

Geographic Wage Index Table

For use with the 2006 & 2008 Salary Range Recommendations
For Unitarian Universalist Association Congregations

AK	Anchorage	5	CA	Davis	5	CA	Redwood City	5	CO	Fort Collins	3
AK	Fairbanks	5	CA	El Cajon	5	CA	Riverside	5	CO	Golden	4
AK	Juneau	5	CA	Fremont	5	CA	Sacramento	5	CO	Grand Junction	3
AL	Auburn	2	CA	Fresno	4	CA	San Diego	4	CO	Greeley	3
AL	Birmingham	2	CA	Fullerton	5	CA	San Francisco	5	CO	Littleton	4
AL	Huntsville	2	CA	Goleta	4	CA	San Jose	5	CO	Parker	4
AL	Mobile	2	CA	Grass Valley	5	CA	San Luis Obispo	5	CO	Pueblo	3
AL	Montgomery	2	CA	Hayward	5	CA	San Mateo	5	CT	Hamden	5
AL	Tuscaloosa	2	CA	Hemet	5	CA	Santa Barbara	4	CT	Hartford	5
AR	Fayetteville	2	CA	Kensington	5	CA	Santa Monica	5	CT	Madison	5
AR	Jonesboro	1	CA	La Crescenta	5	CA	Santa Paula	5	CT	Manchester	5
AR	Little Rock	2	CA	Laguna Beach	5	CA	Santa Rosa	5	CT	Meriden	5
AZ	Chandler	3	CA	Lancaster	5	CA	Seal Beach	5	CT	New Britain	5
AZ	Flagstaff	3	CA	Livermore	5	CA	Solana Beach	4	CT	New London	4
AZ	Glendale	3	CA	Long Beach	5	CA	Standard	4	CT	Norwich	4
AZ	Green Valley	2	CA	Los Angeles	5	CA	Stockton	4	CT	Simsbury	5
AZ	Paradise Valley	3	CA	Mendocino	5	CA	Studio City	5	CT	Stamford	5
AZ	Prescott	3	CA	Mission Viejo	5	CA	Sunnyvale	5	CT	Storrs	5
AZ	Sierra Vista	2	CA	Modesto	4	CA	Thousand Oaks	5	CT	Stratford	5
AZ	Surprise	3	CA	Montclair	5	CA	Ventura	5	CT	West Hartford	5
AZ	Tucson	2	CA	Napa	5	CA	Visalia	5	CT	West Redding	5
AZ	Yuma	3	CA	North Hills	5	CA	Vista	5	CT	Westport	5
CA	Anaheim	5	CA	Oakland	5	CA	Walnut Creek	5	CT	Woodbury	5
CA	Anderson	4	CA	Palm Springs	4	CA	Whittier	5	DC	Washington	4
CA	Aptos	5	CA	Palo Alto	5	CO	Boulder	4	DE	Dover	3
CA	Bakersfield	4	CA	Pasadena	5	CO	Colorado Springs	3	DE	Hockessin	4
CA	Canoga Park	5	CA	Porterville	5	CO	Copper Mountain	4	DE	Newark	4
CA	Carmel	5	CA	Poway	4	CO	Denver	4	DE	Wilmington	4
CA	Costa Mesa	5	CA	Rnch Palos Verdes	5	CO	Durango	3	FL	Boca Raton	3

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FL	Bradenton	2	FL	Valparaiso	2	ID	Pocatello	2	IN	Evansville	2
FL	Brooksville	2	FL	Vero Beach	2	ID	Twin Falls	2	IN	Fort Wayne	2
FL	Clearwater	2	FL	W Melbourne	2	IL	Alton	3	IN	Hobart	2
FL	Cocoa	4	GA	Athens	3	IL	Bloomington	3	IN	Indianapolis	3
FL	Daytona Beach	2	GA	Atlanta	3	IL	Carbondale	3	IN	Lafayette	2
FL	Deland	4	GA	Augusta	2	IL	Charleston	3	IN	Muncie	3
FL	Fort Lauderdale	3	GA	Dahlonega	3	IL	Chicago	5	IN	South Bend	2
FL	Fort Myers	2	GA	Lawrenceville	3	IL	De Kalb	4	IN	Terre Haute	2
FL	Gainesville	2	GA	Macon	3	IL	Decatur	3	KS	Lawrence	2
FL	Hollywood	3	GA	Marietta	3	IL	Deerfield	5	KS	Manhattan	2
FL	Jacksonville	2	GA	Roswell	3	IL	Elgin	4	KS	Overland Park	2
FL	Key West	2	GA	Savannah	2	IL	Evanston	5	KS	Topeka	2
FL	Lakeland	2	GA	St. Simons Island	2	IL	Geneva	4	KS	Wichita	2
FL	Leesburg	4	GA	Statesboro	2	IL	Hinsdale	5	KY	Bowling Green	2
FL	Miami	3	GA	Valdosta	2	IL	Joliet	4	KY	Hopkinsville	3
FL	Naples	2	HI	Honolulu	5	IL	Naperville	5	KY	Lexington	2
FL	North Palm Beach	3	IA	Ames	3	IL	Oak Park	5	KY	Louisville	3
FL	Oldsmar	2	IA	Burlington	3	IL	Palatine	5	LA	Baton Rouge	3
FL	Orange Park	2	IA	Cedar Falls	3	IL	Park Forest	5	LA	Lacombe	2
FL	Orlando	4	IA	Cedar Rapids	3	IL	Peoria	3	LA	Lafayette	2
FL	Ormond Beach	4	IA	Clinton	3	IL	Quincy	3	LA	Mandeville	2
FL	Panama City	2	IA	Davenport	3	IL	Rockford	3	LA	New Orleans	2
FL	Pensacola	2	IA	Des Moines	3	IL	Springfield	3	LA	Shreveport	1
FL	Port Charlotte	2	IA	Dubuque	3	IL	Stockton	3	MA	Amherst	3
FL	Sarasota	2	IA	Iowa City	3	IL	Urbana	3	MA	Andover	5
FL	St. Augustine	2	IA	Mason City	3	IL	Waltonville	3	MA	Arlington	5
FL	St. Petersburg	2	IA	Sioux City	1	IL	Winnetka	5	MA	Ashby	2
FL	Stuart	2	ID	Boise	2	IL	Woodstock	3	MA	Athol	2
FL	Tallahassee	2	ID	Coeur d'Alene	2	IN	Bloomington	2	MA	Attleboro	4
FL	Tampa	2	ID	Idaho Falls	2	IN	Columbus	3	MA	Barnstable	4
FL	Tarpon Springs	2	ID	Moscow	2	IN	Elkhart	2	MA	Bedford	4

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MA Belmont	5	MA Fitchburg	2	MA Milton	5	MA Sterling	3
MA Bernardston	3	MA Foxborough	4	MA Monson	3	MA Stoughton	4
MA Beverly	4	MA Framingham	4	MA Nantucket	4	MA Stow	4
MA Billerica	4	MA Franklin	4	MA Needham	4	MA Sturbridge	3
MA Bolton	4	MA Gardner	2	MA New Bedford	4	MA Sudbury	4
MA Boston	5	MA Gloucester	4	MA Newburyport	3	MA Swampscott	4
MA Braintree	4	MA Great Barrington	3	MA Newton	5	MA Taunton	3
MA Brewster	4	MA Greenfield	3	MA North Andover	5	MA Templeton	2
MA Bridgewater	4	MA Groton	5	MA North Easton	4	MA Upton	2
MA Brockton	4	MA Hanover	4	MA Northampton	3	MA Vineyard Haven	4
MA Brookfield	2	MA Harvard	5	MA Northborough	4	MA Wakefield	4
MA Brookline	5	MA Haverhill	4	MA Norton	4	MA Waltham	4
MA Cambridge	5	MA Hingham	4	MA Norwell	4	MA Watertown	4
MA Canton	4	MA Hopedale	3	MA Orange	3	MA Wayland	4
MA Carlisle	5	MA Hudson	4	MA Palmer	3	MA Wellesley Hills	5
MA Charlton	2	MA Jamaica Plain	5	MA Petersham	3	MA West Bridgewater	4
MA Chatham	4	MA Kingston	4	MA Pittsfield	3	MA West Roxbury	4
MA Chelmsford	4	MA Lancaster	3	MA Plymouth	4	MA Westborough	3
MA Chestnut Hill	5	MA Leicester	3	MA Provincetown	4	MA Westford	4
MA Cohasset	4	MA Leominster	3	MA Quincy	4	MA Weston	4
MA Concord	4	MA Lexington	4	MA Reading	4	MA Weymouth	4
MA Danvers	4	MA Lincoln	4	MA Rockland	4	MA Winchendon	2
MA Dedham	4	MA Littleton	4	MA Rockport	4	MA Winchester	4
MA Deerfield	3	MA Malden	4	MA Roxbury	3	MA Worcester	3
MA Dorchester	4	MA Marblehead	4	MA Salem	4	MD Adelphi	4
MA Dover	4	MA Medfield	3	MA Saugus	4	MD Annapolis	4
MA Duxbury	4	MA Medford	4	MA Scituate	4	MD Baltimore	4
MA East Falmouth	4	MA Melrose	4	MA Sharon	4	MD Bethesda	4
MA East Orleans	4	MA Mendon	3	MA Sherborn	4	MD Bowie	4
MA Eastham	4	MA Middleboro	4	MA South Natick	4	MD Camp Springs	4
MA Fairhaven	4	MA Milford	4	MA Springfield	3	MD Chestertown	4

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MD	Churchville	4	ME	Sanford	2	MN	Duluth	3	NC	Morehead City	3
MD	Columbia	4	ME	Sangerville	1	MN	Hanska	2	NC	Raleigh	3
MD	Cumberland	3	ME	South Paris	1	MN	Mahtomedi	3	NC	Seven Springs	3
MD	Easton	4	ME	Waterville	1	MN	Mankato	4	NC	Wilmington	3
MD	Finksburg	4	ME	West Paris	1	MN	Minneapolis	4	NC	Winston Salem	3
MD	Frederick	3	ME	Westbrook	2	MN	Northfield	4	ND	Bismarck	2
MD	Hagerstown	3	ME	Yarmouth	2	MN	Rochester	4	ND	Fargo	2
MD	Leonardtown	4	MI	Ann Arbor	4	MN	St. Cloud	4	ND	Grand Forks	2
MD	Lutherville	4	MI	Bloomfield Hills	5	MN	St. Paul	4	NE	Lincoln	2
MD	Rockville	4	MI	Clarklake	4	MN	Wayzata	4	NE	Omaha	2
MD	Salisbury	4	MI	Detroit	3	MO	Columbia	3	NH	Charlestown	3
MD	Silver Spring	4	MI	East Lansing	4	MO	Ellisville	3	NH	Concord	3
ME	Auburn	2	MI	Farmington Hills	5	MO	Kansas City	3	NH	Conway	3
ME	Augusta	1	MI	Fenton	4	MO	Kirkwood	3	NH	Durham	3
ME	Bangor	1	MI	Flint	4	MO	Rolla	3	NH	Exeter	3
ME	Belfast	2	MI	Grosse Pointe	5	MO	Springfield	2	NH	Franklin	3
ME	Brunswick	2	MI	Kalamazoo	3	MO	St. Louis	3	NH	Keene	3
ME	Caribou	1	MI	Ludington	3	MT	Billings	3	NH	Laconia	3
ME	Castine	2	MI	Midland	4	MT	Bozeman	3	NH	Manchester	3
ME	Dexter	1	MI	Muskegon	3	MT	Helena	2	NH	Marlborough	3
ME	Eastport	1	MI	Portage	3	MT	Missoula	2	NH	Milford	4
ME	Edgecomb	2	MI	Rochester	5	NC	Asheville	2	NH	Nashua	4
ME	Ellsworth	2	MI	Southfield	5	NC	Boone	2	NH	New London	3
ME	Houlton	1	MI	St. Joseph	2	NC	Chapel Hill	3	NH	Newfields	3
ME	Kennebunk	2	MI	Traverse City	3	NC	Charlotte	3	NH	Peterborough	3
ME	Norway	1	MI	Troy	5	NC	Durham	3	NH	Plymouth	3
ME	Oakland	1	MN	Angora	3	NC	Greenville	3	NH	Portsmouth	3
ME	Pittsfield	1	MN	Arden Hills	4	NC	Hendersonville	2	NH	Walpole	3
ME	Portland	2	MN	Bemidji	3	NC	Hickory	3	NH	Wilton	3
ME	Rockland	2	MN	Bloomington	4	NC	Jamestown	3	NJ	Baptistown	5
ME	Saco	2	MN	Coon Rapids	4	NC	Kitty Hawk	3	NJ	Cherry Hill	4

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NJ	East Brunswick	5	NY	Auburn	3	NY	Pomona	5	OH	Painesville	3
NJ	Englewood	5	NY	Barneveld	3	NY	Poughkeepsie	5	OH	Reynoldsburg	3
NJ	Lanoka Harbor	5	NY	Bellport	5	NY	Rochester	3	OH	Sandusky	3
NJ	Lincroft	5	NY	Binghamton	3	NY	Rock Tavern	4	OH	Strongsville	3
NJ	Long Valley	5	NY	Brooklyn	5	NY	Schenectady	4	OH	Toledo	3
NJ	Montclair	5	NY	Buffalo	4	NY	Southold	5	OH	Wooster	3
NJ	Morristown	5	NY	Canandaigua	3	NY	Staten Island	5	OH	Yellow Springs	3
NJ	Mt. Holly	4	NY	Canisteo	3	NY	Stony Brook	5	OH	Youngstown	3
NJ	Newton	5	NY	Canton	3	NY	Syracuse	3	OK	Bartlesville	2
NJ	Orange	5	NY	Chautauqua	4	NY	Utica	3	OK	Oklahoma City	2
NJ	Paramus	5	NY	Croton-Hudson	5	NY	Water Mill	5	OK	Stillwater	2
NJ	Plainfield	5	NY	East Aurora	4	NY	Watertown	3	OK	Tahlequah	2
NJ	Pluckemin	5	NY	Flushing	5	NY	White Plains	5	OK	Tulsa	2
NJ	Princeton	5	NY	Fredonia	4	NY	Williamsville	3	OR	Ashland	3
NJ	Ridgewood	5	NY	Freeport	5	OH	Akron	3	OR	Astoria	3
NJ	Summit	5	NY	Garden City	5	OH	Athens	3	OR	Bend	3
NJ	Titusville	5	NY	Glens Falls	4	OH	Bowling Green	3	OR	Corvallis	3
NJ	Trenton	5	NY	Hastings-on-Hudson	5	OH	Cincinnati	3	OR	Eugene	3
NJ	Turnersville	4	NY	Hollis Queens	5	OH	Cleveland	3	OR	Gresham	4
NM	Alamogordo	1	NY	Huntington	5	OH	Cleveland Heights	3	OR	Hillsboro	4
NM	Albuquerque	2	NY	Ithaca	3	OH	Columbus	3	OR	Hood River	4
NM	Farmington	2	NY	Jamestown	4	OH	Dayton	1	OR	Klamath Falls	3
NM	Las Cruces	1	NY	Kingston	5	OH	Kent	3	OR	Oregon City	4
NM	Los Alamos	1	NY	Little Falls	3	OH	Kirtland	3	OR	Portland	4
NM	Rio Rancho	2	NY	Manhasset	5	OH	Lima	3	OR	Roseburg	3
NM	Santa Fe	2	NY	Mohegan Lake	5	OH	Lyons	3	OR	Salem	3
NM	Silver City	2	NY	Mt. Kisco	5	OH	Marietta	2	OR	Waldport	3
NV	Las Vegas	4	NY	New York	5	OH	N Olmsted	3	OR	West Linn	4
NV	Reno	4	NY	Niagara Falls	4	OH	New Madison	3	PA	Athens	2
NY	Albany	4	NY	Oneonta	2	OH	Oberlin	3	PA	Bethlehem	2
NY	Albion	3	NY	Plattsburgh	3	OH	Oxford	3	PA	Boiling Springs	3

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PA	Brooklyn	2	SC	Charleston	2	TX	Houston	3	VA	Purcellville	4
PA	Collegeville	4	SC	Clemson	2	TX	Huntsville	1	VA	Reston	4
PA	Devon	4	SC	Columbia	2	TX	Kerrville	1	VA	Richmond	3
PA	E Stroudsburg	2	SC	Greenville	2	TX	Lubbock	2	VA	Roanoke	3
PA	Erie	3	SC	Hilton Head Island	2	TX	Lufkin	1	VA	Sterling	4
PA	Girard	3	SC	Myrtle Beach	2	TX	Mc Allen	2	VA	Waynesboro	3
PA	Harrisburg	3	SC	Spartanburg	2	TX	Midland	3	VA	Williamsburg	3
PA	Indiana	2	SD	Rapid City	1	TX	New Braunfels	2	VA	Winchester	3
PA	Lancaster	4	SD	Sioux Falls	1	TX	Plano	3	VT	Barnard	3
PA	Levittown	4	SD	Vermillion	1	TX	San Antonio	2	VT	Barre	3
PA	Lewisburg	3	TN	Chattanooga	2	TX	Southlake	3	VT	Bennington	3
PA	Meadville	3	TN	Cordova	3	TX	Stafford	3	VT	Bethel	3
PA	Media	4	TN	Gray	2	TX	Temple	1	VT	Burlington	3
PA	Northumberland	3	TN	Knoxville	2	TX	The Woodlands	3	VT	Chester	3
PA	Philadelphia	4	TN	Memphis	3	TX	Waco	1	VT	Derby Line	3
PA	Pittsburgh	3	TN	Nashville	3	UT	Logan	2	VT	East Montpelier	3
PA	Pottstown	4	TN	Oak Ridge	2	UT	Ogden	2	VT	Hartland 4 Corners	3
PA	Reading	3	TN	Tullahoma	3	UT	Salt Lake City	2	VT	Jericho	3
PA	Smithton	2	TX	Arlington	3	VA	Alexandria	4	VT	Middlebury	3
PA	State College	3	TX	Austin	2	VA	Arlington	4	VT	Montpelier	2
PA	Towanda	2	TX	Beaumont	2	VA	Blacksburg	3	VT	Northfield	3
PA	Warrington	4	TX	Brownsville	2	VA	Burke	4	VT	Norwich	3
PA	West Chester	4	TX	Carrollton	3	VA	Charlottesville	3	VT	Rutland	3
PA	Wilkes-Barre	2	TX	College Station	1	VA	Chesterfield	3	VT	Springfield	3
PA	York	3	TX	Corpus Christi	2	VA	Fredericksburg	3	VT	St. Johnsbury	3
RI	E Greenwich	3	TX	Dallas	3	VA	Lynchburg	3	VT	W Brattleboro	3
RI	Harrisville	3	TX	Denton	4	VA	Manassas	4	VT	Washington	3
RI	Newport	3	TX	El Paso	2	VA	Meadowview	3	VT	West Burke	3
RI	Providence	3	TX	Fort Worth	4	VA	Newport News	3	VT	Woodstock	3
RI	Woonsocket	3	TX	Galveston	3	VA	Norfolk	3	WA	Aberdeen	4
RI	Wyoming	3	TX	Garland	4	VA	Oakton	4	WA	Bainbridge Island	4

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WA	Bellevue	5	WA	Seattle	5	WI	Elkhorn	4	WI	Ripon	3
WA	Bellingham	4	WA	Shoreline	5	WI	Green Bay	3	WI	River Falls	5
WA	Blaine	4	WA	Spokane	3	WI	Kenosha	3	WI	Wausau	2
WA	Bremerton	4	WA	Tacoma	4	WI	La Crosse	2	WV	Charleston	2
WA	Des Moines	4	WA	Vancouver	4	WI	Madison	3	WV	Morgantown	2
WA	Edmonds	4	WA	Vashon	4	WI	Marshfield	2	WV	Wheeling	2
WA	Freeland	4	WA	Wenatchee	2	WI	Menomonie	4	WY	Casper	2
WA	Kennewick	4	WA	Woodinville	4	WI	Mequon	4	WY	Cheyenne	2
WA	Kirkland	4	WA	Yakima	2	WI	Milwaukee	4	WY	Laramie	2
WA	Marysville	4	WI	Appleton	3	WI	Minocqua	3	WY	Sheridan	2
WA	Olympia	4	WI	Brookfield	4	WI	Mukwonago	3			
WA	Port Townsend	4	WI	Eau Claire	2	WI	Racine	3			