

**Court Reporters' Rates of Pay
Effective January 6, 2020**

(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	\$70,562	\$ 74,090	\$ 77,618	\$81,146	\$84,674
Alaska	\$91,498	\$ 96,073	\$ 100,647	\$105,222	\$109,797
Albany-Schenectady, NY	\$83,178	\$ 87,337	\$ 91,496	\$ 95,655	\$99,814
Albuquerque-Santa Fe-Las Vegas, NM	\$82,332	\$ 86,448	\$ 90,565	\$ 94,681	\$98,798
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	\$86,199	\$ 90,508	\$ 94,818	\$ 99,128	\$103,438
Austin-Round Rock, TX	\$83,383	\$ 87,552	\$ 91,721	\$ 95,890	\$100,059
Birmingham-Hoover-Talladega, AL	\$82,035	\$ 86,137	\$ 90,239	\$ 94,340	\$98,442
Boston-Worcester-Providence, MA-NH-RI-ME	\$91,103	\$ 95,658	\$ 100,213	\$104,768	\$109,323
Buffalo-Cheektowaga, NY	\$84,816	\$ 89,056	\$ 93,297	\$ 97,537	\$101,778
Burlington-South Burlington, VT	\$82,480	\$ 86,604	\$ 90,728	\$ 94,852	\$98,975
Charlotte-Concord, NC-SC	\$82,868	\$ 87,011	\$ 91,155	\$ 95,298	\$99,441
Chicago-Naperville, IL-IN-WI	\$90,736	\$ 95,272	\$ 99,809	\$104,346	\$108,882
Cincinnati-Wilmington-Maysville, OH-KY-IN	\$85,062	\$ 89,315	\$ 93,568	\$ 97,822	\$102,075
Cleveland-Akron-Canton, OH	\$85,253	\$ 89,516	\$ 93,778	\$ 98,041	\$102,303
Colorado Springs, CO	\$83,108	\$ 87,263	\$ 91,418	\$ 95,574	\$99,729
Columbus-Marion-Zanesville, OH	\$84,689	\$ 88,923	\$ 93,157	\$ 97,391	\$101,626
Corpus Christie-Kingsville-Alice, TX	\$82,247	\$ 86,359	\$ 90,472	\$ 94,584	\$98,696
Dallas-Fort Worth, TX-OK	\$88,188	\$ 92,598	\$ 97,007	\$101,416	\$105,826
Davenport-Moline, IA-IL	\$82,586	\$ 86,715	\$ 90,844	\$ 94,973	\$99,102
Dayton-Springfield-Sidney, OH	\$84,096	\$ 88,300	\$ 92,505	\$ 96,710	\$100,914
Denver-Aurora, CO	\$89,705	\$ 94,191	\$ 98,676	\$103,161	\$107,646
Detroit-Warren-Ann Arbor, MI	\$89,840	\$ 94,331	\$ 98,823	\$103,315	\$107,807
Harrisburg-Lebanon, PA	\$82,699	\$ 86,833	\$ 90,968	\$ 95,103	\$99,238
Hartford-West Hartford, CT-MA	\$91,371	\$ 95,939	\$ 100,508	\$105,076	\$109,644
Hawaii	\$84,364	\$ 88,582	\$ 92,800	\$ 97,018	\$101,236
Houston-The Woodlands, TX	\$94,073	\$ 98,777	\$ 103,480	\$108,184	\$112,887
Huntsville-Decatur-Albertville, AL	\$84,569	\$ 88,797	\$ 93,025	\$ 97,253	\$101,482
Indianapolis-Carmel-Muncie, IN	\$82,501	\$ 86,626	\$ 90,751	\$ 94,876	\$99,001
Kansas City-Overland Park-Kansas City, MO-KS	\$82,649	\$ 86,782	\$ 90,914	\$ 95,046	\$99,179
Laredo, TX	\$83,884	\$ 88,078	\$ 92,272	\$ 96,466	\$100,660
Las Vegas-Henderson, NV-AZ	\$83,037	\$ 87,189	\$ 91,341	\$ 95,493	\$99,644
Los Angeles-Long Beach, CA	\$93,431	\$ 98,103	\$ 102,774	\$107,445	\$112,117
Miami-Fort Lauderdale-Port St. Lucie, FL	\$87,151	\$ 91,509	\$ 95,866	\$100,223	\$104,581
Milwaukee-Racine-Waukesha, WI	\$85,352	\$ 89,619	\$ 93,887	\$ 98,154	\$102,422
Minneapolis-St. Paul, MN-WI	\$87,963	\$ 92,361	\$ 96,759	\$101,157	\$105,555
New York-Newark, NY-NJ-CT-PA	\$94,539	\$ 99,266	\$ 103,993	\$108,719	\$113,446
Omaha-Council Bluffs-Fremont, NE-IA	\$82,085	\$ 86,189	\$ 90,293	\$ 94,397	\$98,501
Palm Bay-Melbourne-Titusville, FL	\$82,367	\$ 86,485	\$ 90,603	\$ 94,722	\$98,840
Philadelphia-Reading-Camden, PA-NJ-DE-MD	\$88,936	\$ 93,383	\$ 97,830	\$102,276	\$106,723
Phoenix-Mesa-Scottsdale, AZ	\$84,759	\$ 88,997	\$ 93,235	\$ 97,473	\$101,710
Pittsburgh-New Castle-Weirton, PA	\$84,251	\$ 88,463	\$ 92,676	\$ 96,888	\$101,101
Portland-Vancouver-Salem, OR-WA	\$87,313	\$ 91,679	\$ 96,045	\$100,410	\$104,776
Raleigh-Durham-Chapel Hill, NC	\$85,020	\$ 89,271	\$ 93,522	\$ 97,773	\$102,024
Rest of the United States	\$81,817	\$ 85,907	\$ 89,998	\$ 94,089	\$98,180
Richmond, VA	\$84,639	\$ 88,871	\$ 93,103	\$ 97,335	\$101,566
Sacramento-Roseville, CA-NV	\$89,169	\$ 93,628	\$ 98,086	\$102,544	\$107,003
San Antonio-New Braunfels-Pearsall, TX	\$82,395	\$ 86,515	\$ 90,635	\$ 94,754	\$98,874
San Diego-Carlsbad, CA	\$91,568	\$ 96,147	\$ 100,725	\$105,303	\$109,881
San Jose-San Francisco-Oakland, CA	\$99,803	\$104,793	\$ 109,783	\$114,773	\$119,763
Seattle-Tacoma, WA	\$89,628	\$ 94,109	\$ 98,590	\$103,072	\$107,553
St. Louis-St. Charles-Farmington, MO-IL	\$83,016	\$ 87,167	\$ 91,318	\$ 95,468	\$99,619
Tucson-Nogales, AZ	\$82,692	\$ 86,826	\$ 90,961	\$ 95,095	\$99,229
Virginia Beach-Norfolk, VA-NC	\$82,212	\$ 86,322	\$ 90,433	\$ 94,543	\$98,654
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	\$92,069	\$ 96,673	\$ 101,276	\$105,879	\$110,483

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.