



[200 Largest - Printable Version](#)  
[118 Smallest - Printable Version](#)

## Best Performing Cities - 200 Largest Metros

[Go to 118 Small Cities List](#)

2004 Rank	2003 Rank	City	City Code	5-yr Wages & 1-yr Wage							
				5-yr Job Growth		1-yr Job Growth		Salaries Growth		Salari Grow	
				2003 Value	Rank	2003 Value	Rank	2002 Value	Rank	2002 Value	Rank
1	3	<a href="#">Fort Myers-Cape Coral FL</a>	FOM	116.41	5	104.06	3	117.17	5	103.80	
2	2	<a href="#">Las Vegas NV-AZ</a>	LAS	119.87	2	104.21	2	112.50	10	102.66	
3	43	<a href="#">Phoenix-Mesa AZ</a>	PHO	107.47	26	101.61	34	109.55	16	100.56	
4	4	<a href="#">West Palm Beach-Boca Raton FL</a>	WES	111.78	10	101.26	45	114.63	7	102.99	
5	116	<a href="#">Daytona Beach FL</a>	DAT	108.28	23	103.12	4	101.83	63	103.53	
6	41	<a href="#">Sarasota-Bradenton FL</a>	SAR	111.23	13	102.82	5	112.24	11	105.19	
7	1	<a href="#">Fayetteville-Springdale-Rogers AR</a>	FAY	117.61	4	102.65	7	118.49	4	104.94	
8	20	<a href="#">Riverside-San Bernardino CA</a>	RIV	119.51	3	102.57	8	112.86	9	101.22	
9	29	<a href="#">Fort Lauderdale FL</a>	FOT	108.68	22	101.87	24	106.68	31	101.59	
10	10	<a href="#">Monmouth-Ocean NJ</a>	MNO	107.56	25	101.30	44	104.09	46	102.40	
11	19	<a href="#">Washington DC-MD-VA-WV</a>	WAS	107.33	28	100.93	69	107.99	21	100.19	
12	27	<a href="#">Tampa-St. Petersburg-Clearwater FL</a>	TAM	106.55	33	101.43	40	108.91	18	102.28	
13	72	<a href="#">Boise City ID</a>	BOI	109.55	16	100.61	80	108.82	19	99.78	
14	N/A	<a href="#">Portland ME</a>	POR	104.77	40	101.15	54	102.57	59	101.90	
15	23	<a href="#">Naples FL</a>	NAP	115.83	6	102.54	9	122.01	1	102.55	
16	5	<a href="#">San Diego CA</a>	SAN	108.88	19	101.23	48	112.87	8	99.70	
17	40	<a href="#">Tucson AZ</a>	TUC	103.44	55	100.34	95	103.83	47	101.05	
18	9	<a href="#">McAllen-Edinburg-Mission TX</a>	MCA	121.29	1	104.50	1	108.16	20	101.47	
19	110	<a href="#">Trenton NJ</a>	TRE	110.45	14	102.02	18	100.50	73	101.60	
20	39	<a href="#">Albuquerque NM</a>	ALB	103.24	56	100.91	70	99.20	88	101.48	
21	11	<a href="#">Anchorage AK</a>	ANC	107.32	29	101.63	33	98.34	97	104.29	
22	15	<a href="#">Sacramento CA</a>	SAC	111.85	9	101.51	37	111.67	12	100.07	
23	17	<a href="#">Vallejo-Fairfield-Napa CA</a>	VAL	113.17	8	101.22	49	115.46	6	100.92	
24	8	<a href="#">Brownsville-Harlingen-San Benito TX</a>	BRW	111.48	12	100.49	86	102.27	61	102.33	
25	71	<a href="#">Merced CA</a>	MCD	104.20	46	102.16	16	103.16	53	105.33	
26	22	<a href="#">Reno NV</a>	REN	106.13	35	102.32	13	105.96	34	100.68	
27	117	<a href="#">Huntsville AL</a>	HUN	102.92	61	102.23	14	96.03	126	100.51	
28	7	<a href="#">Laredo TX</a>	LAD	114.93	7	102.79	6	103.62	49	100.99	
29	45	<a href="#">Orlando FL</a>	ORL	107.08	31	102.45	10	107.63	23	100.98	

30	14	<a href="#">Ventura CA</a>	VEN	108.94	18	100.95	67	110.82	13	99.72
31	70	<a href="#">Melbourne-Titusville-Palm Bay FL</a>	MEL	103.60	52	101.70	30	100.42	74	101.06
32	58	<a href="#">Tacoma WA</a>	TAC	102.43	64	102.19	15	99.61	84	100.80
33	51	<a href="#">Green Bay WI</a>	GRB	104.07	47	101.64	32	99.69	82	102.65
34	12	<a href="#">Raleigh-Durham-Chapel Hill NC</a>	RAL	102.22	68	100.02	113	108.95	17	99.53
35	31	<a href="#">Orange County CA</a>	ORG	106.34	34	101.87	25	105.29	39	98.24
36	48	<a href="#">Knoxville TN</a>	KNO	105.44	37	102.45	11	99.65	83	102.99
37	103	<a href="#">Provo-Orem UT</a>	PRV	104.34	45	100.77	76	103.37	52	99.10
38	N/A	<a href="#">New London-Norwich CT</a>	NEL	105.57	36	101.08	61	93.46	151	100.26
39	109	<a href="#">Newark NJ</a>	NEA	101.23	90	100.49	87	100.28	77	100.79
40	26	<a href="#">Stockton-Lodi CA</a>	STO	111.68	11	101.92	21	104.47	45	100.94
41	127	<a href="#">Gainesville FL</a>	GAI	104.73	41	101.50	38	98.90	90	101.03
42	137	<a href="#">Pensacola FL</a>	PEN	99.67	109	102.36	12	97.01	117	102.39
43	21	<a href="#">Madison WI</a>	MAD	104.57	42	100.96	65	106.57	32	103.23
44	87	<a href="#">Des Moines IA</a>	DES	99.22	121	100.18	104	100.02	79	101.81
45	67	<a href="#">Norfolk-Virginia Beach-Newport News VA-NC</a>	NOR	103.78	51	101.58	35	97.98	105	100.57
46	N/A	<a href="#">Providence-Warwick-Pawtucket RI</a>	PRO	101.04	94	100.99	64	99.83	81	102.60
47	32	<a href="#">Fresno CA</a>	FRE	109.38	17	101.42	41	102.75	58	101.54
48	47	<a href="#">Jacksonville FL</a>	JAC	103.22	57	101.12	58	100.35	75	101.49
49	60	<a href="#">Visalia-Tulare-Porterville CA</a>	VIS	108.12	24	100.61	81	103.43	51	101.69
50	46	<a href="#">Charlotte-Gastonia-Rock Hill NC-SC</a>	CHR	102.42	66	100.03	112	105.46	37	101.63
51	N/A	<a href="#">Barnstable-Yarmouth MA</a>	BAR	108.76	21	101.93	20	107.24	25	99.82
52	75	<a href="#">Savannah GA</a>	SAV	101.45	83	101.26	47	99.27	86	102.16
53	100	<a href="#">Santa Barbara-Santa Maria-Lompoc CA</a>	SAT	103.50	54	100.35	93	101.22	69	98.88
54	64	<a href="#">Newburgh NY-PA</a>	NBG	106.66	32	101.72	29	97.83	107	98.64
55	157	<a href="#">Spokane WA</a>	SPO	101.95	73	101.48	39	94.68	139	99.25
56	91	<a href="#">Baltimore MD</a>	BAL	101.68	78	100.00	115	102.28	60	101.24
57	35	<a href="#">Charleston-North Charleston SC</a>	CHS	104.46	43	100.62	79	105.30	38	101.68
58	63	<a href="#">Olympia WA</a>	OLY	103.16	59	101.13	57	101.79	64	100.64
59	28	<a href="#">Tallahassee FL</a>	TAL	100.99	95	101.15	55	100.83	71	101.03
60	101	<a href="#">Indianapolis IN</a>	IND	101.59	79	100.56	84	99.06	89	100.08
61	34	<a href="#">Dutchess County NY</a>	DUS	107.22	30	101.22	50	106.82	29	98.32
62	68	<a href="#">Springfield MO</a>	SPM	101.08	93	102.07	17	98.28	100	101.64
63	169	<a href="#">Honolulu HI</a>	HON	101.50	81	101.97	19	91.52	167	103.33
64	59	<a href="#">Austin-San Marcos TX</a>	AUS	105.25	38	99.38	148	118.90	3	97.11
65	38	<a href="#">Lancaster PA</a>	LAC	101.39	85	99.95	119	97.75	108	101.89
66	97	<a href="#">Jackson MS</a>	JAM	99.36	117	101.22	51	95.49	132	102.31

67	94	<a href="#">Lakeland-Winter Haven FL</a>	LAE	103.90	50	100.96	66	101.60	67	101.86
68	53	<a href="#">Nashville TN</a>	NAH	101.28	87	101.58	36	98.82	91	101.68
69	119	<a href="#">Hamilton-Middletown OH</a>	HAM	105.10	39	101.90	22	101.54	68	100.93
70	133	<a href="#">Salem OR</a>	SAE	99.20	123	100.44	89	94.22	142	100.93
71	145	<a href="#">Amarillo TX</a>	AMA	100.55	100	101.86	26	93.92	145	100.18
72	77	<a href="#">Atlanta GA</a>	ATL	102.42	65	99.85	127	107.64	22	99.58
73	24	<a href="#">Modesto CA</a>	MOD	107.44	27	101.26	46	105.79	36	99.98
74	6	<a href="#">San Luis Obispo-Atascadero-Paso Robles CA</a>	SLO	110.29	15	99.93	121	106.71	30	100.49
75	65	<a href="#">Wilmington-Newark DE-MD</a>	WIL	99.13	125	99.93	122	99.90	80	98.14
76	81	<a href="#">Waco TX</a>	WAC	100.22	103	100.32	97	95.68	130	100.20
77	55	<a href="#">Miami FL</a>	MIA	99.73	107	99.94	120	100.57	72	101.07
78	18	<a href="#">San Antonio TX</a>	SAZ	103.05	60	99.98	116	101.03	70	99.22
79	N/A	<a href="#">Fort Pierce-Port St. Lucie FL</a>	FOP	104.42	44	101.10	60	103.14	54	101.33
80	50	<a href="#">Lincoln NE</a>	LIN	103.57	53	99.44	144	101.75	65	102.35
81	85	<a href="#">Eugene-Springfield OR</a>	EUG	97.65	140	99.61	134	93.84	147	100.44
82	99	<a href="#">Minneapolis-St. Paul MN-WI</a>	MIN	100.66	99	100.38	92	103.02	56	99.76
83	139	<a href="#">Chattanooga TN-GA</a>	CHT	102.31	67	100.72	77	94.74	138	100.88
84	107	<a href="#">Philadelphia PA-NJ</a>	PHI	100.46	102	100.25	100	99.34	85	101.12
85	79	<a href="#">Odessa-Midland TX</a>	ODE	95.46	174	101.81	28	91.54	166	100.86
86	124	<a href="#">Montgomery AL</a>	MON	98.43	131	100.35	94	94.81	137	101.22
87	36	<a href="#">Colorado Springs CO</a>	COO	102.85	62	99.35	150	105.05	41	96.68
88	84	<a href="#">Atlantic-Cape May NJ</a>	ATA	101.86	74	101.88	23	91.60	165	101.37
89	114	<a href="#">Harrisburg-Lebanon-Carlisle PA</a>	HAI	99.61	112	100.47	88	95.42	133	101.50
90	42	<a href="#">Bakersfield CA</a>	BAK	108.78	20	101.16	52	98.30	99	100.11
91	86	<a href="#">Baton Rouge LA</a>	BAT	101.58	80	101.65	31	97.07	116	101.19
92	88	<a href="#">Asheville NC</a>	ASH	98.18	133	100.95	68	93.28	154	99.91
93	128	<a href="#">Allentown-Bethlehem-Easton PA</a>	ALL	101.75	75	100.31	98	97.25	114	100.18
94	138	<a href="#">Seattle-Bellevue-Everett WA</a>	SEA	95.88	167	99.31	151	103.77	48	98.05
95	33	<a href="#">Fort Worth-Arlington TX</a>	FTW	101.75	76	99.19	155	104.73	43	98.50
96	66	<a href="#">Nassau-Suffolk NY</a>	NAS	103.18	58	100.91	71	95.98	127	97.91
97	172	<a href="#">South Bend IN</a>	SOU	93.94	184	100.14	109	90.98	172	100.67
98	102	<a href="#">Ocala FL</a>	OCA	102.17	69	101.42	42	100.22	78	101.83
99	92	<a href="#">Boulder-Longmont CO</a>	BLD	104.03	48	96.41	198	119.94	2	94.71
100	83	<a href="#">Longview-Marshall TX</a>	LOG	98.84	127	100.59	83	92.37	162	99.14
101	129	<a href="#">Macon GA</a>	MAC	98.12	135	101.82	27	94.92	136	101.81
102	123	<a href="#">Johnson City-Kingsport-Bristol TN-VA</a>	JON	97.65	141	100.85	73	91.41	170	101.15
103	30	<a href="#">Oakland CA</a>	OAK	101.74	77	98.86	168	106.99	27	98.06

104	25	<a href="#">Houston TX</a>	HOU	101.95	72	99.54	136	106.18	33	98.72
105	82	<a href="#">Ann Arbor MI</a>	ANN	101.98	71	99.85	128	97.46	110	98.40
106	111	<a href="#">Little Rock-North Little Rock AR</a>	LIT	99.63	111	100.42	90	96.57	120	100.92
107	57	<a href="#">Lubbock TX</a>	LUB	101.43	84	99.45	142	93.80	148	98.21
108	108	<a href="#">Columbus GA-AL</a>	COL	96.18	157	100.80	75	94.96	135	100.08
109	61	<a href="#">Kansas City MO-KS</a>	KAN	96.49	153	99.10	159	100.35	76	99.87
110	44	<a href="#">Middlesex-Somerset-Hunterdon NJ</a>	MSH	99.58	113	98.07	187	103.09	55	99.66
111	146	<a href="#">Duluth-Superior MN-WI</a>	DUL	99.41	116	100.34	96	97.85	106	102.12
112	121	<a href="#">Salt Lake City-Ogden UT</a>	SAY	99.56	114	99.82	130	98.00	104	98.86
113	154	<a href="#">Jersey City NJ</a>	JER	98.35	132	97.10	196	105.90	35	102.50
114	78	<a href="#">Dallas TX</a>	DAL	100.12	104	98.83	170	105.18	40	96.76
115	130	<a href="#">Cincinnati OH-KY-IN</a>	CIN	97.82	138	100.71	78	97.34	112	100.96
116	131	<a href="#">Omaha NE-IA</a>	OMA	101.46	82	98.84	169	98.76	92	101.59
117	49	<a href="#">Wilmington NC</a>	WIM	100.99	96	100.21	101	102.10	62	100.24
118	174	<a href="#">El Paso TX</a>	ELP	99.63	110	99.88	126	92.70	157	99.87
119	179	<a href="#">Augusta-Aiken GA-SC</a>	AUG	99.30	118	101.39	43	93.35	152	100.55
120	141	<a href="#">Portland - Vancouver OR-WA</a>	POT	96.05	160	98.99	163	96.40	122	98.39
121	52	<a href="#">Santa Rosa CA</a>	SAA	101.14	91	97.30	194	110.82	14	97.95
122	153	<a href="#">Bremerton WA</a>	BRE	101.23	89	101.11	59	90.22	178	99.98
123	62	<a href="#">Lafayette LA</a>	LAA	99.13	124	101.04	62	98.22	101	102.01
124	95	<a href="#">Birmingham AL</a>	BIR	97.20	142	99.57	135	97.24	115	101.31
125	106	<a href="#">Richmond-Petersburg VA</a>	RIC	102.11	70	99.45	141	99.25	87	99.49
126	193	<a href="#">York PA</a>	YOR	98.54	129	99.62	133	94.07	143	100.91
127	184	<a href="#">Bergen-Passaic NJ</a>	BPS	96.94	148	99.45	143	96.18	124	100.79
128	90	<a href="#">Killeen-Temple TX</a>	KIL	101.37	86	99.84	129	95.84	129	100.52
129	98	<a href="#">Appleton-Oshkosh-Neenah WI</a>	APP	99.96	106	99.50	137	98.56	94	101.96
130	89	<a href="#">Denver CO</a>	DEN	99.02	126	98.09	186	107.03	26	96.06
131	37	<a href="#">Albany-Schenectady-Troy NY</a>	ALA	101.24	88	100.16	105	97.00	118	97.50
132	96	<a href="#">Pittsburgh PA</a>	PIT	98.68	128	99.18	156	96.14	125	100.26
133	80	<a href="#">Fort Collins-Loveland CO</a>	FOC	101.11	92	98.76	172	106.93	28	96.57
134	159	<a href="#">Memphis TN-AR-MS</a>	MEM	99.21	122	101.16	53	97.43	111	100.55
135	181	<a href="#">Johnstown PA</a>	JOH	95.99	165	100.14	108	90.48	176	100.05
136	74	<a href="#">Corpus Christi TX</a>	COR	99.49	115	100.60	82	93.77	149	99.89
137	156	<a href="#">Mobile AL</a>	MOB	96.62	150	100.01	114	91.47	168	100.63
138	105	<a href="#">Columbus OH</a>	COU	100.74	98	99.40	145	101.68	66	100.23
139	118	<a href="#">Louisville KY-IN</a>	LOU	96.23	156	99.40	147	98.65	93	100.46
140	135	<a href="#">Los Angeles-Long Beach CA</a>	LOS	98.06	136	99.40	146	96.40	121	98.66

141	104	<a href="#">Greeley CO</a>	GRL	102.82	63	99.36	149	107.51	24	97.93
142	113	<a href="#">Oklahoma City OK</a>	OKL	100.01	105	98.75	173	97.60	109	99.64
143	151	<a href="#">Grand Rapids - Muskegon - Holland MI</a>	GRA	96.31	155	98.06	188	92.41	160	99.54
144	136	<a href="#">Boston MA-NH</a>	BOS	97.17	143	98.36	181	103.62	50	97.00
145	164	<a href="#">Galveston-Texas City TX</a>	GAL	95.86	168	100.83	74	91.34	171	100.02
146	76	<a href="#">Lexington KY</a>	LEX	96.45	154	100.16	106	98.33	98	101.24
147	147	<a href="#">San Jose CA</a>	SAJ	86.56	200	94.91	200	104.95	42	91.00
148	170	<a href="#">Scranton--Wilkes-Barre-Hazleton PA</a>	SWB	97.86	137	100.41	91	92.85	155	99.84
149	140	<a href="#">Syracuse NY</a>	SYR	98.15	134	100.06	110	88.83	189	97.42
150	176	<a href="#">Shreveport LA</a>	SHR	95.96	166	99.97	118	92.54	158	100.39
151	186	<a href="#">St. Louis MO-IL</a>	STL	95.71	169	99.15	158	94.31	140	100.56
152	134	<a href="#">San Francisco CA</a>	SAF	91.23	195	96.82	197	110.77	15	93.77
153	180	<a href="#">Akron OH</a>	AKR	96.98	146	100.30	99	90.80	175	101.16
154	93	<a href="#">Salinas CA</a>	SAL	103.97	49	98.88	166	104.58	44	99.06
155	167	<a href="#">Fort Smith AR-OK</a>	FOR	99.25	120	99.65	131	98.45	96	101.08
156	162	<a href="#">Fayetteville NC</a>	FAE	99.25	119	100.18	103	92.38	161	100.26
157	160	<a href="#">Lynchburg VA</a>	LYN	96.81	149	98.49	178	90.82	173	98.06
158	144	<a href="#">Santa Cruz-Watsonville CA</a>	SAX	96.50	152	97.11	195	102.97	57	96.64
159	126	<a href="#">Charleston WV</a>	CHW	97.04	145	99.09	160	93.67	150	100.63
160	150	<a href="#">Reading PA</a>	REA	95.69	170	98.38	180	90.82	174	100.23
161	183	<a href="#">Evansville-Henderson IN-KY</a>	EVA	100.94	97	99.91	124	95.40	134	100.76
162	56	<a href="#">Brazoria TX</a>	BRZ	100.50	101	99.20	154	92.51	159	100.23
163	155	<a href="#">Milwaukee-Waukesha WI</a>	MIL	95.19	176	99.29	152	95.54	131	100.83
164	182	<a href="#">Lansing-East Lansing MI</a>	LAN	99.70	108	99.17	157	91.76	164	100.44
165	158	<a href="#">Greensboro--Winston-Salem--High Point NC</a>	GRN	94.73	178	98.36	182	93.91	146	100.11
166	148	<a href="#">Chicago IL</a>	CHI	96.01	162	99.26	153	96.31	123	98.32
167	163	<a href="#">New Orleans LA</a>	NEO	96.07	159	100.55	85	91.46	169	101.25
168	125	<a href="#">Utica-Rome NY</a>	UTI	98.53	130	99.93	123	90.05	182	97.63
169	175	<a href="#">New York NY</a>	NEY	97.72	139	99.03	161	98.48	95	94.06
170	115	<a href="#">Kalamazoo-Battle Creek MI</a>	KAL	95.62	172	99.47	138	87.65	192	101.48
171	152	<a href="#">Huntington-Ashland WV-KY-OH</a>	HUT	95.99	164	101.04	63	89.30	187	101.93
172	143	<a href="#">Biloxi-Gulfport-Pascagoula MS</a>	BIO	90.64	196	100.87	72	96.76	119	99.80
173	161	<a href="#">Buffalo-Niagara Falls NY</a>	BUF	96.96	147	99.91	125	88.17	190	98.47
174	132	<a href="#">Greenville-Spartanburg-Anderson SC</a>	GRV	95.43	175	100.15	107	93.29	153	97.97
175	199	<a href="#">Youngstown-Warren OH</a>	YOU	90.17	198	99.46	140	81.80	199	99.83
176	192	<a href="#">Binghamton NY</a>	BIN	95.68	171	98.18	185	88.85	188	96.06
177	N/A	<a href="#">New Haven CT</a>	NEH	95.02	177	99.03	162	98.20	102	98.29

178	142	<a href="#">Columbia SC</a>	COS	96.57	151	98.95	164	97.31	113	100.01
179	189	<a href="#">Erie PA</a>	ERI	96.03	161	98.88	167	89.43	186	100.17
180	168	<a href="#">Beaumont-Port Arthur TX</a>	BEA	94.44	180	100.06	111	87.52	193	99.44
181	166	<a href="#">Roanoke VA</a>	ROA	96.17	158	97.54	193	94.05	144	99.44
182	173	<a href="#">Rochester NY</a>	ROH	96.01	163	99.98	117	85.29	197	96.31
183	N/A	<a href="#">Springfield MA</a>	SPI	97.15	144	98.72	174	94.30	141	98.43
184	177	<a href="#">Yakima WA</a>	YAK	94.48	179	99.47	139	92.82	156	100.37
185	178	<a href="#">Davenport-Moline-Rock Island IA-IL</a>	DAV	93.88	186	99.64	132	88.01	191	99.25
186	190	<a href="#">Detroit MI</a>	DET	94.30	182	98.71	175	92.05	163	98.64
187	194	<a href="#">Cleveland-Lorain-Elyria OH</a>	CLE	93.17	190	100.20	102	90.19	180	99.45
188	188	<a href="#">Dayton-Springfield OH</a>	DAY	92.31	194	98.83	171	86.34	195	99.78
189	73	<a href="#">Tulsa OK</a>	TUL	94.35	181	96.30	199	98.09	103	98.85
190	185	<a href="#">Peoria-Pekin IL</a>	PEO	92.97	192	98.92	165	90.20	179	98.83
191	191	<a href="#">Fort Wayne IN</a>	FOW	93.41	189	98.55	177	90.30	177	101.09
192	171	<a href="#">Wichita KS</a>	WIC	93.03	191	97.74	190	90.14	181	98.24
193	N/A	<a href="#">Hartford CT</a>	HAR	95.53	173	98.56	176	95.96	128	98.07
194	200	<a href="#">Gary IN</a>	GAR	94.21	183	101.15	56	84.30	198	98.80
195	195	<a href="#">Toledo OH</a>	TOL	93.89	185	98.27	184	89.44	185	99.41
196	149	<a href="#">Canton-Massillon OH</a>	CAN	93.43	188	97.72	191	90.02	183	99.94
197	187	<a href="#">Hickory-Morgantown-Lenoir NC</a>	HIC	90.57	197	98.04	189	89.46	184	97.85
198	198	<a href="#">Flint MI</a>	FLI	88.49	199	97.65	192	76.38	200	98.70
199	196	<a href="#">Saginaw-Bay City-Midland MI</a>	SAG	93.57	187	98.28	183	86.78	194	99.35
200	197	<a href="#">Rockford IL</a>	ROC	92.36	193	98.40	179	86.17	196	99.31