

**Court Reporters' Rates of Pay
Effective January 11, 2016**

(This Table Applies to Court Reporters Hired Before October 11, 2009)

Locality Pay Area	Level 1	Level 2	Level 3	Level 4	Level 5
Base Rate of Pay	\$66,226	\$69,537	\$72,849	\$76,160	\$79,471
Alaska	\$82,888	\$87,033	\$91,178	\$ 95,322	\$99,466
Albany-Schenectady, NY	\$75,822	\$79,613	\$83,405	\$ 87,196	\$90,986
Albuquerque-Santa Fe-Las Vegas, NM	\$75,743	\$79,529	\$83,317	\$ 87,104	\$90,891
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	\$79,193	\$83,152	\$87,113	\$ 91,072	\$95,031
Austin-Round Rock, TX	\$75,835	\$79,627	\$83,419	\$ 87,211	\$91,002
Boston-Worcester-Providence, MA-NH-RI-ME	\$82,908	\$87,053	\$91,200	\$ 95,345	\$99,490
Buffalo-Cheektowaga, NY	\$77,690	\$81,574	\$85,459	\$ 89,343	\$93,227
Charlotte-Concord, NC-SC	\$75,789	\$79,578	\$83,368	\$ 87,158	\$90,947
Chicago-Naperville, IL-IN-WI	\$83,074	\$87,227	\$91,382	\$ 95,535	\$99,688
Cincinnati-Wilmington-Maysville, OH-KY-IN	\$78,650	\$82,582	\$86,515	\$ 90,448	\$94,380
Cleveland-Akron-Canton, OH	\$78,723	\$82,659	\$86,596	\$ 90,531	\$94,467
Colorado Springs, CO	\$75,842	\$79,634	\$83,427	\$ 87,218	\$91,010
Columbus-Marion-Zanesville, OH	\$77,756	\$81,643	\$85,532	\$ 89,419	\$93,307
Dallas-Fort Worth, TX-OK	\$80,160	\$84,168	\$88,176	\$ 92,184	\$96,192
Davenport-Moline, IA-IL	\$75,782	\$79,571	\$83,361	\$ 87,150	\$90,939
Dayton-Springfield-Sidney, OH	\$77,153	\$81,011	\$84,869	\$ 88,726	\$92,584
Denver-Aurora, CO	\$81,412	\$85,482	\$89,553	\$ 93,623	\$97,694
Detroit-Warren-Ann Arbor, MI	\$82,385	\$86,504	\$90,624	\$ 94,743	\$98,862
Harrisburg-Lebanon, PA	\$75,809	\$79,599	\$83,390	\$ 87,180	\$90,970
Hartford-West Hartford, CT-MA	\$83,577	\$87,756	\$91,935	\$ 96,114	\$100,292
Hawaii	\$77,359	\$81,226	\$85,095	\$ 88,962	\$92,830
Houston-The Woodlands, TX	\$85,504	\$89,779	\$94,055	\$ 98,330	\$102,605
Huntsville-Decatur-Albertville, AL	\$77,067	\$80,920	\$84,774	\$ 88,627	\$92,480
Indianapolis-Carmel-Muncie, IN	\$76,107	\$79,912	\$83,718	\$ 87,523	\$91,328
Kansas City-Overland Park-Kansas City, MO-KS	\$75,822	\$79,613	\$83,405	\$ 87,196	\$90,986
Laredo, TX	\$75,888	\$79,682	\$83,478	\$ 87,272	\$91,066
Las Vegas-Henderson, NV-AZ	\$75,862	\$79,655	\$83,449	\$ 87,241	\$91,034
Los Angeles-Long Beach, CA	\$84,537	\$88,764	\$92,992	\$ 97,218	\$101,445
Miami-Fort Lauderdale-Port St. Lucie, FL	\$80,167	\$84,175	\$88,184	\$ 92,192	\$96,200
Milwaukee-Racine-Waukesha, WI	\$78,405	\$82,325	\$86,246	\$ 90,166	\$94,086
Minneapolis-St. Paul, MN-WI	\$80,332	\$84,348	\$88,366	\$ 92,382	\$96,398
New York-Newark, NY-NJ-CT-PA	\$85,564	\$89,842	\$94,121	\$ 98,399	\$102,677
Palm Bay-Melbourne-Titusville, FL	\$75,776	\$79,564	\$83,354	\$ 87,142	\$90,931
Philadelphia-Reading-Camden, PA-NJ-DE-MD	\$80,941	\$84,988	\$89,036	\$ 93,083	\$97,129
Phoenix-Mesa-Scottsdale, AZ	\$77,564	\$81,442	\$85,321	\$ 89,199	\$93,076
Pittsburgh-New Castle-Weirton, PA	\$77,272	\$81,136	\$85,000	\$ 88,863	\$92,727
Portland-Vancouver-Salem, OR-WA	\$79,928	\$83,924	\$87,921	\$ 91,918	\$95,914
Raleigh-Durham-Chapel Hill, NC	\$78,107	\$82,012	\$85,918	\$ 89,823	\$93,728
Rest of the United States	\$75,729	\$79,516	\$83,303	\$ 87,089	\$90,875
Richmond, VA	\$77,325	\$81,191	\$85,058	\$ 88,924	\$92,790
Sacramento-Roseville, CA-NV	\$81,200	\$85,259	\$89,320	\$ 93,380	\$97,439
San Diego-Carlsbad, CA	\$82,604	\$86,734	\$90,865	\$ 94,994	\$99,124
San Jose-San Francisco-Oakland, CA	\$89,902	\$94,396	\$98,893	\$103,387	\$107,882
Seattle-Tacoma, WA	\$80,968	\$85,016	\$89,065	\$ 93,113	\$97,161
St. Louis-St. Charles-Farmington, MO-IL	\$75,822	\$79,613	\$83,405	\$ 87,196	\$90,986
Tucson-Nogales, AZ	\$75,835	\$79,627	\$83,419	\$ 87,211	\$91,002
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	\$82,637	\$86,768	\$90,901	\$ 95,032	\$99,164

- Level 1:** Starting salary
- Level 2:** Starting salary plus 5%
(Requires either longevity or merit certification.)
- Level 3:** Starting salary plus 10%
(Requires either realtime certification, or longevity and merit certification.)
- Level 4:** Starting salary plus 15%
(Requires either realtime certification and longevity, or realtime certification and merit certification.)
- Level 5:** Starting salary plus 20%
(Requires realtime certification, and longevity, and merit certification.)

Longevity: Ten years of service in the federal courts.

Merit Certification: Registered merit reporter certificate from the National Court Reporters Association (NCRA).

Realtime Certification: Successful completion of a certified realtime examination by NCRA or equivalent exam.