	4
Shreveport	LA	1	Charlton	MA	4	Grafton	MA	4
Amherst	MA	4	Chatham	MA	4	Great Barrington	MA	3
Andover	MA	4	Chelmsford	MA	5	Greenfield	MA	3
Arlington	MA	5	Chestnut Hill	MA	6	Groton	MA	5
Ashby	MA	5	Cohasset	MA	4	Harvard	MA	5
Athol	MA	3	Concord	MA	5	Haverhill	MA	4

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City	State	Ranking	City	State	Ranking	City	State	Ranking
Hingham	MA	4	New Bedford	MA	4	Springfield	MA	4
Hopedale	MA	4	Newburyport	MA	4	Sterling	MA	4
Hudson	MA	5	Newton	MA	5	Stoughton	MA	5
Jamaica Plain	MA	6	North Andover	MA	4	Stow	MA	5
Kingston	MA	4	North Easton	MA	4	Sturbridge	MA	4
Lancaster	MA	4	Northampton	MA	3	Sudbury	MA	5
Leicester	MA	4	Northborough	MA	4	Swampscott	MA	4
Leominster	MA	4	Norton	MA	4	Taunton	MA	4
Lexington	MA	5	Norwell	MA	3	Templeton	MA	4
Lincoln	MA	5	Orange	MA	3	Vineyard Haven	MA	5
Littleton	MA	5	Palmer	MA	4	Wakefield	MA	5
Malden	MA	5	Petersham	MA	3	Waltham	MA	5
Marblehead	MA	4	Pittsfield	MA	3	Watertown	MA	5
Medfield	MA	5	Plymouth	MA	4	Wayland	MA	5
Medford	MA	5	Provincetown	MA	4	Wellesley Hills	MA	5
Melrose	MA	5	Quincy	MA	6	West Bridgewater	MA	4
Mendon	MA	4	Reading	MA	5	West Roxbury	MA	6
Middleboro	MA	3	Rockland	MA	4	Westborough	MA	4
Milford	MA	4	Rockport	MA	4	Westford	MA	5
Milton	MA	5	Roxbury	MA	6	Weston	MA	5
Monson	MA	4	Salem	MA	4	Weymouth	MA	5
Nantucket	MA	5	Scituate	MA	4	Winchendon	MA	4
Natick	MA	5	Sharon	MA	5	Winchester	MA	5
Needham	MA	5	Sherborn	MA	5	Worcester	MA	4

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City	State	Ranking	City	State	Ranking	City	State	Ranking
Adelphi	MD	5	Bangor	ME	2	Brighton	MI	4
Annapolis	MD	4	Belfast	ME	2	Clarklake	MI	3
Baltimore	MD	4	Brunswick	ME	2	Detroit	MI	4
Bethesda	MD	5	Caribou	ME	1	East Lansing	MI	4
Bowie	MD	4	Castine	ME	2	Farmington Hills	MI	5
California	MD	3	Damariscotta	ME	1	Flint	MI	4
Camp Springs	MD	4	Dexter	ME	2	Grand Rapids	MI	3
Chestertown	MD	2	Ellsworth	ME	2	Grosse Pointe	MI	4
Churchville	MD	4	Houlton	ME	1	Houghton	MI	2
Columbia	MD	4	Kennebunk	ME	3	Kalamazoo	MI	3
Cumberland	MD	1	Norway	ME	2	Ludington	MI	2
Easton	MD	2	Oakland	ME	1	Marquette	MI	1
Ellicott City	MD	4	Pittsfield	ME	1	Midland	MI	3
Finksburg	MD	4	Portland	ME	1	Mount Pleasant	MI	2
Frederick	MD	4	Rockland	ME	2	Muskegon	MI	3
Germantown	MD	5	Saco	ME	3	Portage	MI	3
Hagerstown	MD	2	Sanford	ME	3	Rochester	MI	5
Leonardtwn	MD	3	Sangerville	ME	2	Southfield	MI	5
Lutherville	MD	4	South Paris	ME	1	St. Joseph	MI	3
Rockville	MD	5	Waterville	ME	1	Traverse City	MI	2
Salisbury	MD	2	West Paris	ME	1	Troy	MI	5
Silver Spring	MD	5	Yarmouth	ME	2	Arden Hills	MN	4
Auburn	ME	1	Ann Arbor	MI	4	Bemidji	MN	2
Augusta	ME	1	Bloomfield Hills	MI	4	Bloomington	MN	4

2103-2014 Geo Index Rankings

City	State	Ranking	City	State	Ranking	City	State	Ranking
Duluth	MN	3	Boone	NC	1	Concord	NH	3
Fridley	MN	4	Brevard	NC	1	Durham	NH	3
Hanska	MN	2	Chapel Hill	NC	3	Exeter	NH	4
Mahtomedi	MN	5	Charlotte	NC	3	Franklin	NH	2
Mankato	MN	2	Clinton	NC	1	Keene	NH	2
Minneapolis	MN	5	Durham	NC	3	Laconia	NH	2
Northfield	MN	2	Franklin	NC	1	Manchester	NH	3
Rochester	MN	3	Greenville	NC	2	Marlborough	NH	2
St. Cloud	MN	2	Hendersonville	NC	1	Milford	NH	4
St. Paul	MN	5	Hickory	NC	1	Nashua	NH	5
Wayzata	MN	4	Hillsborough	NC	3	Newfields	NH	3
Columbia	MO	1	Jamestown	NC	2	Peterborough	NH	2
Ellisville	MO	3	Kitty Hawk	NC	2	Plymouth	NH	2
Kansas City	MO	3	Morehead City	NC	1	Portsmouth	NH	3
Kirkwood	MO	3	New Bern	NC	1	Tamworth	NH	2
Saint Louis	MO	3	Raleigh	NC	3	Walpole	NH	2
Springfield	MO	1	Seven Springs	NC	1	Wilton	NH	5
Billings	MT	1	Wilmington	NC	2	Winchester	NH	2
Bozeman	MT	1	Winston Salem	NC	2	Baptistown	NJ	5
Helena	MT	1	Bismarck	ND	1	Cherry Hill	NJ	5
Kalispell	MT	1	Fargo	ND	2	East Brunswick	NJ	5
Missoula	MT	1	Grand Forks	ND	1	Egg Harbor City	NJ	4
Asheville	NC	1	Lincoln	NE	2	Englewood	NJ	5
Black Mountain	NC	1	Omaha	NE	2	Hackettstown	NJ	4

## 2103-2014 Geo Index Rankings

City	State	Ranking	City	State	Ranking	City	State	Ranking
Lanoka Harbor	NJ	5	Bay Shore	NY	5	New York	NY	6
Lincroft	NJ	5	Bellport	NY	5	Niagara Falls	NY	3
Montclair	NJ	5	Binghamton	NY	3	Oneonta	NY	2
Morristown	NJ	5	Bridgehampton	NY	5	Plattsburgh	NY	2
Newton	NJ	5	Brooklyn	NY	6	Pomona	NY	5
Orange	NJ	5	Buffalo	NY	3	Poughkeepsie	NY	4
Paramus	NJ	6	Canandaigua	NY	3	Rochester	NY	3
Plainfield	NJ	5	Canton	NY	2	Rock Tavern	NY	4
Princeton	NJ	5	Central Square	NY	3	Saranac Lake	NY	2
Ridgewood	NJ	6	Croton-Hudson	NY	5	Saratoga Springs	NY	3
Somerville	NJ	5	East Setauket	NY	5	Schenectady	NY	3
Summit	NJ	5	Flushing	NY	5	Southold	NY	5
Titusville	NJ	5	Fredonia	NY	2	Staten Island	NY	5
Toms River	NJ	5	Freeport	NY	5	Syracuse	NY	3
Albuquerque	NM	2	Garden City	NY	5	Utica	NY	2
Las Cruces	NM	1	Glens Falls	NY	3	Watertown	NY	2
Los Alamos	NM	2	Hastings-on-Hudson	NY	6	White Plains	NY	6
Rio Rancho	NM	2	Huntington	NY	5	Williamsville	NY	3
Santa Fe	NM	2	Ithaca	NY	2	Athens	OH	2
Las Vegas	NV	4	Kingston	NY	3	Bellaire	OH	1
Reno	NV	4	Little Falls	NY	3	Bellville	OH	2
Albany	NY	4	Manhasset	NY	5	Bowling Green	OH	3
Auburn	NY	3	Mohegan Lake	NY	6	Canton	OH	2
Barneveld	NY	2	Mt. Kisco	NY	5	Cincinnati	OH	3

2103-2014 Geo Index Rankings

City	State	Ranking	City	State	Ranking	City	State	Ranking
Cleveland	OH	3	Oklahoma City	OK	1	Fairless Hills	PA	4
Cleveland Heights	OH	3	Stillwater	OK	1	Gettysburg	PA	2
Columbus	OH	3	Tahlequah	OK	1	Harrisburg	PA	3
Dayton	OH	3	Tulsa	OK	2	Indiana	PA	1
Eldorado	OH	2	Ashland	OR	2	Lancaster	PA	3
Fairlawn	OH	3	Bend	OR	2	Ligonier	PA	2
Kent	OH	3	Corvallis	OR	3	Meadville	PA	1
Kirtland	OH	3	Eugene	OR	3	Media	PA	4
Lewis Center	OH	3	Gresham	OR	4	Murrysville	PA	2
Lyons	OH	3	Hillsboro	OR	4	Northumberland	PA	2
Marietta	OH	1	Hood River	OR	2	Philadelphia	PA	4
Mason	OH	3	Oregon City	OR	4	Pittsburgh	PA	3
N Olmsted	OH	3	Portland	OR	4	Pottstown	PA	4
New Madison	OH	1	Roseburg	OR	2	Reading	PA	3
North Royalton	OH	3	Salem	OR	3	State College	PA	2
Oberlin	OH	3	Altoona	PA	2	Stroudsburg	PA	2
Oxford	OH	3	Athens	PA	2	Warrington	PA	4
Shaker Heights	OH	3	Bethlehem	PA	3	West Chester	PA	4
Toledo	OH	3	Boiling Springs	PA	3	Wyoming	PA	2
Wooster	OH	2	Brooklyn	PA	2	York	PA	2
Yellow Springs	OH	3	Chester Springs	PA	4	E Greenwich	RI	4
Youngstown	OH	2	Collegeville	PA	5	Newport	RI	4
Bartlesville	OK	1	Devon	PA	4	Peace Dale	RI	4
Edmond	OK	1	Erie	PA	2	Providence	RI	4

## 2103-2014 Geo Index Rankings

City	State	Ranking	City	State	Ranking	City	State	Ranking
Aiken	SC	2	Cedar Park	TX	2	Ogden	UT	2
Beaufort	SC	2	College Station	TX	1	Salt Lake City	UT	2
Bluffton, SC	SC	2	Corpus Christi	TX	2	Alexandria	VA	5
Charleston	SC	2	Dallas	TX	3	Arlington	VA	5
Clemson	SC	2	Denison	TX	1	Blacksburg	VA	1
Columbia	SC	2	Denton	TX	3	Burke	VA	4
Greenville	SC	2	El Paso	TX	1	Charlottesville	VA	2
Myrtle Beach	SC	1	Fort Worth	TX	2	Fredericksburg	VA	4
Spartanburg	SC	2	Galveston	TX	3	Glen Allen	VA	3
Rapid City	SD	1	Georgetown	TX	2	Harrisonburg	VA	2
Sioux Falls	SD	1	Houston	TX	3	Leesburg	VA	4
Chattanooga	TN	2	Huntsville	TX	1	Lynchburg	VA	2
Cordova	TN	2	Lubbock	TX	1	Manassas	VA	4
Gray	TN	1	Midland	TX	2	Meadowview	VA	1
Knoxville	TN	2	Morgans Point Resort	TX	1	Newport News	VA	3
Maryville	TN	1	New Braunfels	TX	2	Norfolk	VA	2
Memphis	TN	2	Plano	TX	3	Oakton	VA	4
Murfreesboro	TN	2	San Antonio	TX	2	Reston	VA	4
Nashville	TN	2	San Marcos	TX	2	Richmond	VA	3
Oak Ridge	TN	1	Southlake	TX	3	Roanoke	VA	2
Tullahoma	TN	1	Stafford	TX	3	Sperryville	VA	3
Amarillo	TX	1	The Woodlands	TX	3	Stephens City	VA	2
Austin	TX	3	Waco	TX	1	Sterling	VA	4
Carrollton	TX	3	Logan	UT	1	Waynesboro	VA	1

## 2103-2014 Geo Index Rankings

City	State	Ranking	City	State	Ranking	City	State	Ranking
White Stone	VA	2	Blaine	WA	4	Elkhorn	WI	2
Williamsburg	VA	2	Bremerton	WA	4	Ephraim	WI	2
St. Croix	VI	1	Des Moines	WA	5	Fond Du Lac	WI	3
St. John	VI	1	Edmonds	WA	5	Green Bay	WI	3
Barre	VT	2	Freeland	WA	5	Hartland	WI	4
Bennington	VT	2	Kirkland	WA	5	Kenosha	WI	4
Bethel	VT	3	Marysville	WA	5	La Crosse	WI	2
Burlington	VT	3	Mount Vernon	WA	4	Madison	WI	3
Chester	VT	2	Olympia	WA	4	Mequon	WI	3
Derby Line	VT	2	Pasco	WA	4	Milwaukee	WI	4
Hartland 4 Corners	VT	3	Port Angeles	WA	4	Racine	WI	3
Jericho	VT	3	Port Townsend	WA	4	Ripon	WI	2
Middlebury	VT	3	Seattle	WA	5	River Falls	WI	4
Montpelier	VT	2	Shoreline	WA	5	Sauk City	WI	3
Northfield	VT	2	Spokane	WA	3	Waukesha	WI	4
Norwich	VT	2	Tacoma	WA	5	Wausau	WI	2
Rutland	VT	2	Vancouver	WA	4	Woodruff	WI	1
Springfield	VT	2	Vashon	WA	4	Charleston	WV	1
St. Johnsbury	VT	2	Wenatchee	WA	3	Casper	WY	1
W Brattleboro	VT	2	Woodinville	WA	5	Cheyenne	WY	1
Woodstock	VT	2	Yakima	WA	3	Laramie	WY	1
Bainbridge Island	WA	4	Appleton	WI	3	Sheridan	WY	2
Bellevue	WA	5	Brookfield	WI	4			
Bellingham	WA	4	Eau Claire	WI	2			