Appendix D

Nonappropriated Fund Wage and Surveys Areas

a. Wage area makeup.
   A wage area is a defined geographic area within which are found concentrations of Federal wage employees in combination with concentrations of private enterprise employment, and which is treated as a single unit for purposes of fixing and applying Federal wage rates. A wage area consists of two parts:
   (1) Survey area. That geographic area consisting of one or more counties where there is the capability in NAF employment to conduct a wage survey and where there is sufficient private employment in wholesale, retail, service, and recreational establishments to provide adequate survey data.
   (2) Area of application. That geographic area consisting of one or more counties, including a survey area, plus those counties which do not meet the requirements for treatment as a survey area. The wage schedules established from data obtained in a survey area will be uniformly applied to covered NAF wage employees in the area of application.

b. Order of wage area definitions.
The wage area definitions which follow are in alphabetical order by State and alphabetically within a State by title of wage area. The definitions apply to all regular wage surveys and to all wage employees covered by regular schedules of the Federal Wage System. With a few exceptions each area is defined in terms of county units, independent cities, or, in the New England States, of entire township or city units. Each wage area consists of:
   (1) Wage area title. Wage areas usually carry the title of the principal city in the area.
       Sometimes, however, the area title reflects a broader geographic area, for examples Wyoming or Eastern Tennesee.
   (2) Survey area definition. Each county, independent city, or township in the survey area is listed.
   (3) Area of application definition. Each county, independent city, or township which in addition to the survey area is in the area of application is listed.

Definitions of Wage and Wage Survey Areas

ALABAMA

CALHOUN (104)
   Survey area:
       Alabama: Calhoun County
   Area of application. Survey area plus:
       Alabama: Jefferson County

MADISON (105)
   Survey area:
       Alabama: Madison County
   Area of application. Survey area plus:
Tennessee: Coffee, Davidson, Hamilton, and Rutherford Counties

MONTGOMERY (048)
Survey area:
Alabama: Montgomery County
Area of application. Survey area plus:
Alabama: Dale, Dallas, and Macon Counties

ALASKA

ANCHORAGE (118)
Survey area:
Alaska: Anchorage Borough
Area of application. Survey area plus:
Alaska: Fairbanks North Star, Juneau, Kenai Peninsula, Ketchikan Gateway, Kodiak Island, and Sitka Boroughs; Southeast Fairbanks, Valdez-Cordova, and Yukon-Koyukuk Census Areas

ARIZONA

MARICOPA (012)
Survey area:
Arizona: Maricopa County
Area of application. Survey area plus:
Arizona: Coconino and Yavapai Counties

PIMA (013)
Survey area:
Arizona: Pima County
Area of application. Survey area plus:
Arizona: Cochise County

YUMA (055)
Survey area:
Arizona: Yuma County
Area of application. Survey area plus:
California: Imperial County

ARKANSAS

PULASKI (045)
Survey area:
Arkansas: Pulaski County
Area of application. Survey area plus:
  Arkansas: Jefferson, Sebastian, and Washington Counties

CALIFORNIA

KERN (010)
  Survey area:
    California: Kern County
  Area of application. Survey area plus:
    California: Fresno and Kings Counties

LOS ANGELES (130)
  Survey area:
    California: Los Angeles County
  Area of application. Survey area.

MONTEREY (003)
  Survey area:
    California: Monterey County
  Area of application. Survey area plus:
    California: Santa Clara County

ORANGE (131)
  Survey area:
    California: Orange County
  Area of application. Survey area.

RIVERSIDE (133)
  Survey area:
    California: Riverside County
  Area of application. Survey area.

SACRAMENTO (002)
  Survey area:
    California: Sacramento County
  Area of application. Survey area plus:
    California: Yuba County
    Oregon: Jackson and Klamath Counties

SAN BERNARDINO (134)
  Survey area:
    California: San Bernardino County
  Area of application. Survey area.
SAN DIEGO (054)
  Survey area:
  California: San Diego County
  Area of application. Survey area.

SAN JOAQUIN (008)
  Survey area:
  California: San Joaquin County
  Area of application. Survey area.

SANTA BARBARA (135)
  Survey area:
  California: Santa Barbara County
  Area of application. Survey area plus:
  California: San Luis Obispo County

SOLANO (059)
  Survey area:
  California: Solano County
  Area of application. Survey area plus:
  California: Alameda, Contra Costa, Marin, Napa, San Francisco, and Sonoma Counties

VENTURA (132)
  Survey area:
  California: Ventura County
  Area of application. Survey area.

COLORADO

ARAPAHOE-DENVER (084)
  Survey area:
  Colorado: Arapahoe and Denver Counties
  Area of application. Survey area plus:
  Colorado: Mesa County

EL PASO (085)
  Survey area:
  Colorado: El Paso County
  Area of application. Survey area plus:
  Colorado: Bent, Otero, and Pueblo Counties
CONNECTICUT

NEW LONDON (136)
Survey area:
Connecticut: New London County
Area of application. Survey area plus:
Connecticut: New Haven County

DELAWARE

KENT (076)
Survey area:
Delaware: Kent County
Area of application. Survey area plus:
Delaware: Sussex County
Maryland: Kent County

DISTRICT OF COLUMBIA

WASHINGTON, DC (124)
Survey area:
District of Columbia: Washington, DC
Area of application. Survey area.

FLORIDA

BAY (063)
Survey area:
Florida: Bay County
Area of application. Survey area.

BREVARD (061)
Survey area:
Florida: Brevard County
Area of application. Survey area.

DUVAL (159)
Survey area:
Florida: Duval County
Area of application. Survey area plus:
Florida: Alachua, Clay, and Columbia Counties
Georgia: Camden County
ESCAMBIA (064)
  Survey area:
  Florida: Escambia County
  Area of application. Survey area plus:
  Florida: Santa Rosa County

HILLSBOROUGH (119)
  Survey area:
  Florida: Hillsborough County
  Area of application. Survey area plus:
  Florida: Pinellas and Polk Counties

MIAMI-DADE (158)
  Survey area:
  Florida: Miami-Dade County
  Area of application. Survey area plus:
  Florida: Broward and Palm Beach Counties

MONROE (160)
  Survey area:
  Florida: Monroe County
  Area of application. Survey area.

OKALOOSA (065)
  Survey area:
  Florida: Okaloosa County
  Area of application. Survey area plus:
  Florida: Walton County

ORANGE (062)
  Survey area:
  Florida: Orange County
  Area of application. Survey area.

GEORGIA

CHATHAM (037)
  Survey area:
  Georgia: Chatham County
  Area of application. Survey area plus:
  Georgia: Glynn and Liberty Counties
  South Carolina: Beaufort County
COBB (034)
Survey area:
Georgia: Cobb County
Area of application. Survey area plus:
Georgia: Bartow and De Kalb Counties

COLUMBUS (067)
Survey area:
Georgia: Columbus
Area of application. Survey area plus:
Georgia: Chattahoochee County

DOUGHERTY (046)
Survey area:
Georgia: Dougherty County
Area of application. Survey area.

HOUSTON (036)
Survey area:
Georgia: Houston County
Area of application. Survey area plus:
Georgia: Laurens County

LOWNDES (047)
Survey area:
Georgia: Lowndes County
Area of application. Survey area.

RICHMOND (035)
Survey area:
Georgia: Richmond County
Area of application. Survey area plus:
South Carolina: Aiken County

GUAM

GUAM (150)
Survey area:
Guam
Area of application. Survey area.
**HAWAII**

HONOLULU (106)

*Survey area:*
   - Hawaii: Honolulu County

*Area of application. Survey area plus:*
   - Hawaii: Hawaii, Kauai, and Maui Counties
   - Pacific Islands: Midway Islands, Johnston Atoll, and American Samoa

**IDAHO**

ADA-ELMORE (038)

*Survey area:*
   - Idaho: Ada and Elmore Counties

*Area of application. Survey area.*

**ILLINOIS**

LAKE (145)

*Survey area:*
   - Illinois: Lake County

*Area of application. Survey area plus:*
   - Illinois: Cook, Rock Island, and Vermilion Counties
   - Iowa: Johnson County
   - Michigan: Dickinson and Marquette Counties
   - Wisconsin: Dane and Milwaukee Counties

ST. CLAIR (157)

*Survey area:*
   - Illinois: St. Clair County

*Area of application. Survey area plus:*
   - Illinois: Madison and Williamson Counties
   - Indiana: Vanderburgh County
   - Missouri: St. Louis City; Jefferson and Pulaski Counties

**KANSAS**

LEAVENWORTH-JACKSON-JOHNSON (151)

*Survey area:*
   - Kansas: Leavenworth County
   - Missouri: Jackson and Johnson Counties

*Area of application. Survey area plus:*
   - Kansas: Shawnee County
   - Missouri: Boone, Camden, and Cass Counties
SEDGWICK (078)
Survey area:
  Kansas: Sedgwick County
Area of application. Survey area plus:
  Kansas: Geary and Saline Counties

KENTUCKY

CHRISTIAN-MONTGOMERY (099)
Survey area:
  Kentucky: Christian County
  Tennessee: Montgomery County
Area of application. Survey area.

HARDIN-JEFFERSON (096)
Survey area:
  Kentucky: Hardin and Jefferson Counties
Area of application. Survey area plus:
  Indiana: Jefferson and Martin Counties
  Kentucky: Fayette, Madison, and Warren Counties

LOUISIANA

BOSSIER-CADDO (025)
Survey area:
  Louisiana: Bossier and Caddo Parishes
Area of application. Survey area plus:
  Texas: Bowie County

ORLEANS (006)
Survey area:
  Louisiana: Orleans Parish
Area of application. Survey area plus:
  Louisiana: Plaquemines Parish

RAPIDES (024)
Survey area:
  Louisiana: Rapides Parish
Area of application. Survey area plus:
  Louisiana: Vernon Parish
MAINE

YORK (139)
Survey area:
Maine: York County
Area of application. Survey area plus:
Maine: Cumberland, Kennebec, and Penobscot Counties
New Hampshire: Rockingham County
Vermont: Windsor County

MARYLAND

ANNE ARUNDEL (147)
Survey area:
Maryland: Anne Arundel County
Area of application. Survey area plus:
Maryland: Baltimore City; Baltimore County

CHARLES-ST. MARY’S (128)
Survey area:
Maryland: Charles and St. Mary’s Counties
Area of application. Survey area plus:
Maryland: Calvert County
Virginia: King George County

FREDERICK (088)
Survey area:
Maryland: Frederick County
Area of application. Survey area plus:
West Virginia: Berkeley County

HARFORD (148)
Survey area:
Maryland: Harford County
Area of application. Survey area plus:
Maryland: Cecil County

MONTGOMERY-PRINCE GEORGE’S (127)
Survey area:
Maryland: Montgomery and Prince George’s Counties
Area of application. Survey area.
MASSACHUSETTS

HAMPDEN (039)
Survey area:
  Massachusetts: Hampden County
Area of application. Survey area plus:
  Connecticut: Hartford County
  Massachusetts: Hampshire County

MIDDLESEX (138)
Survey area:
  Massachusetts: Middlesex County
Area of application. Survey area plus:
  Massachusetts: Norfolk, Plymouth, and Suffolk Counties
  New Hampshire: Hillsborough County

MICHIGAN

MACOMB (162)
Survey area:
  Michigan: Macomb County
Area of application. Survey area plus:
  Michigan: Alpena, Calhoun, Crawford, Grand Traverse, Huron, Iosco, Leelanau, Ottawa, Saginaw, Washtenaw, and Wayne Counties
  Ohio: Ottawa County

MINNESOTA

HENNEPIN (015)
Survey area:
  Minnesota: Hennepin County
Area of application. Survey area plus:
  Minnesota: Morrison, Murray, Ramsey, Stearns, and St. Louis Counties
  Wisconsin: Juneau, Monroe, and Polk Counties

MISSISSIPPI

HARRISON (070)
Survey area:
  Mississippi: Harrison County
Area of application. Survey area plus:
  Alabama: Mobile County
  Mississippi: Forrest and Jackson Counties
LAUDERDALE (001)
Survey area:
Mississippi: Lauderdale County
Area of application. Survey area plus:
Mississippi: Hinds, Rankin, and Warren Counties

LOWNDES (004)
Survey area:
Mississippi: Lowndes County
Area of application. Survey area plus:
Alabama: Tuscaloosa County

MONTANA

CASCADE (040)
Survey area:
Montana: Cascade County
Area of application. Survey area plus:
Montana: Fergus, Flathead, Hill, Lewis and Clark, Valley, and Yellowstone Counties

NEBRASKA

DOUGLAS-SARPY (149)
Survey area:
Nebraska: Douglas and Sarpy Counties
Area of application. Survey area plus:
Iowa: Marion, Polk, and Woodbury Counties
Nebraska: Hall, Lancaster, and Saunders Counties
South Dakota: Minnehaha County

NEVADA

CHURCHILL-WASHOE (011)
Survey area:
Nevada: Churchill and Washoe Counties
Area of application. Survey area plus:
California: Lassen and Mono Counties
Nevada: Mineral County

CLARK (140)
Survey area:
Nevada: Clark County
Area of application. Survey area.
NEW JERSEY

BURLINGTON (071)
Survey area:
New Jersey: Burlington County
Area of application. Survey area plus:
Delaware: New Castle County
New Jersey: Atlantic, Cape May, Monmouth, Ocean, and Salem Counties
Pennsylvania: Chester, Montgomery, and Philadelphia Counties

MORRIS (090)
Survey area:
New Jersey: Morris County
Area of application. Survey area plus:
New Jersey: Somerset County
Pennsylvania: Luzerne and Monroe Counties

NEW MEXICO

BERNALILLO (019)
Survey area:
New Mexico: Bernalillo County
Area of application. Survey area plus:
New Mexico: McKinley County

CURRY (030)
Survey area:
New Mexico: Curry County
Area of application. Survey area plus:
Texas: Lubbock and Potter Counties

DONA ANA (021)
Survey area:
New Mexico: Dona Ana County
Area of application. Survey area plus:
New Mexico: Chaves and Otero Counties

NEW YORK

JEFFERSON (101)
Survey area:
New York: Jefferson County
Area of application. Survey area plus:
New York: Albany, Oneida, Onondaga, Ontario, Schenectady, and Steuben Counties
KINGS-QUEENS (091)
Survey area:
- New York: Kings and Queens Counties
Area of application. Survey area plus:
- New Jersey: Essex and Hudson Counties
- New York: Bronx, Nassau, New York, Richmond, and Suffolk Counties

NIAGARA (163)
Survey area:
- New York: Niagara County
Area of application. Survey area plus:
- New York: Erie and Genesee Counties
- Pennsylvania: Erie County

ORANGE (103)
Survey area:
- New York: Orange County
Area of application. Survey area plus:
- New York: Dutchess and Westchester Counties

NORTH CAROLINA

CRAVEN (164)
Survey area:
- North Carolina: Craven County
Area of application. Survey area plus:
- North Carolina: Carteret and Dare Counties

CUMBERLAND (108)
Survey area:
- North Carolina: Cumberland County
Area of application. Survey area plus:
- North Carolina: Durham and Rowan Counties

ONSLOW (097)
Survey area:
- North Carolina: Onslow County
Area of application. Survey area plus:
- North Carolina: New Hanover County

WAYNE (107)
Survey area:
- North Carolina: Wayne County
Area of application. Survey area plus:
North Carolina: Halifax County

NORTH DAKOTA

GRAND FORKS (017)
Survey area:
North Dakota: Grand Forks County
Area of application. Survey area plus:
North Dakota: Cass, Cavalier, Pembina, and Steele Counties

WARD (016)
Survey area:
North Dakota: Ward County
Area of application. Survey area plus:
North Dakota: Divide County

OHIO

GREENE-MONTGOMERY (166)
Survey area:
Ohio: Greene and Montgomery Counties
Area of application. Survey area plus:
Indiana: Allen, Grant, Marion, and Miami Counties
Ohio: Clinton, Franklin, Hamilton, Licking, and Ross Counties
West Virginia: Raleigh and Wayne Counties

OKLAHOMA

COMANCHE (123)
Survey area:
Oklahoma: Comanche County
Area of application. Survey area plus:
Oklahoma: Cotton and Jackson Counties

OKLAHOMA (052)
Survey area:
Oklahoma: Oklahoma County
Area of application. Survey area plus:
Oklahoma: Garfield, Muskogee, Pittsburg, and Tulsa Counties
PENNSYLVANIA

ALLEGHENY (066)
Survey area:
Pennsylvania: Allegheny County
Area of application. Survey area plus:
Ohio: Cuyahoga and Trumbull Counties
Pennsylvania: Butler and Westmoreland Counties
West Virginia: Harrison County

CUMBERLAND (092)
Survey area:
Pennsylvania: Cumberland County
Area of application. Survey area plus:
Pennsylvania: Blair and Franklin Counties

YORK (093)
Survey area:
Pennsylvania: York County
Area of application. Survey area plus:
Pennsylvania: Lebanon County

PUERTO RICO

GUAYNABO-SAN JUAN (155)
Survey area:
Puerto Rico: Guaynabo and San Juan Municipios
Area of application. Survey area plus:
Puerto Rico: Aguadilla, Bayamon, Ceiba, Isabela, Ponce, Salinas, Toa Baja, and Vieques Municipios
U.S. Virgin Islands: St. Croix and St. Thomas

RHODE ISLAND

NEWPORT (167)
Survey area:
Rhode Island: Newport County
Area of application. Survey area plus:
Massachusetts: Barnstable and Nantucket Counties
Rhode Island: Providence and Washington Counties
SOUTH CAROLINA

CHARLESTON (120)

Survey area:
  South Carolina: Charleston County

Area of application. Survey area plus:
  South Carolina: Berkeley and Horry Counties

RICHLAND (110)

Survey area:
  South Carolina: Richland County

Area of application. Survey area plus:
  North Carolina: Buncombe County
  South Carolina: Sumter County
  Tennessee: Washington County

SOUTH DAKOTA

PENNINGTON (086)

Survey area:
  South Dakota: Pennington County

Area of application. Survey area plus:
  Montana: Custer County
  South Dakota: Fall River and Meade Counties
  Wyoming: Sheridan County

TENNESSEE

SHELBY (098)

Survey area:
  Tennessee: Shelby County

Area of application. Survey area plus:
  Arkansas: Mississippi County
  Missouri: Butler County

TEXAS

BELL (028)

Survey area:
  Texas: Bell County

Area of application. Survey area plus:
  Texas: Burnet, Coryell, and Falls Counties
BEXAR (117)
Survey area:
   Texas: Bexar County
Area of application. Survey area plus:
   Texas: Comal, Kerr, Travis, and Val Verde Counties

DALLAS (152)
Survey area:
   Texas: Dallas County
Area of application. Survey area plus:
   Texas: Angelina, Fannin, Galveston, and Harris Counties

EL PASO (023)
Survey area:
   Texas: El Paso County
Area of application. Survey area.

MCLENNAN (022)
Survey area:
   Texas: McLennan County
Area of application. Survey area.

NUECES (115)
Survey area:
   Texas: Nueces County
Area of application. Survey area plus:
   Texas: Bee, Calhoun, Kleberg, San Patricio, and Webb Counties

TARRANT (156)
Survey area:
   Texas: Tarrant County
Area of application. Survey area plus:
   Texas: Cooke and Palo Pinto Counties

TAYLOR (031)
Survey area:
   Texas: Taylor County
Area of application. Survey area.

TOM GREEN (032)
Survey area:
   Texas: Tom Green County
Area of application. Survey area plus:
   Texas: Howard County
WICHITA (122)
   Survey area:
   Texas: Wichita County
   Area of application. Survey area.

UTAH

DAVIS-SALT LAKE-SALT LAKE (018)
   Survey area:
   Utah: Davis, Salt Lake, and Weber Counties
   Area of application. Survey area plus:
   Utah: Box Elder, Tooele, and Uintah Counties

VIRGINIA

ALEXANDRIA-ARLINGTON-FAIRFAX (125)
   Survey area:
   Virginia: Alexandria City; Arlington and Fairfax Counties
   Area of application. Survey area.

CHESTERFIELD-RICHMOND (082)
   Survey area:
   Virginia: Richmond City; Chesterfield County
   Area of application. Survey area plus:
   Virginia: Bedford, Charlottesville, and Salem Cities; Caroline, Nottoway, and Prince George Counties
   West Virginia: Pendleton County

HAMPTON-NEWPORT NEWS (112)
   Survey area:
   Virginia: Hampton and Newport News Cities
   Area of application. Survey area plus:
   Virginia: Williamsburg City; York County

NORFOLK-PORTSMOUTH-VIRGINIA BEACH (111)
   Survey area:
   Virginia: Norfolk, Portsmouth, and Virginia Beach Cities
   Area of application. Survey area plus:
   North Carolina: Pasquotank County
   Virginia: Chesapeake and Suffolk Cities; Accomack and Northampton Counties

PRINCE WILLIAM (126)
   Survey area:
   Virginia: Prince William County
Area of application. Survey area plus:
Virginia: Fauquier County

WASHINGTON

KITSAP (142)
Survey area:
Washington: Kitsap County
Area of application. Survey area plus:
Washington: Clallam and Jefferson Counties

PIERCE (143)
Survey area:
Washington: Pierce County
Area of application. Survey area plus:
Oregon: Clatsop, Coos, Douglas, Multnomah, and Tillamook Counties
Washington: Clark and Grays Harbor Counties

SNOHOMISH (141)
Survey area:
Washington: Snohomish County
Area of application. Survey area plus:
Washington: Island, King, and Yakima Counties

SPOKANE (043)
Survey area:
Washington: Spokane County
Area of application. Survey area plus:
Washington: Adams and Walla Walla Counties

WYOMING

LARAMIE (087)
Survey area:
Wyoming: Laramie County
Area of application. Survey area.