

Office of Personnel Management

Pt. 532, Subpt. B, App. D

Richland
Rusk
Shawano
Taylor
Vernon
Vilas
Waupaca
Wood
Minnesota:
Fillmore
Houston
Wabasha
Winona

WYOMING

Survey Area

Wyoming:
Albany
Laramie
Natrona
South Dakota:
Pennington

Area of application. Survey area plus:

Wyoming:
Campbell
Carbon
Converse
Crook
Fremont
Goshen
Hot Springs
Johnson
Lincoln
Niobrara
Platte
Sheridan
Sublette
Sweetwater
Uinta
Washakie
Weston
Nebraska:
Banner
Box Butte
Cheyenne
Dawes
Deuel
Garden
Kimball
Morrill
Scotts Bluff
Sheridan
Sioux
South Dakota:
Butte
Custer
Fall River
Harding
Jackson
Lawrence
Meade
Perkins
Shannon

[46 FR 21344, Apr. 10, 1981]

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting appendix C to subpart B of part 532, see the List of CFR Sections Affected, which appears in the Finding Aids section of the printed volume and at *www.fdsys.gov*.

APPENDIX D TO SUBPART B OF PART
532—NONAPPROPRIATED FUND WAGE
AND SURVEY AREAS

This appendix lists the wage area definitions for NAF employees. With a few exceptions, each area is defined in terms of county units or independent cities. Each wage area definition consists of:

(1) *Wage area title*. Wage areas usually carry the title of the county or counties surveyed.

(2) *Survey area definition*. Lists each county or independent city in the survey area.

(3) *Area of application definition*. Lists each county or independent city which, in addition to the survey area, is in the area of application.

DEFINITIONS OF WAGE AREAS AND WAGE AREA
SURVEY AREAS

ALABAMA

CALHOUN

Survey Area

Alabama:
Calhoun

Area of Application. Survey area plus:

Alabama:
Jefferson

MADISON

Survey Area

Alabama:
Madison

Area of Application. Survey area plus:

Tennessee:
Coffee
Davidson
Hamilton
Rutherford

MONTGOMERY

Survey Area

Alabama:
Montgomery

Area of Application. Survey area plus:

Alabama:
Dale
Dallas
Macon

ALASKA

ANCHORAGE

Survey Area

Alaska: (borough)
Anchorage

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Area of Application. Survey area plus:

Alaska: (boroughs and census areas)

Fairbanks North Star

Juneau

Kenai Peninsula

Ketchikan Gateway

Kodiak Island

Sitka

Southeast Fairbanks

Valdez-Cordova

Yukon-Koyukuk

ARIZONA

MARICOPA

Survey Area

Arizona:

Maricopa

Area of Application. Survey area plus:

Arizona:

Coconino

Yavapai

PIMA

Survey Area

Arizona:

Pima

Area of Application. Survey area plus:

Arizona:

Cochise

YUMA

Survey Area

Arizona:

Yuma

Area of Application. Survey area plus:

California:

Imperial

ARKANSAS

PULASKI

Survey Area

Arkansas:

Pulaski

Area of Application. Survey area plus:

Arkansas:

Jefferson

Sebastian

Washington

CALIFORNIA

KERN

Survey Area

California:

Kern

Area of Application. Survey area plus:

California:

Fresno

Kings

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LOS ANGELES

Survey Area

California:

Los Angeles

Area of Application. Survey area.

MONTEREY

Survey Area

California:

Monterey

Area of Application. Survey area plus:

California:

Santa Clara

ORANGE

Survey Area

California:

Orange

Area of Application. Survey area.

RIVERSIDE

Survey Area

California:

Riverside

Area of Application. Survey area.

SACRAMENTO

Survey Area

California:

Sacramento

Area of Application. Survey area plus:

California:

Yuba

Oregon:

Jackson

Klamath

SAN BERNARDINO

Survey Area

California:

San Bernardino

Area of Application. Survey area.

SAN DIEGO

Survey Area

California:

San Diego

Area of Application. Survey area.

SAN JOAQUIN

Survey Area

California:

San Joaquin

Area of Application. Survey area.

SANTA BARBARA

Survey Area

California:

Santa Barbara

Area of Application. Survey area plus:

California:

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San Luis Obispo
SOLANO
Survey Area

California:
Solano
Area of Application. Survey area plus:

California:
Alameda
Contra Costa
Marin
Napa
San Francisco
Sonoma
VENTURA
Survey Area

California:
Ventura
Area of Application. Survey area.

COLORADO
ARAPAHOE-DENVER
Survey Area

Colorado:
Arapahoe
Denver
Area of Application. Survey area plus:

Colorado:
Mesa
EL PASO
Survey Area

Colorado:
El Paso
Area of Application. Survey area plus:

Colorado:
Bent
Otero
Pueblo
CONNECTICUT
NEW LONDON
Survey Area

Connecticut:
New London
Area of Application. Survey area plus:

Connecticut:
New Haven
DELAWARE
KENT
Survey Area

Delaware:
Kent
Area of Application. Survey area plus:

Delaware:
Sussex
Maryland:
Kent

DISTRICT OF COLUMBIA
WASHINGTON, DC
Survey Area

District of Columbia:
Washington, DC
Area of Application. Survey area.

FLORIDA
BAY
Survey Area

Florida:
Bay
Area of Application. Survey area.

BREVARD
Survey Area

Florida:
Brevard
Area of Application. Survey area.

DUVAL
Survey Area

Florida:
Duval
Area of Application. Survey area plus:

Florida:
Alachua
Clay
Columbia
Georgia:
Camden
ESCAMBIA
Survey Area

Florida:
Escambia
Area of Application. Survey area plus:

Florida:
Santa Rosa
HILLSBOROUGH
Survey Area

Florida:
Hillsborough
Area of Application. Survey area plus:

Florida:
Pinellas
Polk
MIAMI-DADE
Survey Area

Florida:
Miami-Dade
Area of Application. Survey area plus:

Florida:
Palm Beach
MONROE
Survey Area

Florida:

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Monroe
Area of Application. Survey area.
 OKALOOSA
Survey Area

Florida:
 Okaloosa
Area of Application. Survey area plus:

Florida:
 Walton
 ORANGE
Survey Area

Florida:
 Orange
Area of Application. Survey area.
 GEORGIA
 CHATHAM
Survey Area

Georgia:
 Chatham
Area of Application. Survey area plus:

Georgia:
 Glynn
 Liberty

South Carolina:
 Beaufort
 CLAYTON-COBB-FULTON
Survey Area

Georgia:
 Clayton
 Cobb
 Fulton
Area of Application. Survey area plus:

Georgia:
 Bartow
 Clarke
 De Kalb
 COLUMBUS
Survey Area

Georgia:
 Columbus Consolidated Govern-
 ment
Area of Application. Survey area plus:

Georgia:
 Chattahoochee
 DOUGHERTY
Survey Area

Georgia:
 Dougherty
Area of Application. Survey area.
 HOUSTON
Survey Area

Georgia:
 Houston

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Area of Application. Survey area plus:

Georgia:
 Laurens
 LOWNDES
Survey Area

Georgia:
 Lowndes
Area of Application. Survey area.
 RICHMOND
Survey Area

Georgia:
 Richmond
Area of Application. Survey area plus:

South Carolina:
 Aiken
 GUAM
 GUAM
Survey Area

Guam
Area of Application. Survey area.
 HAWAII
 HONOLULU
Survey Area

Hawaii:
 Honolulu
Area of Application. Survey area plus:

Hawaii (counties):
 Hawaii
 Kauai
 Maui

Pacific Islands:
 Midway Islands
 Johnston Atoll
 American Samoa
 IDAHO
 ADA-ELMORE
Survey Area

Idaho:
 Ada
 Elmore
Area of Application. Survey area.
 ILLINOIS
 LAKE
Survey Area

Illinois:
 Lake
Area of Application. Survey area plus:

Illinois:
 Cook
 Rock Island
 Vermilion

Iowa:
 Johnson

Michigan:

Office of Personnel Management

Pt. 532, Subpt. B, App. D

Dickinson
Marquette
Wisconsin:
Dane
Milwaukee
ST. CLAIR
Survey Area
Illinois:
St. Clair
Area of Application. Survey area plus:
Illinois:
Madison
Williamson
Missouri: (city)
St. Louis
Missouri: (counties)
Jefferson
Pulaski
KANSAS
LEAVENWORTH/JACKSON-JOHNSON
Survey Area
Kansas:
Leavenworth
Missouri:
Jackson
Johnson
Area of Application. Survey area plus:
Kansas:
Shawnee
Missouri:
Boone
Camden
Cass
SEDGWICK
Survey Area
Kansas:
Sedgwick
Area of Application. Survey area plus:
Kansas:
Geary
Saline
KENTUCKY
CHRISTIAN-MONTGOMERY
Survey Area
Kentucky:
Christian
Tennessee:
Montgomery
Area of Application. Survey area.
HARDIN-JEFFERSON
Survey Area
Kentucky:
Hardin
Jefferson

Area of Application. Survey area plus:
Indiana:
Jefferson
Martin
Kentucky:
Fayette
Madison
Warren
LOUISIANA
BOSSIER-CADDO
Survey Area
Louisiana: (parishes)
Bossier
Caddo
Area of Application. Survey area plus:
Texas:
Bowie
ORLEANS
Survey Area
Louisiana: (parish)
Orleans
Area of Application. Survey area plus:
Louisiana: (parish)
Plaquemines
RAPIDES
Survey Area
Louisiana: (parish)
Rapides
Area of Application. Survey area plus:
Louisiana: (parish)
Vernon
MAINE
YORK
Survey Area
Maine:
York
Area of Application. Survey area plus:
Maine:
Cumberland
Kennebec
Penobscot
New Hampshire:
Rockingham
Vermont:
Windsor
MARYLAND
ANNE ARUNDEL
Survey Area
Maryland:
Anne Arundel
Area of Application. Survey area plus:
Maryland: (city)
Baltimore
Maryland: (county)

Pt. 532, Subpt. B, App. D

Baltimore
CHARLES-ST. MARY'S
Survey Area

Maryland:
Charles
St. Mary's
Area of Application. Survey area plus:

Maryland:
Calvert

Virginia:
King George
FREDERICK
Survey Area

Maryland:
Frederick
Area of Application. Survey area plus:

West Virginia:
Berkeley
HARFORD
Survey Area

Maryland:
Harford
Area of Application. Survey area plus:

Maryland:
Cecil
MONTGOMERY-PRINCE GEORGE'S
Survey Area

Maryland:
Montgomery
Prince George's
Area of Application. Survey area.

MASSACHUSETTS
HAMPDEN
Survey Area

Massachusetts:
Hampden
Area of Application. Survey area plus:

Connecticut:
Hartford

Massachusetts:
Hampshire
MIDDLESEX
Survey Area

Massachusetts:
Middlesex
Area of Application. Survey area plus:

Massachusetts:
Norfolk
Plymouth
Suffolk

New Hampshire:
Hillsborough

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MICHIGAN
MACOMB
Survey Area

Michigan:
Macomb
Area of Application. Survey area plus:

Michigan:
Alpena
Calhoun
Crawford
Grand Traverse
Huron
Iosco
Leelanau
Ottawa
Saginaw
Washtenaw
Wayne

Ohio:
Ottawa

MINNESOTA
HENNEPIN
Survey Area

Minnesota:
Hennepin
Area of Application. Survey area plus:

Minnesota:
Morrison
Murray
Ramsey
Stearns
St. Louis

Wisconsin:
Juneau
Monroe
Polk

MISSISSIPPI
HARRISON
Survey Area

Mississippi:
Harrison
Area of Application. Survey area plus:

Alabama:
Mobile

Mississippi:
Forest
Jackson

LAUDERDALE
Survey Area

Mississippi:
Lauderdale
Area of Application. Survey area plus:

Mississippi:
Hinds
Rankin

Office of Personnel Management

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Warren
LOWNDES
Survey Area

Mississippi:
Lowndes
Area of Application. Survey area plus:

Alabama:
Tuscaloosa
MONTANA
CASCADE
Survey Area

Montana:
Cascade
Area of Application. Survey area plus:

Montana:
Fergus
Flathead
Hill
Lewis and Clark
Valley
Yellowstone
NEBRASKA
DOUGLAS-SARPY
Survey Area

Nebraska:
Douglas
Sarpy
Area of Application. Survey area plus:

Iowa:
Marion
Polk
Woodbury

Nebraska:
Hall
Lancaster
Saunders

South Dakota:
Minnehaha
NEVADA
CHURCHILL-WASHOE
Survey Area

Nevada:
Churchill
Washoe
Area of Application. Survey area plus:

California:
Lassen
Mono

Nevada:
Mineral
CLARK
Survey Area

Nevada:
Clark

Area of Application. Survey area.

NEW JERSEY
BURLINGTON
Survey Area

New Jersey:
Burlington
Area of Application. Survey area plus:

Delaware:
New Castle

New Jersey:
Atlantic
Cape May
Monmouth
Ocean
Salem

Pennsylvania:
Chester
Montgomery
Philadelphia
MORRIS
Survey Area

New Jersey:
Morris
Area of Application. Survey area plus:

New Jersey:
Somerset

Pennsylvania:
Luzerne
Monroe
NEW MEXICO
BERNALILLO
Survey Area

New Mexico:
Bernalillo
Area of Application. Survey area plus:

New Mexico:
McKinley
CURRY
Survey Area

New Mexico:
Curry
Area of Application. Survey area plus:

Texas:
Lubbock
Potter
DONA ANA
Survey Area

New Mexico:
Dona Ana
Area of Application. Survey area plus:

New Mexico:
Chaves
Otero

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NEW YORK
JEFFERSON
Survey Area

New York:
Jefferson
Area of Application. Survey area plus:

New York:
Albany
Oneida
Onondaga
Ontario
Schenectady
Steuben

KINGS-QUEENS
Survey Area

New York:
Kings
Queens
Area of Application. Survey area plus:

New Jersey:
Essex
Hudson

New York:
Bronx
Nassau
New York
Richmond
Suffolk

NIAGARA
Survey Area

New York:
Niagara
Area of Application. Survey area plus:

New York:
Erie
Genesee

Pennsylvania:
Erie

ORANGE
Survey Area

New York:
Orange
Area of Application. Survey area plus:

New York:
Dutchess
Westchester

NORTH CAROLINA
CRAVEN
Survey Area

North Carolina:
Craven
Area of Application. Survey area plus:

North Carolina:
Carteret
Dare

CUMBERLAND
Survey Area

North Carolina:
Cumberland
Area of Application. Survey area plus:

North Carolina:
Durham
Rowan

ONSLOW
Survey Area

North Carolina:
Onslow
Area of Application. Survey area plus:

North Carolina:
New Hanover

WAYNE
Survey Area

North Carolina:
Wayne
Area of Application. Survey area plus:

North Carolina:
Halifax

NORTH DAKOTA
GRAND FORKS
Survey Area

North Dakota:
Grand Forks
Area of Application. Survey area plus:

North Dakota:
Cass
Cavalier
Pembina
Steele

WARD
Survey Area

North Dakota:
Ward
Area of Application. Survey area plus:

North Dakota:
Divide

OHIO
GREENE-MONTGOMERY
Survey Area

Ohio:
Greene
Montgomery
Area of Application. Survey area plus:

Indiana:
Allen
Grant
Marion
Miami

Ohio:
Clinton

Office of Personnel Management

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Franklin
Hamilton
Licking
Ross
West Virginia:
Raleigh
Wayne
OKLAHOMA
COMANCHE
Survey Area
Oklahoma:
Comanche
Area of Application. Survey area plus:
Oklahoma:
Cotton
Jackson
OKLAHOMA
Survey Area
Oklahoma:
Oklahoma
Area of Application. Survey area plus:
Oklahoma:
Garfield
Muskogee
Pittsburg
Tulsa
PENNSYLVANIA
ALLEGHENY
Survey Area
Pennsylvania:
Allegheny
Area of Application. Survey area plus:
Ohio:
Cuyahoga
Trumbull
Pennsylvania:
Butler
Westmoreland
West Virginia:
Harrison
CUMBERLAND
Survey Area
Pennsylvania:
Cumberland
Area of Application. Survey area plus:
Pennsylvania:
Blair
Franklin
YORK
Survey Area
Pennsylvania:
York
Area of Application. Survey area plus:
Pennsylvania:

Lebanon
PUERTO RICO
GUAYNABO-SAN JUAN
Survey Area
Puerto Rico: (municipalities)
Guaynabo
San Juan
Area of Application. Survey area plus:
Puerto Rico: (municipalities)
Aguadilla
Bayamon
Ceiba
Isabela
Ponce
Salinas
Toa Baja
Vieques
U.S. Virgin Islands:
St. Croix
St. Thomas
RHODE ISLAND
NEWPORT
Survey Area
Rhode Island:
Newport
Area of Application. Survey area plus:
Massachusetts:
Barnstable
Nantucket
Rhode Island:
Providence
Washington
SOUTH CAROLINA
CHARLESTON
Survey Area
South Carolina:
Charleston
Area of Application. Survey area plus:
South Carolina:
Berkeley
Horry
RICHLAND
Survey Area
South Carolina:
Richland
Area of Application. Survey area plus:
North Carolina:
Buncombe
South Carolina:
Sumpter
Tennessee:
Washington

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SOUTH DAKOTA
PENNINGTON
Survey Area

South Dakota:
Pennington
Area of Application. Survey area plus:

Montana:
Custer

South Dakota:
Fall River
Meade

Wyoming:
Sheridan

TENNESSEE
SHELBY
Survey Area

Tennessee:
Shelby
Area of Application. Survey area plus:

Arkansas:
Mississippi

Missouri:
Butler

TEXAS
BELL
Survey Area

Texas:
Bell
Area of Application. Survey area plus:

Texas:
Burnet
Coryell
Falls

BEXAR
Survey Area

Texas:
Bexar
Area of Application. Survey area plus:

Texas:
Comal
Kerr
Travis
Val Verde

DALLAS
Survey Area

Texas:
Dallas
Area of Application. Survey area plus:

Texas:
Angelina
Fannin
Galveston
Harris

EL PASO
Survey Area

Texas:
El Paso
Area of Application. Survey area.

MCLENNAN
Survey Area

Texas:
McLennan
Area of Application. Survey area.

NUECES
Survey Area

Texas:
Nueces
Area of Application. Survey area plus:

Texas:
Bee
Calhoun
Kleberg
San Patricio
Webb

TARRANT
Survey Area

Texas:
Tarrant
Area of Application. Survey area plus:

Texas:
Cooke
Palo Pinto

TAYLOR
Survey Area

Texas:
Taylor
Area of Application. Survey area.

TOM GREEN
Survey Area

Texas:
Tom Green
Area of Application. Survey area plus:

Texas:
Howard

WICHITA
Survey Area

Texas:
Wichita
Area of Application. Survey area.

UTAH
DAVIS-SALT LAKE-WEBER
Survey Area

Utah:
Davis
Salt Lake
Weber

Office of Personnel Management**Pt. 532, Subpt. B, App. D**

Area of Application. Survey area plus:
Utah:
Box Elder
Tooele
Uintah
VIRGINIA
ALEXANDRIA-ARLINGTON-FAIRFAX
Survey Area
Virginia: (city)
Alexandria
Virginia: (counties)
Arlington
Fairfax
Area of Application. Survey area.
CHESTERFIELD-RICHMOND
Survey Area
Virginia: (city)
Richmond
Virginia: (county)
Chesterfield
Area of Application. Survey area plus:
Virginia: (cities)
Bedford
Charlottesville
Salem
Virginia: (counties)
Caroline
Nottoway
Prince George
West Virginia:
Pendleton
HAMPTON-NEWPORT NEWS
Survey Area
Virginia: (cities)
Hampton
Newport News
Area of Application. Survey area plus:
Virginia: (city)
Williamsburg
Virginia: (county)
York
NORFOLK-PORTSMOUTH-VIRGINIA BEACH
Survey Area
Virginia: (cities)
Norfolk
Portsmouth
Virginia Beach
Area of Application. Survey area plus:
North Carolina:
Pasquotank
Virginia: (cities)
Chesapeake
Suffolk
Virginia: (counties)

Accomack
Northampton
PRINCE WILLIAM
Survey Area
Virginia:
Prince William
Area of Application. Survey area plus:
Virginia:
Fauquier
WASHINGTON
KITSAP
Survey Area
Washington:
Kitsap
Area of Application. Survey area plus:
Washington:
Clallam
Jefferson
PIERCE
Survey Area
Washington:
Pierce
Area of Application. Survey area plus:
Oregon:
Clatsop
Coos
Douglas
Multnomah
Tillamook
Washington:
Clark
Grays Harbor
SNOHOMISH
Survey Area
Washington:
Snohomish
Area of Application. Survey area plus:
Washington:
Island
King
Yakima
SPOKANE
Survey Area
Washington:
Spokane
Area of Application. Survey area plus:
Washington:
Adams
Walla Walla
WYOMING
LARAMIE
Survey Area
Wyoming:
Laramie

Area of Application. Survey area.

[75 FR 49351, Aug. 13, 2010, as amended at 76 FR 9640, Feb. 22, 2011; 76 FR 31786, June 2, 2011; 76 FR 53046, Aug. 25, 2011; 77 FR 28472, May 15, 2012]

Subpart C—Determining Rates for Principal Types of Positions

§ 532.301 Definitions.

For purposes of this subpart:

Nearest similar wage area means the nearest wage area which is most similar to the local wage area in terms of private employment, population, relative numbers of private employers in major industry categories, and kinds and sizes of industry establishments and in which adequate private establishments exist in the survey area whose activities are similar to those in the dominant industry.

Principal types of appropriated or non-appropriated fund positions means those groups of occupations which require work of a specialized nature and which are peculiar to a specific Government industry which is the dominant industry among the total wage employment in the wage area.

Specialized private industry means private industry establishments in those industry groups, comparable to the specialized Government industries listed in § 532.303 of this section, which must be included in a wage survey in order to obtain data comparable to a dominant industry.

§ 532.303 Specialized industry.

(a)(1) Under the appropriated fund wage system, a “specialized industry” is a Federal activity engaged in the production or repair of aircraft, ammunition, artillery and combat vehicles, communication equipment, electronic equipment, guided missiles, heavy duty equipment, shipbuilding, sighting and fire control equipment, or small arms.

(2) Under the nonappropriated fund wage system a “specialized industry” includes only nonappropriated fund operated eating and drinking places. Additional industries may be considered as specialized industries upon approval of the Office of Personnel Management.

§ 532.305 Dominant industry.

(a)(1) A specialized industry is a “dominant industry” if the number of wage employees in the wage area who are subject to the wage schedule for which the survey is made and employed in occupations which comprise the principal types of appropriated or non-appropriated fund positions in the specialized industry comprise:

- (i) For appropriated fund activities,
 - (A) At least 25 percent of the total wage employment or
 - (B) 1,000 or more employees in a wage area having more than 4,000 wage employees; and
- (ii) For nonappropriated fund activities
 - (A) At least 25 percent of the total wage employment or
 - (B) 100 or more wage employees in a wage area having 400 or more wage employees.

(2) If two or more specialized industries in a wage area qualify as dominant industries, the two specialized industries having the largest number of wage employees shall be the dominant industries for purposes of applying the requirements of this subpart.

§ 532.307 Determining whether a dominant industry exists in a wage area.

(a) The chairperson of the local wage survey committee shall, before a full-scale wage survey is scheduled to begin, notify all appropriated or non-appropriated fund activities having employees subject to the wage schedules for which the survey is conducted so that organizations and individuals may submit written recommendations and supporting evidence to the local wage survey committee concerning principal types of appropriated or non-appropriated fund positions in the area. Each appropriated or nonappropriated fund activity shall publicize the opportunity to make such recommendations.

(b)(1) Before conducting a full-scale wage survey an occupational inventory of employees subject to the wage schedules for which the survey is conducted shall be obtained from each appropriated or nonappropriated fund activity in the area having such employees.