

# 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: Pinellas and Polk Counties

MIAMI-DADE (158)

*Survey area:*

Florida: Miami-Dade County

*Area of application. Survey area plus:*

Florida: Palm Beach County

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

CLAYTON-COBB-FULTON (034)

*Survey area:*

Georgia: Clayton, Cobb, and Fulton Counties

*Area of application. Survey area plus:*

Georgia: Bartow, Clarke, and De Kalb Counties

COLUMBUS (067)

*Survey area:*

Georgia: Columbus Consolidated Government

*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

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**

### **CUMBERLAND (026)**

*Survey area:*

Maine: Cumberland County

*Area of application. Survey area plus:*

Maine: Aroostook, Hancock, Kennebec, Knox, Penobscot, Sagadahoc, and Washington Counties

### **YORK (139)**

*Survey area:*

Maine: York County

*Area of application. Survey area plus:*

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, Ocean, and Salem Counties

**MONMOUTH (089)**

*Survey area:*

New Jersey: Monmouth County

*Area of application. Survey area.*

**MORRIS (090)**

*Survey area:*

New Jersey: Morris County

*Area of application. Survey area plus:*

New Jersey: Somerset County

Pennsylvania: Monroe County

**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, and Pittsburg 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

**MONTGOMERY (073)**

*Survey area:*

Pennsylvania: Montgomery County

*Area of application. Survey area plus:*

Pennsylvania: Bucks, Chester, Luzerne, and Philadelphia 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 Municipalities

*Area of application. Survey area plus:*

Puerto Rico: Aguadilla, Bayamon, Ceiba, Isabela, Ponce, Salinas, Toa Baja, and Vieques Municipalities

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: 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-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; 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.*