### 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

<table>
<thead>
<tr>
<th>Area of Application</th>
<th>Survey Area</th>
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<tbody>
<tr>
<td>Calhoun</td>
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##### Alabama

<table>
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##### Alabama

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##### Alabama

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##### Alabama

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<th>Survey Area</th>
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##### Alaska

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<th>Area of Application</th>
<th>Survey Area</th>
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<tbody>
<tr>
<td>Anchorage</td>
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<table>
<thead>
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<th>Area of Application</th>
<th>Survey Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anchorage</td>
<td>Anchorage</td>
</tr>
</tbody>
</table>

[46 FR 21344, Apr. 10, 1981]
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

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:
Office of Personnel Management

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:

Connecticut:
  New London
  Survey Area

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

Delaware:
  Kent
  Survey Area

Delaware:
  Sussex
  Maryland:
  Kent

District of Columbia:
  Washington, DC
  Survey Area

Florida:
  Bay
  Area of Application. Survey area.

 Florida:
  Brevard
  Area of Application. Survey area.

 Florida:
  Duval
  Area of Application. Survey area plus:

 Florida:
  Escambia
  Survey Area

Florida:
  Hillsborough
  Area of Application. Survey area plus:

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

 Florida:
  Monroe
  Survey Area

Florida:

Pt. 532, Subpt. B, App. D
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 Government
Area of Application. Survey area plus:
Georgia:
Chattahoochee
DOUGHERTY
Survey Area
Georgia:
Dougherty
Area of Application. Survey area.
HOUSTON
Survey Area
Georgia:
Houston
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.
HAWAI
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
Vermillion
Iowa:
Johnson
Michigan:
Office of Personnel Management

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:
Cumberland
Survey Area

Maine:
Cumberland
Area of Application. Survey area plus:

Maine:
Aroostook
Hancock
Kennebec
Knox
Penobscot
Sagadahoc
Washington

York
Survey Area

Maine:
York
Area of Application. Survey area plus:

New Hampshire:
Rockingham

Vermont:
Windsor
MARYLAND

ANNE ARUNDEL

Survey Area

Maryland:
Anne Arundel
Area of Application. Survey area plus:
Maryland: (city)
Baltimore
Maryland: (county)
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
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:

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
Office of Personnel Management

LAUDERDALE
Survey Area
Mississippi:
Lauderdale
Area of Application. Survey area plus:
Mississippi:
Hinds
Rankin
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
Py. 532, Subpt. B, App. D
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
Ocean
Salem
MONMOUTH
Survey Area
New Jersey:
Monmouth
Area of Application. Survey area.
MORRIS
Survey Area
New Jersey:
Morris
Area of Application. Survey area plus:
New Jersey:
Somerset
Pennsylvania:
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

   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
Office of Personnel Management

Grant
Marion
Miami
Ohio:
Clinton
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

Pennsylvania:
Allegheny
Area of Application. Survey area plus:
Pennsylvania:
Allegeny
Area of Application. Survey area plus:
Ohio:
Cuyahoga
Trumball
Pennsylvania:
Butler
Westmoreland
West Virginia:
Harrison

CUMBERLAND
Survey Area

Pennsylvania:
Cumberland
Area of Application. Survey area plus:
Pennsylvania:
Blair
Franklin

MONTGOMERY
Survey Area

Pennsylvania:

Montgomery
Area of Application. Survey area plus:
Pennsylvania:
Bucks
Chester
Luzerne
Philadelphia

YORK
Survey Area

Pennsylvania:
York
Area of Application. Survey area plus:
Pennsylvania:

PUERTO RICO
GUAYNABO-SAN JUAN
Survey Area

Puerto Rico: (municipalities)
Guaynabo
San Juan
Area of Application. Survey area plus:
Puerto Rico: (municipalities)
Aguadilla
Bayamón
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
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:
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
Office of Personnel Management

Area of Application. Survey area.

UTAH
Davis-Salt Lake-Weber
Survey Area

Utah:
Davis
Salt Lake
Weber

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

Pt. 532, Subpt. B, App. D

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:
Clallam
Jefferson

Pierce
Survey Area

Washington: Pierce
Area of Application. Survey area plus:

Oregon:
Clatsap
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:
§ 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 nonappropriated 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 nonappropriated 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