

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 Tennessee.
- (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: Lee, 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, De Kalb, and Fulton 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 plus:

Florida: Leon County

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

Indiana: St. Joseph County

Iowa: Johnson County

Michigan: Dickinson and Marquette Counties

Wisconsin: Brown, 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

Missouri: 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, Cass, and Greene 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, Johnson, 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

Maryland: 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, Kent, Leelanau,
Ottawa, Saginaw, Washtenaw, and Wayne Counties

Ohio: Lucas and Ottawa Counties

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, Hancock, 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, Forsyth, 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 and Pitt Counties

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, Mayaguez, Ponce, and Salinas Municipios

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 and Mecklenburg Counties

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:

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, Cameron, 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-WEBER (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

Virginia: Arlington and Fairfax Counties

Area of application. Survey area.

CHESTERFIELD-RICHMOND (082)

Survey area:

Virginia: Richmond City

Virginia: 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

Virginia: 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

Virginia: 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, Lane, 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.