

## **Your Congregation's GEO Index (effective July 1, 2014 through June 30, 2015)**

**Overview:** The UUA Recommended Salary Ranges are based on wage rates (not the cost-of-living) in communities across the United States and Canada. Wage data in Canada is gathered in Canadian dollars and compared the Canadian national average. 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. Geo Index 3 wages range from 97 to 102.9 percent of the national average. The Geo Indices were expanded from five to seven levels because wages exceed 115 percent of the national average in some urban areas. The effective date for implementation of the Geo Index 6 and 7 recommendations was July 1, 2013. Wage data in Canada is gathered in Canadian dollars and compared to the Canadian national average.

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 where your congregation 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](mailto:BGabriel@uua.org).

## 2014-2015 Geo Index Rankings

City Province Classification

Arborg	Manitoba	1
Barrie	Ontario	3
Beaconsfield	Quebec	3
Brampton	Ontario	4
Calgary	Alberta	4
Charlottetown	Prince Edward Island	2
Courtenay	British Columbia	4
Duncan	British Columbia	4
Edmonton	Alberta	4
Fergus	Ontario	3
Fredericton	New Brunswick	2
Guelph	Ontario	4
Halifax	Nova Scotia	3
Hamilton	Ontario	4
Kamloops	British Columbia	4

City Province Classification

Kelowna	British Columbia	4
Kingston	Ontario	3
Kitchener	Ontario	4
Leamington	Ontario	4
Lethbridge	Alberta	3
London	Ontario	4
Magog	Quebec	2
Mississauga	Ontario	4
Montreal	Quebec	3
Nanaimo	British Columbia	4
New Westminister	British Columbia	4
Niagara Falls	Ontario	3
North Vancouver	British Columbia	4
Ottawa	Ontario	4
Owen Sound	Ontario	2

City Province Classification

Peterborough	Ontario	3
Red Deer	Alberta	3
Regina	Saskatchewan	3
Saint John	New Brunswick	2
Sarnia	Ontario	4
Saskatoon	Saskatchewan	3
Stratford	Ontario	3
Surrey	British Columbia	4
Thunder Bay	Ontario	4
Toronto	Ontario	4
Vancouver	British Columbia	5
Victoria	British Columbia	4
Waterloo	Ontario	3
West Vancouver	British Columbia	5
Whitby	Ontario	4

# 2014-2015 Geo Index Rankings

City Province Classification

City Province Classification

City Province Classification

Windsor	Ontario	4
Winnipeg	Manitoba	3