

Your Congregation's GEO Index (effective July 1, 2016 through June 30, 2017)

Updated: January 2016

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.

It is important to recognize the distinction between the cost of wages and the cost of living. The cost of living is dictated by the local demand for and supply of goods and services. The UUA Geo Indices are a measure of the cost of wages in a large number of geographical areas. The cost of wages is dictated by wage and salary differentials that reflect the local demand for and supply of labor. Because the UUA Geo Indices measure only the cost of wages, congregations are encouraged to consult other measures, such as Bureau of Labor Statistics of the US Department of Labor (<http://www.bls.gov/>) to ensure that staff does not experience a decline in real wages over time.

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 in which your congregation is located 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@uua.org.

2016-2017 Geo Index Rankings

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

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
San Francisco	CA	7	Walnut Creek	CA	6	Hamden	CT	5	Wilmington	DE	4
San Jose	CA	7	Boulder	CO	4	Hartford	CT	5	Boca Raton	FL	3
San Luis Obispo	CA	4	Carbondale	CO	2	Madison	CT	5	Bradenton	FL	2
San Mateo	CA	7	Colorado Springs	CO	3	Manchester	CT	5	Brooksville	FL	2
San Rafael	CA	7	Denver	CO	4	Meriden	CT	5	Citrus Springs	FL	2
Santa Barbara	CA	5	Durango	CO	2	New Britain	CT	5	Clearwater	FL	2
Santa Monica	CA	5	Fort Collins	CO	3	New London	CT	4	Davie	FL	3
Santa Paula	CA	5	Golden	CO	4	Norwich	CT	4	Deland	FL	1
Santa Rosa	CA	5	Grand Junction	CO	2	Stamford	CT	6	Eustis	FL	2
Santee	CA	5	Greeley	CO	3	Stratford	CT	6	Fort Lauderdale	FL	3
Solana Beach	CA	5	Lafayette	CO	4	West Hartford	CT	5	Fort Myers	FL	2
Sonora	CA	4	Littleton	CO	4	Westport	CT	6	Gainesville	FL	2
Stockton	CA	4	Loveland	CO	3	Woodbury	CT	4	Jacksonville	FL	2
Studio City	CA	5	Pagosa Springs	CO	2	Washington	DC	5	Key West	FL	2
Sunnyvale	CA	7	Parker	CO	4	Dover	DE	3	Lakeland	FL	2
Ventura	CA	5	Pueblo	CO	2	Lewes	DE	3	Leesburg	FL	2
Vista	CA	5	Danbury	CT	5	Newark	DE	4	Miami	FL	3

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
Naples	FL	3	Valparaiso	FL	2	Ames	IA	2	Carbondale	IL	2
North Palm Beach	FL	3	Venice	FL	2	Burlington	IA	1	Chicago	IL	5
Odessa	FL	2	Vero Beach	FL	2	Cedar Falls	IA	1	Decatur	IL	3
Orlando	FL	2	W Melbourne	FL	2	Cedar Rapids	IA	2	Deerfield	IL	4
Ormond Beach	FL	1	Athens	GA	2	Davenport	IA	2	Dekalb	IL	4
Panama City	FL	2	Atlanta	GA	3	Des Moines	IA	2	Elgin	IL	4
Pensacola	FL	2	Augusta	GA	2	Dubuque	IA	1	Evanston	IL	4
Port Charlotte	FL	2	Brunswick	GA	2	Iowa City	IA	2	Geneva	IL	4
Rockledge	FL	2	Dahlonega	GA	1	Sioux City	IA	2	Grayslake	IL	4
Sarasota	FL	2	Lawrenceville	GA	3	Boise	ID	2	Hinsdale	IL	4
St. Augustine	FL	2	Macon	GA	2	Coeur d'Alene	ID	1	Joliet	IL	4
St. Petersburg	FL	2	Marietta	GA	3	Idaho Falls	ID	1	Naperville	IL	4
Stuart	FL	2	Roswell	GA	3	Moscow	ID	1	Oak Park	IL	4
Summerfield	FL	2	Sandy Springs	GA	3	Pocatello	ID	1	Palatine	IL	4
Tallahassee	FL	2	Savannah	GA	2	Twin Falls	ID	2	Park Forest	IL	4
Tampa	FL	2	Statesboro	GA	1	Alton	IL	3	Peoria	IL	3
Tarpon Springs	FL	2	Honolulu	HI	4	Bloomington	IL	3	Quincy	IL	2

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
Rockford	IL	3	West Lafayette	IN	2	Andover	MA	4	Brookfield	MA	4
Springfield	IL	2	Lawrence	KS	2	Arlington	MA	5	Brookline	MA	6
Stockton	IL	2	Manhattan	KS	1	Ashby	MA	5	Cambridge	MA	5
Urbana	IL	3	Overland Park	KS	3	Athol	MA	4	Canton	MA	5
Winnetka	IL	4	Salina	KS	1	Attleboro	MA	4	Carlisle	MA	5
Woodstock	IL	4	Topeka	KS	1	Barnstable	MA	4	Charlton	MA	4
Bloomington	IN	2	Wichita	KS	2	Bedford	MA	5	Chatham	MA	4
Columbus	IN	2	Bowling Green	KY	1	Belmont	MA	5	Chelmsford	MA	5
Danville	IN	2	Lexington	KY	2	Bernardston	MA	3	Chestnut Hill	MA	5
Elkhart	IN	2	Louisville	KY	2	Beverly	MA	4	Cohasset	MA	4
Evansville	IN	2	Owensboro	KY	1	Billerica	MA	5	Concord	MA	5
Fort Wayne	IN	2	Baton Rouge	LA	2	Bolton	MA	4	Danvers	MA	4
Hobart	IN	3	Lacombe	LA	2	Boston	MA	6	Dedham	MA	5
Indianapolis	IN	3	Lafayette	LA	2	Braintree	MA	5	Deerfield	MA	3
Muncie	IN	2	New Orleans	LA	3	Brewster	MA	4	Dorchester	MA	6
South Bend	IN	2	Shreveport	LA	1	Bridgewater	MA	4	Dover	MA	5
Terre Haute	IN	2	Amherst	MA	3	Brockton	MA	4	Duxbury	MA	4

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
East Orleans	MA	4	Haverhill	MA	4	Mendon	MA	4	Orange	MA	4
Eastham	MA	4	Hingham	MA	4	Middleboro	MA	4	Palmer	MA	3
Essex	MA	4	Hopedale	MA	5	Milford	MA	4	Petersham	MA	4
Fairhaven	MA	4	Hudson	MA	5	Milton	MA	5	Pittsfield	MA	3
Fall River	MA	4	Jamaica Plain	MA	6	Monson	MA	3	Plymouth	MA	4
Falmouth	MA	4	Kingston	MA	4	Nantucket	MA	5	Provincetown	MA	4
Fitchburg	MA	4	Lancaster	MA	4	Natick	MA	5	Quincy	MA	6
Foxborough	MA	5	Leicester	MA	4	Needham	MA	5	Reading	MA	5
Framingham	MA	5	Leominster	MA	4	New Bedford	MA	4	Rockland	MA	4
Franklin	MA	6	Lexington	MA	5	Newburyport	MA	4	Rockport	MA	4
Gardner	MA	4	Lincoln	MA	5	Newton	MA	5	Roxbury	MA	6
Gloucester	MA	4	Littleton	MA	5	North Andover	MA	4	Salem	MA	4
Grafton	MA	4	Malden	MA	5	North Easton	MA	5	Scituate	MA	4
Great Barrington	MA	4	Marblehead	MA	4	Northampton	MA	3	Sharon	MA	5
Greenfield	MA	3	Medfield	MA	5	Northborough	MA	4	Sherborn	MA	5
Groton	MA	5	Medford	MA	5	Norton	MA	4	Springfield	MA	3
Harvard	MA	5	Melrose	MA	5	Norwell	MA	4	Sterling	MA	4

2016-2017 Geo Index Rankings

City State Classification

Stoughton	MA	5
Stow	MA	5
Sturbridge	MA	4
Sudbury	MA	5
Swampscott	MA	4
Taunton	MA	4
Templeton	MA	4
Vineyard Haven	MA	5
Wakefield	MA	5
Waltham	MA	5
Watertown	MA	5
Wayland	MA	5
Wellesley Hills	MA	5
West Bridgewater	MA	4
West Roxbury	MA	6
Westborough	MA	4
Westford	MA	5

City State Classification

Weston	MA	5
Weymouth	MA	6
Winchendon	MA	4
Winchester	MA	5
Worcester	MA	4
Adelphi	MD	5
Annapolis	MD	4
Baltimore	MD	4
Bethesda	MD	5
Bowie	MD	5
California	MD	4
Camp Springs	MD	5
Chestertown	MD	3
Churchville	MD	4
Columbia	MD	4
Cumberland	MD	2
Easton	MD	2

City State Classification

Ellicott City	MD	4
Finksburg	MD	4
Frederick	MD	5
Germantown	MD	5
Hagerstown	MD	3
Leonardtown	MD	4
Lutherville	MD	4
Rockville	MD	5
Salisbury	MD	2
Silver Spring	MD	5
Auburn	ME	1
Augusta	ME	1
Bangor	ME	2
Belfast	ME	2
Brunswick	ME	2
Caribou	ME	1
Castine	ME	2

City State Classification

Damariscotta	ME	1
Dexter	ME	2
Ellsworth	ME	2
Houlton	ME	1
Kennebunk	ME	3
Norway	ME	1
Oakland	ME	1
Pittsfield	ME	1
Portland	ME	2
Rockland	ME	1
Saco	ME	3
Sanford	ME	3
Sangerville	ME	2
South Paris	ME	1
Waterville	ME	1
West Paris	ME	1
Yarmouth	ME	2

2016-2017 Geo Index Rankings

City State Classification

Ann Arbor	MI	4
Bloomfield Hills	MI	4
Brighton	MI	4
Clarklake	MI	2
Detroit	MI	4
East Lansing	MI	3
Farmington Hills	MI	4
Flint	MI	3
Grand Rapids	MI	3
Grosse Pointe	MI	4
Houghton	MI	2
Kalamazoo	MI	2
Ludington	MI	2
Marquette	MI	1
Midland	MI	2
Mount Pleasant	MI	2
Muskegon	MI	3

City State Classification

Portage	MI	2
Rochester	MI	4
Southfield	MI	4
St. Joseph	MI	3
Traverse City	MI	2
Troy	MI	4
Arden Hills	MN	4
Bemidji	MN	1
Bloomington	MN	4
Duluth	MN	2
Fridley	MN	4
Hanska	MN	2
Mahtomedi	MN	4
Mankato	MN	2
Minneapolis	MN	4
Northfield	MN	2
Rochester	MN	3

City State Classification

St. Cloud	MN	2
St. Paul	MN	4
Wayzata	MN	4
Columbia	MO	1
Ellisville	MO	3
Kansas City	MO	3
Kirkwood	MO	3
Saint Louis	MO	3
Springfield	MO	1
Billings	MT	2
Bozeman	MT	1
Helena	MT	1
Kalispell	MT	1
Missoula	MT	1
Asheville	NC	1
Black Mountain	NC	1
Boone	NC	1

City State Classification

Brevard	NC	1
Chapel Hill	NC	3
Charlotte	NC	3
Clinton	NC	3
Durham	NC	3
Franklin	NC	1
Greenville	NC	2
Hendersonville	NC	3
Hickory	NC	1
Hillsborough	NC	3
Jamestown	NC	2
Kitty Hawk	NC	2
Morehead City	NC	1
New Bern	NC	1
Raleigh	NC	3
Seven Springs	NC	1
Wilmington	NC	2

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
Winston Salem	NC	2	Peterborough	NH	3	Newton	NJ	5	Albany	NY	3
Bismarck	ND	2	Plymouth	NH	2	Orange	NJ	6	Auburn	NY	2
Fargo	ND	2	Portsmouth	NH	3	Paramus	NJ	6	Barneveld	NY	2
Grand Forks	ND	1	Tamworth	NH	2	Plainfield	NJ	5	Bay Shore	NY	6
Lincoln	NE	1	Walpole	NH	2	Princeton	NJ	5	Bellport	NY	6
Omaha	NE	2	Wilton	NH	4	Ridgewood	NJ	6	Binghamton	NY	3
Concord	NH	3	Winchester	NH	2	Somerville	NJ	5	Bridgehampton	NY	6
Durham	NH	3	Baptistown	NJ	5	Summit	NJ	5	Brooklyn	NY	6
Exeter	NH	4	Cherry Hill	NJ	5	Titusville	NJ	5	Buffalo	NY	3
Franklin	NH	2	East Brunswick	NJ	5	Toms River	NJ	5	Canandaigua	NY	3
Keene	NH	2	Egg Harbor City	NJ	5	Albuquerque	NM	2	Canton	NY	2
Laconia	NH	2	Englewood	NJ	6	Las Cruces	NM	1	Central Square	NY	3
Manchester	NH	3	Hackettstown	NJ	4	Los Alamos	NM	3	Croton-Hudson	NY	6
Marlborough	NH	2	Lanoka Harbor	NJ	5	Rio Rancho	NM	2	East Setauket	NY	6
Milford	NH	4	Lincroft	NJ	5	Santa Fe	NM	2	Flushing	NY	6
Nashua	NH	5	Montclair	NJ	5	Las Vegas	NV	4	Fredonia	NY	2
Newfields	NH	3	Morristown	NJ	5	Reno	NV	4	Freeport	NY	6

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
Garden City	NY	6	Rock Tavern	NY	4	Cleveland	OH	3	Shaker Heights	OH	3
Glens Falls	NY	3	Saranac Lake	NY	2	Cleveland Heights	OH	3	Toledo	OH	3
Hastings-on-Hudson	NY	6	Saratoga Springs	NY	3	Columbus	OH	3	Wooster	OH	2
Huntington	NY	6	Schenectady	NY	3	Dayton	OH	3	Yellow Springs	OH	2
Ithaca	NY	3	Southold	NY	6	Eldorado	OH	2	Youngstown	OH	2
Kingston	NY	3	Staten Island	NY	6	Fairlawn	OH	3	Bartlesville	OK	1
Little Falls	NY	3	Syracuse	NY	3	Kent	OH	3	Edmond	OK	1
Manhasset	NY	6	Utica	NY	2	Kirtland	OH	3	Oklahoma City	OK	1
Mohegan Lake	NY	6	Watertown	NY	2	Lewis Center	OH	3	Stillwater	OK	1
Mt. Kisco	NY	6	White Plains	NY	6	Lyons	OH	2	Tahlequah	OK	1
New York	NY	7	Williamsville	NY	3	Marietta	OH	1	Tulsa	OK	2
Niagara Falls	NY	3	Athens	OH	2	Mason	OH	3	Ashland	OR	2
Oneonta	NY	2	Bellaire	OH	1	N Olmsted	OH	3	Bend	OR	3
Plattsburgh	NY	2	Bellville	OH	2	New Madison	OH	2	Corvallis	OR	3
Pomona	NY	6	Bowling Green	OH	2	North Royalton	OH	3	Eugene	OR	3
Poughkeepsie	NY	4	Canton	OH	2	Oberlin	OH	3	Grants Pass	OR	2
Rochester	NY	3	Cincinnati	OH	3	Oxford	OH	2	Gresham	OR	4

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
Hillsboro	OR	4	Fairless Hills	PA	4	West Chester	PA	4	Sioux Falls	SD	1
Hood River	OR	2	Gettysburg	PA	2	Wyoming	PA	2	Chattanooga	TN	1
Klamath Falls	OR	2	Harrisburg	PA	3	York	PA	3	Cordova	TN	2
Mcminnville	OR	4	Indiana	PA	2	E Greenwich	RI	4	Gray	TN	1
Oregon City	OR	4	Lancaster	PA	2	Newport	RI	4	Knoxville	TN	2
Portland	OR	4	Ligonier	PA	2	Peace Dale	RI	4	Maryville	TN	1
Roseburg	OR	2	Meadville	PA	2	Providence	RI	4	Memphis	TN	2
Salem	OR	2	Media	PA	4	Aiken	SC	2	Murfreesboro	TN	2
Altoona	PA	2	Murrysville	PA	3	Beaufort	SC	1	Nashville	TN	2
Athens	PA	2	Northumberland	PA	2	Bluffton, SC	SC	2	Oak Ridge	TN	1
Bethlehem	PA	3	Philadelphia	PA	4	Charleston	SC	2	Tullahoma	TN	1
Boiling Springs	PA	2	Pittsburgh	PA	3	Clemson	SC	2	Amarillo	TX	2
Brooklyn	PA	2	Pottstown	PA	4	Columbia	SC	2	Austin	TX	3
Chester Springs	PA	4	Reading	PA	3	Greenville	SC	2	Carrollton	TX	3
Collegeville	PA	5	State College	PA	2	Myrtle Beach	SC	1	Cedar Park	TX	2
Devon	PA	4	Stroudsburg	PA	2	Spartanburg	SC	2	College Station	TX	1
Erie	PA	2	Warrington	PA	4	Rapid City	SD	1	Corpus Christi	TX	2

2016-2017 Geo Index Rankings

City State Classification

Dallas	TX	3
Denison	TX	2
Denton	TX	3
El Paso	TX	1
Fort Worth	TX	3
Galveston	TX	3
Georgetown	TX	2
Houston	TX	4
Huntsville	TX	1
Kerrville	TX	1
Lubbock	TX	1
Midland	TX	4
Morgans Point Resort	TX	1
New Braunfels	TX	2
Plano	TX	3
San Antonio	TX	2
San Marcos	TX	3

City State Classification

Southlake	TX	3
Stafford	TX	3
The Woodlands	TX	3
Waco	TX	1
Logan	UT	1
Ogden	UT	2
Salt Lake City	UT	2
Alexandria	VA	5
Arlington	VA	5
Blacksburg	VA	2
Burke	VA	5
Charlottesville	VA	2
Fredericksburg	VA	5
Glen Allen	VA	3
Harrisonburg	VA	2
Leesburg	VA	5
Lynchburg	VA	2

City State Classification

Manassas	VA	5
Meadowview	VA	1
Newport News	VA	2
Norfolk	VA	2
Oakton	VA	5
Reston	VA	5
Richmond	VA	3
Roanoke	VA	2
Sperryville	VA	2
Stephens City	VA	3
Sterling	VA	5
Waynesboro	VA	2
White Stone	VA	2
Williamsburg	VA	2
St. Croix	VI	1
St. John	VI	1
Barre	VT	2

City State Classification

Bennington	VT	2
Bethel	VT	2
Burlington	VT	3
Chester	VT	2
Derby Line	VT	2
Hartland 4 Corners	VT	2
Jericho	VT	3
Middlebury	VT	2
Montpelier	VT	2
Northfield	VT	2
Norwich	VT	2
Rutland	VT	2
Springfield	VT	2
St. Johnsbury	VT	2
W Brattleboro	VT	2
Woodstock	VT	2
Bainbridge Island	WA	4

2016-2017 Geo Index Rankings

City	State	Classification	City	State	Classification	City	State	Classification	City	State	Classification
Bellevue	WA	5	Port Townsend	WA	3	Eau Claire	WI	2	Ripon	WI	3
Bellingham	WA	3	Seattle	WA	5	Elkhorn	WI	2	River Falls	WI	4
Blaine	WA	4	Shoreline	WA	5	Ephraim	WI	1	Sauk City	WI	2
Bremerton	WA	4	Spokane	WA	3	Fond Du Lac	WI	3	Waukesha	WI	4
Des Moines	WA	5	Tacoma	WA	4	Green Bay	WI	3	Wausau	WI	2
Edmonds	WA	5	Vancouver	WA	4	Hartland	WI	3	Woodruff	WI	1
Freeland	WA	5	Vashon	WA	5	Kenosha	WI	4	Charleston	WV	1
Kirkland	WA	5	Wenatchee	WA	3	La Crosse	WI	2	Casper	WY	2
Marysville	WA	5	Woodinville	WA	5	Madison	WI	3	Cheyenne	WY	2
Mount Vernon	WA	4	Yakima	WA	3	Mequon	WI	3	Laramie	WY	2
Olympia	WA	3	Ellensburg	WA	3	Milwaukee	WI	3	Sheridan	WY	2
Pasco	WA	4	Appleton	WI	2	Racine	WI	3			
Port Angeles	WA	3	Brookfield	WI	3	Rice Lake	WI	2			