

CUNA
**Staff Salary
Report**
2023-2024

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Geographic salary multiplier

This is a cost of labor multiplier to help hone in better on the compensation for your particular location. If you are located in or are impacted by the compensation cost of a larger city (that is on the geographic area list) use that multiplier to better interpret the compensation for your situation. If you are not impacted by a city listed, you can apply the state multiplier to hone in better on the compensation in your area.

Here’s how to use the cost of labor multiplier:

1. Find the geographic area of interest from the list (geographic areas are listed alphabetically – at state level or at city level)
2. Multiply the base salary for the position by the multiplier listed for that geographic area

Example:

If the base salary is \$35,000 and the multiplier is 0.976 (New Orleans, Louisiana), $35000 \times 0.976 = 34160$, so the adjusted salary would be \$34,160 for that position in that geographic area.

State	Multiplier	State	Multiplier	State	Multiplier
Alabama	0.9075	Louisiana	0.8985	Oklahoma	0.884
Alaska	1.187	Maine	1.0655	Oregon	1.1265
Arizona	1.0615	Maryland	1.159	Pennsylvania	0.9945
Arkansas	0.9385	Massachusetts	1.2225	Puerto Rico	0.7745
California	1.248	Michigan	1.038	Rhode Island	1.1465
Colorado	1.136	Minnesota	1.09	South Carolina	0.9155
Connecticut	1.197	Mississippi	0.8655	South Dakota	0.928
Delaware	1.0535	Missouri	1.004	Tennessee	0.9075
District of Columbia	1.3005	Montana	0.9565	Texas	0.948
Florida	0.982	Nebraska	0.9395	Utah	0.939
Georgia	0.9405	Nevada	1.052	Vermont	1.081
Hawaii	1.1425	New Hampshire	1.0215	Virginia	1.0485
Idaho	0.915	New Jersey	1.1975	Washington	1.2345
Illinois	1.1035	New Mexico	0.982	West Virginia	0.899
Indiana	0.9415	New York	1.2095	Wisconsin	0.979
Iowa	0.936	North Carolina	0.9305	Wyoming	0.9725
Kansas	0.91	North Dakota	0.994		
Kentucky	0.9165	Ohio	0.9775		

State	City	Multiplier
Alabama	Andalusia	0.8695
	Anniston	0.902
	Auburn	0.8965
	Bay Minette	0.8905
	Bessemer	0.939
	Birmingham	0.9445
	Brewton	0.8745
	Decatur	0.922
	Demopolis	0.875
	Dothan	0.8805
	Enterprise	0.8775
	Florence	0.8835
	Fort Payne	0.879
	Gadsden	0.8735
	Hoover	0.9385
	Huntsville	0.96
	Irondale	0.941
	Mobile	0.907
	Monroeville	0.8745
	Montgomery	0.906
	Muscle Shoals	0.872
	Opelika	0.8885
	Oxford	0.8935
	Phenix City	0.8835
	Rainbow City	0.877
	Sheffield	0.873
	Sylacauga	0.8755
	Talladega	0.8755
	Tuscaloosa	0.9275
	Tuskegee	0.8705
	Valley	0.892

State	City	Multiplier
Alabama	Hartselle	0.9185
	Helena	0.938
	Hoover	0.9375
	Hueytown	0.937
	Huntsville	0.958
	Irondale	0.9425
	Jackson	0.885
	Jacksonville	0.8975
	Jasper	0.929
	Leeds	0.937
	Madison	0.941
	Millbrook	0.9025
	Mobile	0.907
	Monroeville	0.876
	Montgomery	0.911
	Moody	0.9325
	Moulton	0.916
	Muscle Shoals	0.873
	Northport	0.931
	Opelika	0.8905
	Oxford	0.896
	Ozark	0.87
	Pelham	0.938
	Pell City	0.9205
	Phenix City	0.8875
	Prattville	0.9015
	Rainbow City	0.8815
	Rogersville	0.8785
	Russellville	0.8775
	Saraland	0.9145
	Scottsboro	0.881

State	City	Multiplier
Alabama	Selma	0.8775
	Sheffield	0.875
	Spanish Fort	0.9
	Sylacauga	0.8785
	Talladega	0.878
	Theodore	0.9075
	Troy	0.871
	Trussville	0.9365
	Tuscaloosa	0.93
	Tuskegee	0.8705
	Valley	0.8975
	Vestavia Hills	0.944
	Wetumpka	0.903
Alaska	Anchorage	1.181
	Fairbanks	1.1785
	Juneau	1.174
	Ketchikan	1.169
	Palmer	1.1925
Arizona	Sitka	1.1705
	Casa Grande	1.0765
	Chandler	1.0855
	Douglas	1.0585
	Flagstaff	1.181
	Glendale	1.086
	Kingman	1.045
	Mesa	1.0835
	Phoenix	1.081
	Prescott	1.048
Sierra Vista	1.06	
Snowflake	1.048	

State	City	Multiplier
Arizona	Tempe	1.086
	Tucson	1.055
	Willcox	1.063
	Winslow	1.048
	Yuma	1.0435
	Arkansas	Arkadelphia
Benton		0.948
Blytheville		0.9085
Camden		0.91
El Dorado		0.9085
Fayetteville		0.9885
Fort Smith		0.924
Hot Springs		0.923
Little Rock		0.957
Mena		0.9145
Morrilton		0.915
North Little Rock		0.956
California	Pine Bluff	0.9375
	Russellville	0.9105
	Searcy	0.904
	Texarkana	0.9605
	Warren	0.9185
	Aliso Viejo	1.2355
	Altadena	1.2605
	Anaheim	1.236
	Arcadia	1.24
	Arcata	1.1745
California	Bakersfield	1.2155
	Beverly Hills	1.2425
	Bishop	1.2015
	Brea	1.2345
	Burbank	1.241

State	City	Multiplier
California	Burlingame	1.3825
	Capitola	1.238
	Cerritos	1.2395
	Chatsworth	1.2625
	Chula Vista	1.2255
	Compton	1.241
	Concord	1.323
	Crescent City	1.174
	Diamond Bar	1.2405
	Downey	1.241
	Dublin	1.3165
	El Cajon	1.226
	El Centro	1.1935
	El Monte	1.2425
	El Segundo	1.2395
	Escondido	1.2265
	Eureka	1.175
	Folsom	1.2275
	Fontana	1.218
	Foothill Ranch	1.2355
	Fountain Valley	1.235
	Fresno	1.201
	Gardena	1.24
	Glendale	1.241
	Glendora	1.2395
	Hanford	1.1955
	Hawthorne	1.241
	Hayward	1.333
	Huntington Beach	1.2355
	La Cañada Flintridge	1.2395
	Livermore	1.308
	Long Beach	1.2435
	Los Alamitos	1.2345

State	City	Multiplier
California	Los Angeles	1.28
	Manhattan Beach	1.243
	Manteca	1.2235
	Martinez	1.318
	Menlo Park	1.423
	Merced	1.2035
	Modesto	1.2085
	Mojave	1.217
	Monrovia	1.2395
	Montclair	1.214
	Montebello	1.24
	Monterey	1.2575
	Monterey Park	1.24
	National City	1.2225
	Norco	1.214
	Oakland	1.367
	Oceanside	1.2235
	Ontario	1.2145
	Orange	1.235
	Oxnard	1.226
	Palo Alto	1.429
	Pasadena	1.279
	Pleasanton	1.324
	Pomona	1.2405
	Rancho Cucamonga	1.214
	Redding	1.195
	Redlands	1.217
	Redondo Beach	1.242
	Redwood City	1.4285
	Richmond	1.3845
	Ridgecrest	1.2155
	Riverside	1.2145
	Sacramento	1.228

State	City	Multiplier
California	Salinas	1.2595
	San Bernardino	1.2145
	San Bruno	1.38
	San Diego	1.26
	San Dimas	1.239
	San Francisco	1.451
	San Jose	1.426
	San Leandro	1.3605
	San Luis Obispo	1.211
	San Mateo	1.43
	San Pedro	1.263
	San Rafael	1.3635
	Santa Ana	1.2355
	Santa Barbara	1.2355
	Santa Clara	1.417
	Santa Cruz	1.2395
	Santa Maria	1.235
	Santa Monica	1.2645
	Santa Paula	1.226
	Santa Rosa	1.318
	Seal Beach	1.2345
	Seaside	1.2505
	Signal Hill	1.2415
	South Pasadena	1.242
	Stockton	1.2185
	Sunnyvale	1.438
	Susanville	1.196
	Sylmar	1.2625
	Torrance	1.242
	Tulare	1.1875
	Turlock	1.214
	Tustin	1.235

State	City	Multiplier
California	Upland	1.219
	Vacaville	1.256
	Van Nuys	1.2645
	Ventura	1.227
	Visalia	1.187
	Walnut Creek	1.324
	Watsonville	1.2375
	West Covina	1.241
	Westminster	1.235
	Woodland	1.2285
	Yreka	1.1955
	Yuba City	1.2
Colorado	Alamosa	1.036
	Arvada	1.17
	Aurora	1.1695
	Boulder	1.185
	Broomfield	1.1705
	Centennial	1.17
	Colorado Springs	1.1
	Commerce City	1.1675
	Denver	1.301
	Fort Morgan	1.0375
	Golden	1.168
	Grand Junction	1.077
	Greeley	1.1005
	Greenwood Village	1.169
	Lakewood	1.1755
	Lamar	1.0345
	Littleton	1.1725
	Lone Tree	1.1555
	Montrose	1.0865
	Pueblo	1.07

State	City	Multiplier
Colorado	Salida	1.0625
	Steamboat Springs	1.16
	Sterling	1.0415
	Westminster	1.17
Connecticut	Berlin	1.191
	Bethel	1.1925
	Bloomfield	1.1895
	Bridgeport	1.256
	Bristol	1.1925
	Danbury	1.189
	East Hartford	1.199
	Enfield	1.1745
	Greenwich	1.2595
	Groton	1.1745
	Hamden	1.2045
	Hartford	1.199
	Manchester	1.2005
	Meriden	1.2045
	Middletown	1.1965
	Milford	1.231
	New Britain	1.1955
	New Haven	1.1955
	New London	1.1695
	New Milford	1.181
North Haven	1.193	
Norwalk	1.2595	
Norwich	1.183	
Plainville	1.191	
Rocky Hill	1.1925	
Shelton	1.2175	
Southington	1.192	
Stamford	1.2675	
Stratford	1.2495	

State	City	Multiplier
Connecticut	Torrington	1.1715
	Trumbull	1.2435
	Wallingford	1.197
	Waterbury	1.156
	Waterford	1.1695
	Wethersfield	1.1955
	Windsor Locks	1.174
	Delaware	Claymont
Delaware	Dover	1.009
	New Castle	1.08
	Newark	1.0875
	Wilmington	1.0885
	District of Columbia	Washington
Florida	Altamonte Springs	0.973
	Boca Raton	1.03
	Bradenton	0.991
	Brandon	0.9915
	Cantonment	0.9375
	Clearwater	0.983
	Daytona Beach	0.936
	Delray Beach	1.024
	Dunedin	0.9775
	Fernandina Beach	0.979
	Fort Lauderdale	1.0265
	Fort Myers	0.9905
	Gainesville	0.945
	Hialeah	1.0175
	Hollywood	1.0215
	Jacksonville	0.993
	Key West	0.967
Lake Mary	0.9715	
Lakeland	0.956	
Largo	0.984	

State	City	Multiplier
Florida	Lutz	0.983
	Margate	1.018
	Marianna	0.911
	Medley	1.012
	Melbourne	0.9755
	Merritt Island	0.9765
	Miami	1.0135
	Miami Lakes	1.0125
	Milton	0.9395
	Miramar	1.0195
	Ocala	0.939
	Orlando	0.983
	Palatka	0.9255
	Palm Beach Gardens	1.0225
	Panama City	0.9375
	Panama City Beach	0.937
	Pembroke Pines	1.0165
	Pensacola	0.9455
	Pompano Beach	1.02
	Rockledge	0.971
San Antonio	0.974	
Sarasota	0.9915	
Sunrise	1.0155	
Tallahassee	0.926	
Tampa	0.987	
Temple Terrace	0.9715	
Vero Beach	0.9815	
West Palm Beach	1.033	
Georgia	Albany	0.879
	Atlanta	0.996
	Augusta	0.918
	Brunswick	0.918
Columbus	0.8895	

State	City	Multiplier
Georgia	Cordele	0.8635
	Cornelia	0.874
	Decatur	0.977
	Douglas	0.8495
	Duluth	0.977
	Elberton	0.882
	Fayetteville	0.982
	Gainesville	0.923
	Garden City	0.9415
	Hapeville	0.9845
	Hinesville	0.9145
	Jesup	0.8505
	Lawrenceville	0.9775
	Macon	0.8925
	Marietta	0.981
	Moultrie	0.848
	Newnan	0.9755
	Norcross	0.9765
	Oakwood	0.923
	Rome	0.902
Savannah	0.9445	
Statesboro	0.843	
Toccoa	0.873	
Tucker	0.9775	
Valdosta	0.8545	
Warner Robins	0.9155	
Waycross	0.853	
Woodstock	0.983	
Hawaii	Ewa Beach	1.14
	Hilo	1.1395
	Honolulu	1.1455
	Kahului	1.16
Kailua	1.1475	

State	City	Multiplier
Hawaii	Kailua Kona	1.134
	Lihue	1.133
	Wailuku	1.16
	Waipahu	1.1395
Idaho	Boise	0.9475
	Burley	0.9225
	Caldwell	0.9235
	Chubbuck	0.8935
	Idaho Falls	0.921
	Lewiston	0.9575
	Meridian	0.93
	Moscow	0.908
	Mountain Home	0.9
	Nampa	0.9245
	Pocatello	0.892
	Rexburg	0.9035
	Twin Falls	0.915
	Illinois	Alton
Arlington Heights		1.14
Aurora		1.1285
Bartonville		1.0555
Belleville		1.0595
Bellwood		1.139
Bethalto		1.065
Bloomington		1.0525
Blue Island		1.137
Bourbonnais		1.055
Bradley		1.0545
Broadview		1.1375
Burbank		1.1365
Calumet City		1.138
Carbondale	1.0225	
Centralia	1.0105	

State	City	Multiplier
Illinois	Champaign	1.046
	Chicago	1.2325
	Chicago Heights	1.139
	Cicero	1.1725
	Countryside	1.172
	Danville	1.0325
	Decatur	1.044
	DeKalb	1.102
	Des Plaines	1.142
	Edwardsville	1.059
	Effingham	1.012
	Elgin	1.1105
	Evanston	1.1745
	Evergreen Park	1.1405
	Forsyth	1.038
	Freeport	1.0355
	Galesburg	1.0135
	Granite City	1.0605
	Gurnee	1.1125
	Harvard	1.122
	Herrin	1.0185
	Homewood	1.138
	Joliet	1.127
	Kankakee	1.0595
	Lisle	1.1265
	Lockport	1.125
	Loves Park	1.051
	Machesney Park	1.055
	Marion	1.0185
	Mattoon	1.01
Maywood	1.1395	
Moline	1.0345	
Morton Grove	1.139	

State	City	Multiplier
Illinois	Naperville	1.127
	Normal	1.0485
	Oak Lawn	1.143
	Oak Park	1.174
	Oswego	1.1185
	Ottawa	1.032
	Pekin	1.051
	Peoria	1.0535
	Peru	1.032
	Plainfield	1.1265
	Pontiac	1.0085
	Quincy	1.0125
	Rantoul	1.045
	Riverdale	1.173
	Riverwoods	1.1185
	Robinson	1.013
	Rock Island	1.035
	Rockford	1.056
	Romeoville	1.1245
	Skokie	1.174
	South Holland	1.1395
	Springfield	1.0515
	Sterling	1.038
	Streator	1.0325
	Sycamore	1.1005
	Taylorville	1.008
	Urbana	1.049
	Vernon Hills	1.1145
	Waukegan	1.12
	Western Springs	1.138
	Wheaton	1.128
	Wood River	1.0595
	Zion	1.111

State	City	Multiplier
Indiana	Anderson	0.9445
	Attica	0.9135
	Bedford	0.909
	Bloomington	0.9105
	Clarksville	0.948
	Columbus	0.942
	Connersville	0.904
	Crown Point	0.972
	East Chicago	0.98
	Elkhart	0.967
	Evansville	0.931
	Fishers	0.959
	Fort Wayne	0.9365
	Gary	0.9805
	Goshen	0.961
	Hammond	0.9685
	Hobart	0.9715
	Huntington	0.9105
	Indianapolis	0.976
	Jasper	0.904
	Kokomo	0.935
	La Porte	0.925
	Lafayette	0.941
	Lawrenceburg	0.976
	Logansport	0.9055
	Madison	0.9115
	Marion	0.9015
	Merrillville	0.9765
	Michigan City	0.9335
	Mishawaka	0.9275
	Muncie	0.902
	Munster	0.9715
	New Castle	0.903

State	City	Multiplier
Indiana	Newburgh	0.922
	Peru	0.904
	Portage	0.966
	Richmond	0.925
	Schererville	0.9705
	Seymour	0.909
	South Bend	0.9355
	Terre Haute	0.902
	Wabash	0.904
	Warsaw	0.908
	West Lafayette	0.9495
Iowa	Ames	0.938
	Bettendorf	0.9455
	Burlington	0.9075
	Cedar Falls	0.9225
	Cedar Rapids	0.959
	Clinton	0.904
	Council Bluffs	0.9475
	Davenport	0.9535
	Des Moines	0.979
	Dubuque	0.912
	Fort Dodge	0.89
	Fort Madison	0.9035
	Hiawatha	0.952
	Johnston	0.9745
	Keokuk	0.9105
	Marshalltown	0.9
	Mason City	0.8935
	Mount Pleasant	0.905
	Muscatine	0.9035
Newton	0.903	
North Liberty	0.947	
Ottumwa	0.9065	

State	City	Multiplier	
Iowa	Sioux City	0.9235	
	Urbandale	0.971	
	Waterloo	0.9295	
	West Des Moines	0.973	
	Kansas	Arkansas City	0.858
		Atchison	0.8625
		Coffeyville	0.8525
Dodge City		0.8865	
El Dorado		0.9145	
Emporia		0.8625	
Kansas	Garden City	0.8865	
	Hutchinson	0.871	
	Kansas City	0.9835	
	Lawrence	0.9	
	Leavenworth	0.975	
	Lenexa	0.984	
	Manhattan	0.8705	
	Overland Park	0.9855	
	Pittsburg	0.852	
	Salina	0.865	
	Shawnee Mission	0.9835	
	Topeka	0.9045	
	Wichita	0.915	
Kentucky	Ashland	0.88	
	Bowling Green	0.88	
	Frankfort	0.8745	
	Henderson	0.9205	
	Lexington	0.94	
	Louisville	0.9555	
	Madisonville	0.8775	
	Mayfield	0.8755	
	Middlesboro	0.845	
	Morehead	0.8645	

State	City	Multiplier
Kentucky	Murray	0.8745
	Owensboro	0.9185
	Paducah	0.875
	Prestonsburg	0.851
	Radcliff	0.913
Louisiana	Abbeville	0.8775
	Alexandria	0.8695
	Bastrop	0.848
	Baton Rouge	0.9195
	Bogalusa	0.867
	Bossier City	0.8785
	Chalmette	0.942
	Covington	0.9325
	Denham Springs	0.916
	DeRidder	0.8575
	Gonzales	0.911
	Hammond	0.8775
	Harahan	0.9335
	Houma	0.9135
	Jennings	0.878
	Lafayette	0.882
	Lake Charles	0.9145
	Luling	0.9215
	Lutcher	0.913
	Mandeville	0.9435
Many	0.868	
Metairie	0.95	
Minden	0.8635	
Monroe	0.8645	
Morgan City	0.8815	
Natchitoches	0.866	
New Iberia	0.8855	

State	City	Multiplier
Louisiana	New Orleans	0.9575
	Pineville	0.8595
	Plaquemine	0.9095
	Port Allen	0.9145
	Rayville	0.8585
	Shreveport	0.8865
	Slidell	0.935
	Sulphur	0.905
	West Monroe	0.853
	Zachary	0.9125
Maine	Augusta	1.042
	Bangor	1.045
	Bath	1.042
	Falmouth	1.078
	Freeport	1.0785
	Gorham	1.0785
	Lewiston	1.0505
	Orono	1.05
	Portland	1.0895
	Presque Isle	1.026
Maryland	Saco	1.102
	Scarborough	1.081
	South Portland	1.081
	Waterville	1.042
	Annapolis	1.1495
	Baltimore	1.135
	Bel Air	1.132
	Bethesda	1.266
	Bowie	1.2265
	College Park	1.2265
Cumberland	1.0355	
Denton	1.061	

State	City	Multiplier
Maryland	Edgewood	1.132
	Elkton	1.129
	Ellicott City	1.1935
	Frederick	1.182
	Gaithersburg	1.254
	Germantown	1.254
	Glen Burnie	1.1485
	Greenbelt	1.2275
	Hagerstown	1.0695
	Hunt Valley	1.1325
	Hyattsville	1.2265
	Kensington	1.256
	Lanham	1.228
	Laurel	1.2255
	Lexington Park	1.143
	Linthicum Heights	1.147
	Olney	1.254
	Owings Mills	1.1325
	Rockville	1.2555
	Salisbury	1.054
	Silver Spring	1.2585
	Sparks	1.135
	Suitland	1.2285
	Towson	1.1365
	Upper Marlboro	1.2265
	Wheaton	1.256
Massachusetts	Andover	1.202
	Arlington	1.266
	Athol	1.167
	Attleboro	1.183
	Belmont	1.266
	Beverly	1.2155
	Billerica	1.238

State	City	Multiplier
Massachusetts	Boston	1.2955
	Braintree	1.287
	Brockton	1.2175
	Brookline	1.29
	Burlington	1.2385
	Cambridge	1.2685
	Chelsea	1.2845
	Chicopee	1.1715
	Danvers	1.2145
	Dedham	1.2865
	East Boston	1.2955
	Fairhaven	1.1775
	Fall River	1.184
	Fitchburg	1.1795
	Framingham	1.2475
	Gardner	1.176
	Greenfield	1.1475
	Hadley	1.171
	Haverhill	1.2035
	Holyoke	1.17
	Lawrence	1.2095
	Leominster	1.1855
	Lexington	1.268
	Lowell	1.244
	Ludlow	1.1685
	Lynn	1.2195
	Malden	1.2675
	Marblehead	1.21
	Marlborough	1.2475
	Medford	1.2675
	Methuen	1.2
	Millbury	1.185
	Milton	1.2875

State	City	Multiplier
Massachusetts	Needham	1.287
	New Bedford	1.1845
	North Adams	1.149
	North Reading	1.2405
	Norwood	1.287
	Peabody	1.218
	Pittsfield	1.154
	Quincy	1.2895
	Randolph	1.2875
	Reading	1.2385
	Revere	1.2805
	Rockland	1.2045
	Salem	1.222
	Sharon	1.2545
	Shrewsbury	1.184
	Somerset	1.185
	Somerville	1.2675
	Southbridge	1.187
	Springfield	1.1715
	Stoneham	1.2665
	Stoughton	1.256
	Sudbury	1.2465
	Taunton	1.2035
	Tewksbury	1.2375
	Wakefield	1.265
	Waltham	1.2675
	Watertown	1.266
	Wellesley	1.271
	Westport	1.1835
	Winchester	1.2645
	Woburn	1.265
	Worcester	1.195

State	City	Multiplier
Michigan	Ada	1.01
	Adrian	0.9775
	Alpena	0.96
	Ann Arbor	1.074
	Auburn Hills	1.0745
	Battle Creek	1.029
	Bay City	0.9955
	Berrien Springs	0.9995
	Brighton	1.0725
	Buchanan	0.999
	Cadillac	0.993
	Cheboygan	0.951
	Clawson	1.071
	Clinton Township	1.073
	Dearborn	1.087
	Detroit	1.089
	East Lansing	1.027
	Eastpointe	1.0725
	Escanaba	0.967
	Farmington	1.076
	Farmington Hills	1.076
	Ferndale	1.0725
	Flint	1.0285
	Fraser	1.071
	Fremont	0.992
	Grand Blanc	1.0215
	Grand Haven	1.0035
	Grand Rapids	1.016
	Grandville	1.0075
	Hastings	1.0075
	Holly	1.073
	Houghton	0.9735
	Ionia	1.0015

State	City	Multiplier
Michigan	Ishpeming	0.9655
	Jackson	1.0205
	Kalamazoo	1.01
	Kentwood	1.009
	Kingsford	0.968
	Lansing	1.033
	Lathrup Village	1.072
	Lincoln Park	1.084
	Livonia	1.0825
	Ludington	0.9725
	Manistee	0.984
	Marquette	0.9635
	Marshall	1.025
	Midland	1.0015
	Monroe	1.0245
	Mount Pleasant	0.9745
	Muskegon	1.008
	Muskegon Heights	1.0015
	Niles	0.9995
	Norton Shores	1.006
	Novi	1.0725
	Petoskey	0.9815
	Port Huron	1.0765
	Redford	1.083
	Rochester Hills	1.0785
	Romulus	1.0795
	Royal Oak	1.078
	Saginaw	1.004
	Southfield	1.0785
	Sparta	1.021
	Sterling Heights	1.0785
	Taylor	1.091
	Traverse City	0.9815

State	City	Multiplier
Michigan	Trenton	1.081
	Troy	1.078
	Walker	1.0095
	Walled Lake	1.071
	Warren	1.0785
	Westland	1.0815
	Wyandotte	1.079
	Wyoming	1.0125
Minnesota	Albert Lea	1.0175
	Alexandria	1.0135
	Apple Valley	1.1195
	Austin	1.0295
	Baxter	1.0085
	Blaine	1.1265
	Bloomington	1.123
	Brainerd	1.0035
	Cloquet	1.036
	Coon Rapids	1.1265
	Duluth	1.039
	Eden Prairie	1.1195
	Fairmont	1.02
	Hermantown	1.038
	Hibbing	1.0385
	Hopkins	1.1185
	Inver Grove Heights	1.12
	Lino Lakes	1.12
	Little Canada	1.121
	Mankato	1.032
	Maple Grove	1.122
	Maplewood	1.12
	Minneapolis	1.1995
	Oakdale	1.1195
	Owatonna	1.016

State	City	Multiplier
Minnesota	Plymouth	1.1245
	Prior Lake	1.1205
	Proctor	1.046
	Red Wing	1.024
	Richfield	1.12
	Robbinsdale	1.1195
	Rochester	1.0835
	Stewartville	1.0735
	Two Harbors	1.0445
	Virginia	1.0395
	Woodbury	1.1205
Mississippi	Amory	0.8435
	Biloxi	0.9
	Clinton	0.8735
	Columbus	0.842
	Flowood	0.8765
	Greenville	0.834
	Gulfport	0.902
	Hattiesburg	0.8455
	Jackson	0.8785
	McComb	0.845
	Meridian	0.8355
	Moss Point	0.89
	Natchez	0.8485
	Olive Branch	0.925
	Pascagoula	0.892
	Pearl	0.868
	Ridgeland	0.8765
Southaven	0.933	
Tupelo	0.8525	
Vicksburg	0.856	
Missouri	Arnold	1.044
	Cape Girardeau	0.9525

State	City	Multiplier
Missouri	Chesterfield	1.0525
	Clayton	1.0515
	Columbia	0.962
	De Soto	1.046
	Dexter	0.936
	Fenton	1.05
	Hannibal	0.9375
	Independence	1.041
	Jefferson City	0.9505
	Joplin	0.948
	Kansas City	1.042
	Maryville	0.942
	Mexico	0.9395
	Neosho	0.947
	Park Hills	0.9395
	Poplar Bluff	0.935
	Raymore	1.034
	Raytown	1.0395
	Richmond Heights	1.048
	Rolla	0.945
Sedalia	0.942	
Sikeston	0.938	
Springfield	0.9555	
Warrensburg	0.9475	
Wentzville	1.049	
Montana	Anaconda	0.9395
	Billings	0.99
	Butte	0.943
	Dillon	0.942
	Glendive	0.998
	Great Falls	0.925
	Hamilton	0.9415
Havre	0.9435	

State	City	Multiplier
Montana	Helena	0.948
	Lewistown	0.931
	Libby	0.9355
	Livingston	0.9465
	Miles City	0.976
	Missoula	0.9385
	Sidney	0.9945
Nebraska	Wolf Point	0.9905
	Columbus	0.922
	Grand Island	0.9305
	Hastings	0.9185
	Kearney	0.9205
	Lincoln	0.947
	Norfolk	0.9235
	North Platte	0.9085
	Omaha	0.977
	Papillion	0.977
Nevada	Scottsbluff	0.9005
	South Sioux City	0.94
	Boulder City	1.0655
	Carson City	1.028
	Elko	1.0635
	Fallon	1.029
	Hawthorne	1.018
	Las Vegas	1.0645
Reno	1.046	
New Hampshire	Claremont	1
	Concord	1.0095
	Keene	0.9705
	Manchester	1.019
	Nashua	1.0855
	Portsmouth	1.045
Rochester	0.991	

State	City	Multiplier
New Jersey	Atlantic City	1.162
	Basking Ridge	1.2025
	Bayonne	1.256
	Bloomfield	1.214
	Bridgewater	1.201
	Carteret	1.1885
	Clark	1.2085
	Clifton	1.257
	Cranford	1.2145
	Dover	1.197
	East Brunswick	1.1875
	East Hanover	1.199
	East Orange	1.2165
	Eatontown	1.1875
	Edison	1.1915
	Elizabeth	1.2095
	Englewood Cliffs	1.25
	Ewing	1.181
	Fairfield	1.215
	Flemington	1.1895
Freehold	1.184	
Hackensack	1.251	
Hamilton Square	1.1825	
Harrison	1.252	
Hoboken	1.2525	
Irvington	1.206	
Iselin	1.187	
Jersey City	1.2525	
Kearny	1.252	
Kendall Park	1.185	
Kenilworth	1.213	
Lawrenceville	1.1835	
Linden	1.211	

State	City	Multiplier
New Jersey	Madison	1.198
	Manville	1.201
	Maple Shade	1.162
	Mays Landing	1.158
	Middlesex	1.1915
	Milford	1.188
	Millville	1.1525
	Monmouth Junction	1.1895
	Monroe Township	1.186
	Moorestown	1.1645
	New Brunswick	1.1885
	New Providence	1.2085
	Newark	1.212
	North Arlington	1.2525
	Nutley	1.2085
	Paramus	1.256
	Parsippany	1.2025
	Passaic	1.255
	Paterson	1.252
	Perth Amboy	1.189
	Phillipsburg	1.122
	Plainfield	1.209
	Princeton	1.184
	Rahway	1.21
	Red Bank	1.1845
	Rochelle Park	1.251
	Roselle	1.2085
	Roselle Park	1.2085
	Sayreville	1.187
	Somerset	1.212
	Summit	1.2085
	Swedesboro	1.1615
	Teaneck	1.254

State	City	Multiplier
New Jersey	Tinton Falls	1.1845
	Toms River	1.166
	Totowa	1.2495
	Trenton	1.1905
	Vineland	1.1525
	Waldwick	1.2495
	Wall	1.1855
	Willingboro	1.1635
	Woodbridge	1.187
New Mexico	Alamogordo	0.9825
	Albuquerque	0.9965
	Artesia	0.9845
	Aztec	1.0025
	Carlsbad	0.9845
	Clovis	0.9855
	Cuba	0.988
	Deming	0.9625
	Grants	0.958
	Hobbs	0.986
	Kirtland	1.0025
	Las Cruces	0.9645
	Los Alamos	1.09
	Roswell	0.9855
	Santa Fe	1.065
	Tucumcari	0.981
New York	Albany	1.14
	Amherst	1.1105
	Amityville	1.2765
	Amsterdam	1.1045
	Auburn	1.0995
	Batavia	1.091
	Bethpage	1.28
	Binghamton	1.1085

State	City	Multiplier
New York	Briarcliff Manor	1.2815
	Brockport	1.116
	Brooklyn	1.3235
	Buffalo	1.1065
	Camillus	1.1175
	Canandaigua	1.112
	Cheektowaga	1.11
	Churchville	1.1125
	Clarence	1.1075
	Clinton	1.102
	Corning	1.088
	Depew	1.1055
	East Aurora	1.1055
	East Meadow	1.2865
	Elmira	1.112
	Endicott	1.106
	Fredonia	1.089
	Geneseo	1.1115
	Geneva	1.111
	Glens Falls	1.11
	Gloversville	1.097
	Great Neck	1.282
	Hamburg	1.1055
	Harrison	1.281
	Hartsdale	1.283
	Hauppauge	1.27
	Hempstead	1.284
	Hicksville	1.283
	Hornell	1.088
	Ithaca	1.1285
	Jamestown	1.0935
	Johnson City	1.106
	Kenmore	1.106

State	City	Multiplier
New York	Kingston	1.145
	Lackawanna	1.1065
	Larchmont	1.282
	Latham	1.1315
	Liverpool	1.117
	Lockport	1.1065
	Lynbrook	1.2835
	Massena	1.099
	Medford	1.27
	Melville	1.278
	Middletown	1.194
	Monroe	1.1925
	Mount Vernon	1.2805
	New Hartford	1.102
	New York	1.328
	Niagara Falls	1.105
	North Tonawanda	1.107
	Oceanside	1.2835
	Ogdensburg	1.097
	Olean	1.091
	Orchard Park	1.1075
	Ossining	1.282
	Oswego	1.1165
	Painted Post	1.0905
	Pearl River	1.256
	Pittsford	1.1145
	Plainview	1.2815
	Plattsburgh	1.103
	Port Washington	1.2835
	Poughkeepsie	1.2045
	Purchase	1.2815
	Rochester	1.1125
	Rockville Centre	1.2815

State	City	Multiplier
New York	Rome	1.1
	Roslyn	1.2805
	Rye	1.282
	Rye Brook	1.282
	Saratoga Springs	1.1345
	Schenectady	1.1305
	Scotia	1.1375
	Spencerport	1.1125
	Spring Valley	1.256
	Staten Island	1.323
	Syracuse	1.117
	Tonawanda	1.1065
	Troy	1.1305
	Utica	1.099
	Valley Stream	1.2835
	Watertown	1.0955
	West Babylon	1.2725
	West Seneca	1.1085
	Westbury	1.282
	Westfield	1.088
White Plains	1.284	
Williamsville	1.107	
Yonkers	1.2835	
North Carolina	Asheville	0.925
	Brevard	0.871
	Canton	0.916
	Cary	0.9825
	Charlotte	0.9805
	Durham	1.016
	Fayetteville	0.9005
	Greensboro	0.8915
Greenville	0.906	

State	City	Multiplier	
North Carolina	Hickory	0.913	
	Jacksonville	0.886	
	Kinston	0.8765	
	Marion	0.871	
	Monroe	0.966	
	Morrisville	0.9825	
	Plymouth	0.883	
	Raleigh	0.984	
	Reidsville	0.929	
	Salisbury	0.9455	
	Statesville	0.939	
	Waynesville	0.9135	
	Winston Salem	0.9405	
	North Dakota	Bismarck	1.002
		Fargo	0.957
		Grand Forks	0.9555
Jamestown		0.9325	
Mandan		0.995	
Minot		1.024	
Ohio	Watford City	1.092	
	Williston	1.106	
	Akron	0.97	
	Amherst	1	
	Ashland	0.9245	
	Ashtabula	0.93	
	Athens	0.9275	
	Avon Lake	1.0015	
Barberton	0.976		
Beavercreek	0.981		
Brook Park	1.0005		
Brooklyn Heights	1		
Cambridge	0.922		
Canton	0.935		

State	City	Multiplier
Ohio	Centerville	0.981
	Chillicothe	0.9425
	Cincinnati	1.012
	Cleveland	1.0055
	Cleves	1.0055
	Columbus	1.0055
	Conneaut	0.9285
	Cuyahoga Falls	0.975
	Dayton	0.982
	Defiance	0.945
	Dover	0.927
	Dublin	1.0005
	Eastlake	1.0015
	Elyria	1.0065
	Euclid	1.005
	Fairfield	0.997
	Fairlawn	0.9695
	Fairview Park	1.0025
	Findlay	0.948
	Franklin	0.9935
	Fremont	0.9265
	Gahanna	0.997
	Garfield Heights	1.0035
	Girard	0.9305
	Greenville	0.945
	Hamilton	0.999
	Heath	1.0025
	Hilliard	0.997
	Holland	0.9785
	Kettering	0.986
	Lakewood	1.004
	Lancaster	0.999
	Lima	0.9485

State	City	Multiplier
Ohio	Mansfield	0.9315
	Marion	0.935
	Marysville	1.0015
	Mason	0.989
	Massillon	0.942
	Maumee	0.9755
	Mentor	1.0035
	Miamisburg	0.9775
	Middleburg Heights	1.0025
	Middletown	0.991
	Mount Vernon	0.9275
	Newark	1.002
	North Canton	0.9345
	Northwood	0.9755
	Oregon	0.977
	Oxford	0.9885
	Painesville	1.0005
	Parma	1.004
	Portsmouth	0.9305
	Powell	1.0005
	Sandusky	0.954
	Seven Hills	1.0005
	Shaker Heights	1.003
	Solon	1
	South Euclid	1.001
	Springfield	0.95
	Steubenville	0.922
	Strongsville	1.0015
	Sylvania	0.972
	Tiffin	0.9275
	Toledo	0.9805
	Troy	0.9765
	Valley View	1.0015

State	City	Multiplier
Ohio	Vandalia	0.977
	Wadsworth	1
	Warren	0.9305
	Willoughby	1.0005
	Youngstown	0.9295
	Zanesville	0.921
Oklahoma	Ada	0.8455
	Altus	0.8615
	Anadarko	0.8575
	Bartlesville	0.856
	Broken Arrow	0.919
	Duncan	0.8605
	El Reno	0.9035
	Henryetta	0.907
	Lawton	0.86
	McAlester	0.843
	Muskogee	0.848
	Norman	0.911
	Oklahoma City	0.9035
	Ponca City	0.8625
	Sand Springs	0.9105
	Shawnee	0.8455
Stillwater	0.8675	
Tulsa	0.946	
Oregon	Albany	1.1045
	Beaverton	1.198
	Bend	1.108
	Clackamas	1.193
	Coquille	1.0625
	Corvallis	1.1005
	Eugene	1.097
	Gladstone	1.191
Hillsboro	1.195	

State	City	Multiplier
Oregon	John Day	1.059
	Klamath Falls	1.0615
	Lebanon	1.096
	Medford	1.091
	Milwaukie	1.1955
	North Bend	1.062
	Pendleton	1.065
	Portland	1.196
	Roseburg	1.0575
	Salem	1.1045
	Springfield	1.0915
	Tigard	1.1975
	Tualatin	1.194
	Pennsylvania	Aliquippa
Allentown		0.9945
Altoona		0.9085
Aston		1.0535
Beaver		0.971
Beaver Falls		0.9745
Bedford		0.909
Bethel Park		0.9805
Bethlehem		0.993
Blue Bell		1.06
Brackenridge		0.977
Bradford		0.902
Bridgeville		0.972
Bristol		1.0585
Butler		0.968
Camp Hill		0.972
Canonsburg	0.9715	
Carnegie	0.971	
Chadds Ford	1.051	
Chalfont	1.0585	

State	City	Multiplier
Pennsylvania	Chambersburg	0.963
	Clairton	0.971
	Clarion	0.906
	Collegeville	1.0645
	Connellsville	0.9675
	Doylestown	1.058
	Duncansville	0.901
	East Stroudsburg	0.9605
	Easton	0.9955
	Erie	0.9175
	Exton	1.0575
	Fort Washington	1.059
	Franklin	0.92
	Gibsonia	0.9725
	Greensburg	0.9695
	Greenville	0.9085
	Harrisburg	0.978
	Hazleton	0.9425
	Hermitage	0.9125
	Indiana	0.9135
	Irwin	0.97
	Jeannette	0.9695
	Johnstown	0.89
	King of Prussia	1.061
	Kingston	0.9445
	Kittanning	0.9695
	Lancaster	0.9745
	Latrobe	0.967
	Lebanon	0.9555
	Levittown	1.0605
	Lewisburg	0.9285
	Lewistown	0.9355
	McKeesport	0.9725

State	City	Multiplier
Pennsylvania	Meadville	0.9095
	Mechanicsburg	0.9805
	Monessen	0.97
	Montoursville	0.9225
	Munhall	0.9735
	New Brighton	0.971
	New Castle	0.92
	New Cumberland	0.9765
	New Kensington	0.97
	New Stanton	0.971
	Newtown	1.0585
	Philadelphia	1.067
	Pittsburgh	0.9785
	Pittston	0.941
	Plymouth Meeting	1.0585
	Pottstown	1.06
	Pottsville	0.936
	Reading	0.9935
	Ridley Park	1.0525
	Rochester	0.973
	Sayre	0.9325
	Scranton	0.934
	State College	0.9365
	Stroudsburg	0.9515
	Sunbury	0.927
	Tarentum	0.972
	Towanda	0.9335
	Tunkhannock	0.9375
	Uniontown	0.968
	Upper Darby	1.054
	Warminster	1.0595
	Warren	0.905
	Washington	0.97

State	City	Multiplier
Pennsylvania	West Chester	1.059
	West Mifflin	0.978
	Wexford	0.974
	Williamsport	0.9335
	Wyomissing	0.986
	York	0.973
	Youngwood	0.9725
Puerto Rico	Guaynabo	0.769
	San Juan	0.7655
Rhode Island	Coventry	1.1435
	Cranston	1.151
	Cumberland	1.143
	East Providence	1.149
	Middletown	1.1425
	Pawtucket	1.1485
	Providence	1.1425
	Smithfield	1.1455
	Warwick	1.15
	West Warwick	1.145
	Westerly	1.1575
Woonsocket	1.1485	
South Carolina	Anderson	0.907
	Cayce	0.911
	Charleston	0.9415
	Columbia	0.915
	Florence	0.8995
	Georgetown	0.891
	Greenville	0.9165
	Greenwood	0.895
	Hartsville	0.8875
	Lancaster	0.9015
	Moncks Corner	0.9345
Myrtle Beach	0.873	

State	City	Multiplier
South Carolina	North Augusta	0.911
	North Charleston	0.936
	Orangeburg	0.8755
	Rock Hill	0.9685
	Simpsonville	0.9125
	Spartanburg	0.9505
	Summerville	0.9325
	Sumter	0.879
	West Columbia	0.913
South Dakota	Aberdeen	0.91
	Huron	0.909
	Madison	0.9185
	Mitchell	0.91
	Pierre	0.903
	Rapid City	0.935
	Sioux Falls	0.955
	Sturgis	0.9365
	Vermillion	0.9095
	Watertown	0.9115
	Yankton	0.92
Tennessee	Alcoa	0.9075
	Athens	0.87
	Bartlett	0.9385
	Brentwood	0.97
	Bristol	0.8875
	Chattanooga	0.92
	Clarksville	0.8995
	Cleveland	0.8845
	Collierville	0.939
	Cookeville	0.841
	Cordova	0.946
Crossville	0.854	
Elizabethton	0.863	

State	City	Multiplier
Tennessee	Erwin	0.8665
	Franklin	0.9695
	Gallatin	0.9605
	Greeneville	0.869
	Harriman	0.8925
	Jackson	0.875
	Johnson City	0.865
	Kingsport	0.895
	Knoxville	0.919
	Lawrenceburg	0.871
	Louisville	0.9125
	Martin	0.8505
	Maryville	0.9085
	Memphis	0.9475
	Morristown	0.8715
	Nashville	0.985
	Oak Ridge	0.8965
	Paris	0.853
	Sevierville	0.8745
	Shelbyville	0.87
	Spring Hill	0.9655
	Springfield	0.9405
	Tullahoma	0.87
Texas	Abilene	0.8855
	Allen	0.9965
	Alvin	0.9935
	Amarillo	0.918
	Andrews	0.917
	Arlington	0.9655
	Atlanta	0.875
	Austin	1.031
	Bay City	0.8845
	Baytown	1.005

State	City	Multiplier
Texas	Beaumont	0.9645
	Bedford	0.969
	Beeville	0.8825
	Belton	0.893
	Big Spring	0.902
	Borger	0.8915
	Brenham	0.8795
	Brownfield	0.8945
	Brownsville	0.8545
	Brownwood	0.88
	Bryan	0.9035
	Carrollton	1.002
	Cleburne	0.965
	College Station	0.8925
	Corinth	0.9975
	Corpus Christi	0.93
	Corsicana	0.879
	Dallas	1.0115
	Deer Park	1.008
	Del Rio	0.8665
	Denton	0.9935
	Edinburg	0.854
	El Paso	0.872
	Farmers Branch	1.001
	Fort Worth	0.9695
	Gainesville	0.8845
	Galveston	1.0025
	Garland	1.002
	Grand Prairie	1.002
	Greenville	0.99
	Groves	0.953
	Hallettsville	0.8845
	Harlingen	0.86

State	City	Multiplier
Texas	Hereford	0.892
	Houston	1.0155
	Humble	1.0035
	Huntsville	0.881
	Irving	1.0025
	Katy	1.008
	Kerrville	0.8785
	Kilgore	0.904
	Killeen	0.9055
	Kingsville	0.882
	La Marque	0.997
	La Porte	1.003
	Lake Jackson	0.9925
	Lamesa	0.8965
	Lancaster	1
	Laredo	0.8785
	League City	0.9975
	Liberty	0.9935
	Live Oak	0.9345
	Longview	0.916
	Lubbock	0.888
	Lufkin	0.8725
	Lumberton	0.951
	Marshall	0.872
	McAllen	0.855
	Mesquite	1.002
	Midland	1.0405
	Mineral Wells	0.888
	Nacogdoches	0.8735
	Nederland	0.953
	Odessa	1.029
	Orange	0.953
	Palestine	0.872

State	City	Multiplier
Texas	Pampa	0.9
	Paris	0.8765
	Pasadena	1.0065
	Pearland	0.993
	Pearsall	0.8935
	Pecos	0.908
	Perryton	0.9
	Pharr	0.8665
	Plainview	0.894
	Plano	0.9955
	Port Arthur	0.958
	Port Neches	0.9535
	Portland	0.917
	Richardson	1.006
	Rio Grande City	0.877
	Saginaw	0.9675
	San Angelo	0.888
	San Antonio	0.9425
	Sherman	0.9235
	Snyder	0.899
	Sugar Land	1
	Sweetwater	0.898
	Temple	0.895
	Texarkana	0.8855
	Texas City	1.0035
	Tomball	1.005
	Tyler	0.9075
	Victoria	0.906
	Vidor	0.954
	Waco	0.9075
	Watauga	0.9695
	Waxahachie	0.9935
	Wichita Falls	0.8935

State	City	Multiplier
Texas	Yantis	0.872
Utah	Blanding	0.9515
	Brigham City	0.9265
	Draper	0.985
	Farmington	0.9545
	Logan	0.875
	Manti	0.8985
	Moab	0.955
	Morgan	0.929
	Nephi	0.9045
	Ogden	0.9585
	Orem	0.9365
	Price	0.9435
	Provo	0.9375
	Richfield	0.8945
	Roosevelt	0.958
	Salt Lake City	0.995
	Sandy	0.9845
	Springville	0.931
	Taylorsville	0.979
	Vernal	0.9555
	West Jordan	0.976
Vermont	Barre	1.056
	Brattleboro	1.064
	Burlington	1.1095
	Montpelier	1.056
	Newport	1.06
	Rutland	1.0665
	South Burlington	1.1005
	Springfield	1.0675
	White River Junction	1.0775
	Williston	1.0995
	Winooski	1.1135

State	City	Multiplier
Virginia	Alexandria	1.1635
	Arlington	1.1635
	Blacksburg	0.9835
	Bristol	0.967
	Chantilly	1.1675
	Charlottesville	1.014
	Chesapeake	1.0085
	Dahlgren	1.011
	Danville	0.9755
	Fairfax	1.1585
	Falls Church	1.16
	Front Royal	1.097
	Glen Allen	1.0205
	Hampton	1.0125
	Harrisonburg	0.9835
	Herndon	1.1595
	Hopewell	1.0195
	Leesburg	1.156
	Lynchburg	0.9815
	Marion	0.9545
	Martinsville	0.9565
	Newport News	1.014
	Norfolk	1.0115
	Oakton	1.1605
	Petersburg	1.0315
	Portsmouth	1.0095
	Radford	0.987
	Richmond	1.0275
	Roanoke	0.982
	Salem	0.9865
	South Boston	0.9715
	Springfield	1.1605
	Sterling	1.1585

State	City	Multiplier
Virginia	Suffolk	1.009
	Vienna	1.1595
	Virginia Beach	1.0095
	Waynesboro	0.9895
	Winchester	1.0125
	Woodbridge	1.138
Washington	Aberdeen	1.1875
	Anacortes	1.216
	Arlington	1.2955
	Bellevue	1.3025
	Bellingham	1.196
	Bremerton	1.224
	Cheney	1.169
	College Place	1.181
	Dupont	1.2405
	Enumclaw	1.296
	Ephrata	1.1775
	Everett	1.2995
	Fircrest	1.249
	Kennewick	1.222
	Kent	1.298
	Lacey	1.189
	Lakewood	1.2365
	Liberty Lake	1.1735
	Longview	1.2105
	Lynnwood	1.297
	North Bend	1.299
	Olympia	1.1895
	Port Angeles	1.189
	Puyallup	1.236
	Richland	1.219
	SeaTac	1.3095
	Seattle	1.3995

State	City	Multiplier
Washington	Shelton	1.1885
	Silverdale	1.224
	Spokane	1.1735
	Spokane Valley	1.17
	Tacoma	1.2435
	Tukwila	1.307
	Union Gap	1.1775
	Vancouver	1.2095
	Yakima	1.176
West Virginia	Barboursville	0.9035
	Beckley	0.883
	Bluefield	0.863
	Bridgeport	0.8785
	Charleston	0.905
	Clarksburg	0.8795
	Dunbar	0.9035
	Fairmont	0.8845
	Huntington	0.8935
	Martinsburg	0.9815
	Morgantown	0.908
	Moundsville	0.9035
	Mount Hope	0.891
	Nitro	0.906
	Parkersburg	0.896
	South Charleston	0.8995
	Weirton	0.9085
	Wheeling	0.903
Wisconsin	Appleton	0.9735
	Beloit	0.9645
	Brookfield	1.005
	Cudahy	0.998
	Eau Claire	0.9305
	Fond du Lac	0.983

State	City	Multiplier
Wisconsin	Fort Atkinson	0.9385
	Green Bay	0.9675
	Janesville	0.955
	Kaukauna	0.9645
	Kenosha	1.044
	La Crosse	0.9475
	Madison	1.003
	Manitowoc	0.939
	Marinette	0.93
	Marshfield	0.926
	Menomonee Falls	0.9995
	Menomonie	0.936
	Milwaukee	1.005
	Mosinee	0.949
	Mount Pleasant	0.993
	Neenah	0.965
	New Berlin	1.0025
	Oak Creek	0.998
	Onalaska	0.941
	Oshkosh	0.972
	Racine	0.9925
	Rhineland	0.9205

State	City	Multiplier
	Sheboygan	0.9765
	Stevens Point	0.9335
	Stoughton	0.9945
	Superior	0.975
	Tomah	0.9485
	Two Rivers	0.936
	Waukesha	1.008
	Wausau	0.9605
	West Allis	1.0085
	West Bend	0.9975
	Weston	0.9525
	Wisconsin Rapids	0.9255
Wyoming	Casper	0.9825
	Cheyenne	0.9395
	Cody	0.9375
	Gillette	0.999
	Green River	1.0415
	Lander	0.9405
	Laramie	0.9305
	Powell	0.9375
	Sheridan	0.9915