

**Court Reporters' Rates of Pay
Effective January 2, 2023**

(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	\$ 75,822	\$ 79,613	\$ 83,404	\$87,195	\$90,986
Alaska	\$ 99,569	\$104,548	\$ 109,526	\$114,504	\$119,483
Albany-Schenectady, NY	\$ 90,569	\$ 95,098	\$ 99,626	\$104,154	\$108,683
Albuquerque-Santa Fe-Las Vegas, NM	\$ 89,189	\$ 93,649	\$ 98,108	\$102,567	\$107,027
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	\$ 93,276	\$ 97,940	\$ 102,604	\$107,267	\$111,931
Austin-Round Rock, TX	\$ 90,531	\$ 95,058	\$ 99,584	\$104,111	\$108,637
Birmingham-Hoover-Talladega, AL	\$ 89,023	\$ 93,474	\$ 97,925	\$102,376	\$106,827
Boston-Worcester-Providence, MA-NH-RI-ME	\$ 99,365	\$104,333	\$ 109,301	\$114,269	\$119,237
Buffalo-Cheektowaga, NY	\$ 92,010	\$ 96,610	\$ 101,211	\$105,811	\$110,412
Burlington-South Burlington, VT	\$ 89,705	\$ 94,190	\$ 98,675	\$103,160	\$107,646
Charlotte-Concord, NC-SC	\$ 89,948	\$ 94,445	\$ 98,942	\$103,439	\$107,937
Chicago-Naperville, IL-IN-WI	\$ 98,409	\$103,330	\$ 108,250	\$113,170	\$118,091
Cincinnati-Wilmington-Maysville, OH-KY-IN	\$ 92,010	\$ 96,610	\$ 101,211	\$105,811	\$110,412
Cleveland-Akron-Canton, OH	\$ 92,268	\$ 96,881	\$ 101,494	\$106,108	\$110,721
Colorado Springs, CO	\$ 90,312	\$ 94,827	\$ 99,343	\$103,858	\$108,373
Columbus-Marion-Zanesville, OH	\$ 91,949	\$ 96,547	\$ 101,144	\$105,741	\$110,339
Corpus Christie-Kingsville-Alice, TX	\$ 88,788	\$ 93,227	\$ 97,666	\$102,105	\$106,545
Dallas-Fort Worth, TX-OK	\$ 95,816	\$100,607	\$ 105,398	\$110,188	\$114,979
Davenport-Moline, IA-IL	\$ 89,629	\$ 94,111	\$ 98,592	\$103,073	\$107,555
Dayton-Springfield-Sidney, OH	\$ 91,434	\$ 96,005	\$ 100,577	\$105,148	\$109,720
Denver-Aurora, CO	\$ 97,848	\$102,741	\$ 107,633	\$112,525	\$117,417
Des Moines-Ames-West Des Moines, IA	\$ 88,810	\$ 93,251	\$ 97,691	\$102,132	\$106,572
Detroit-Warren-Ann Arbor, MI	\$ 97,333	\$102,199	\$ 107,066	\$111,932	\$116,799
Harrisburg-Lebanon, PA	\$ 89,917	\$ 94,413	\$ 98,909	\$103,405	\$107,900
Hartford-West Hartford, CT-MA	\$ 99,259	\$104,221	\$ 109,184	\$114,147	\$119,110
Hawaii	\$ 91,874	\$ 96,467	\$ 101,061	\$105,654	\$110,248
Houston-The Woodlands, TX	\$101,958	\$107,056	\$ 112,153	\$117,251	\$122,349
Huntsville-Decatur-Albertville, AL	\$ 91,714	\$ 96,300	\$ 100,885	\$105,471	\$110,057
Indianapolis-Carmel-Muncie, IN	\$ 89,144	\$ 93,601	\$ 98,058	\$102,515	\$106,972
Kansas City-Overland Park-Kansas City, MO-KS	\$ 89,606	\$ 94,087	\$ 98,567	\$103,047	\$107,527
Laredo, TX	\$ 91,472	\$ 96,045	\$ 100,619	\$105,192	\$109,766
Las Vegas-Henderson, NV-AZ	\$ 90,046	\$ 94,548	\$ 99,051	\$103,553	\$108,055
Los Angeles-Long Beach, CA	\$102,276	\$107,390	\$ 112,504	\$117,617	\$122,731
Miami-Fort Lauderdale-Port St. Lucie, FL	\$ 94,125	\$ 98,832	\$ 103,538	\$108,244	\$112,950
Milwaukee-Racine-Waukesha, WI	\$ 92,306	\$ 96,921	\$ 101,536	\$106,151	\$110,766
Minneapolis-St. Paul, MN-WI	\$ 95,831	\$100,623	\$ 105,414	\$110,206	\$114,997
New York-Newark, NY-NJ-CT-PA	\$103,239	\$108,401	\$ 113,563	\$118,725	\$123,887
Omaha-Council Bluffs-Fremont, NE-IA	\$ 89,106	\$ 93,561	\$ 98,016	\$102,472	\$106,927
Palm Bay-Melbourne-Titusville, FL	\$ 88,939	\$ 93,386	\$ 97,833	\$102,280	\$106,727
Philadelphia-Reading-Camden, PA-NJ-DE-MD	\$ 96,931	\$101,777	\$ 106,624	\$111,470	\$116,317
Phoenix-Mesa-Scottsdale, AZ	\$ 92,078	\$ 96,682	\$ 101,286	\$105,890	\$110,493
Pittsburgh-New Castle-Weirton, PA	\$ 91,267	\$ 95,830	\$ 100,393	\$104,957	\$109,520
Portland-Vancouver-Salem, OR-WA	\$ 94,762	\$ 99,500	\$ 104,238	\$108,976	\$113,714
Raleigh-Durham-Chapel Hill, NC	\$ 92,025	\$ 96,626	\$ 101,227	\$105,829	\$110,430
Rest of the United States	\$ 88,333	\$ 92,749	\$ 97,166	\$101,582	\$105,999
Richmond, VA	\$ 92,033	\$ 96,634	\$ 101,236	\$105,837	\$110,439
Sacramento-Roseville, CA-NV	\$ 97,280	\$102,143	\$ 107,007	\$111,871	\$116,735
San Antonio-New Braunfels-Pearsall, TX	\$ 89,470	\$ 93,943	\$ 98,417	\$102,890	\$107,363
San Diego-Carlsbad, CA	\$100,093	\$105,097	\$ 110,102	\$115,106	\$120,111
San Jose-San Francisco-Oakland, CA	\$109,297	\$114,762	\$ 120,227	\$125,692	\$131,156
Seattle-Tacoma, WA	\$ 98,243	\$103,155	\$ 108,067	\$112,979	\$117,891
St. Louis-St. Charles-Farmington, MO-IL	\$ 90,304	\$ 94,819	\$ 99,334	\$103,849	\$108,364
Tucson-Nogales, AZ	\$ 89,773	\$ 94,262	\$ 98,750	\$103,239	\$107,727
Virginia Beach-Norfolk, VA-NC	\$ 89,424	\$ 93,896	\$ 98,367	\$102,838	\$107,309
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	\$100,457	\$105,479	\$ 110,502	\$115,525	\$120,547

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.