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:

Tennessee:
Coffee
Davidson
Hamilton
Rutherford

MONTGOMERY

Survey Area

Alabama:
Montgomery

Area of Application. Survey area plus:

ALASKA

ANCHORAGE

Survey Area

Alaska: (borough)

Anchorage
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
Survey Area
Arizona:
Coconino
Yavapai
PIMA
Survey Area
Arizona:
Pima
Survey Area
Arizona:
Yuma
Survey Area
Arizona:
Yuma
Survey Area
California:
Imperial
ARKANSAS
FULTON
Survey Area
Arkansas:
Pulaski
Survey Area
Arkansas:
Jefferson
Sebastian
Washington
CALIFORNIA
KERN
Survey Area
California:
Kern
Survey Area
California:
Fresno
Kings
LOS ANGELES
Survey Area
California:
Los Angeles
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
   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:
   Brevard
      Area of Application. Survey area.

   DUVAL
      Survey Area

Florida:
   Duval
      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:
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.
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

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
Sallie

KENTUCKY
Christian-Montgomery
Survey Area

Kentucky:
Christian
Tennessee:
Montgomery
Area of Application. Survey area.

HARDIN-JEFFERSON
Survey Area

Kentucky:
Hardin
Jefferson

Pt. 532, Subpt. B, App. D

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)
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:
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

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

NEW MEXICO
BERNALILLO
Survey Area

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

New Mexico:
Chaves
Otero

NEVADA
CHURCHILL-WASHOE
Survey Area

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

California:
Lassen
Mono

Nevada:
Mineral

CLARK
Survey Area

Nevada:
Clark

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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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Office of Personnel Management

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:
Sumter
Tennessee:
Washington
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<th>State</th>
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<td>Bell Survey Area</td>
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<td>Texas</td>
<td>Burnet, Coryell, Falls</td>
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<td>Texas</td>
<td>Comal, Kerr, Travis, Val Verde</td>
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<td>Texas</td>
<td>Angelina, Fannin, Galveston, Harris</td>
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<td>Bee, Calhoun, Kleberg, San Patricio, Webb</td>
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<td>Tom Green Survey Area</td>
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<td>Howard Survey Area</td>
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<td>Wichita Survey Area</td>
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<td>Utah</td>
<td>Davis-Salt Lake-Weber</td>
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<td>El Paso Survey Area</td>
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<td>McLennan Survey Area</td>
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<tr>
<td>Utah</td>
<td>Davis, Salt Lake, Weber</td>
</tr>
</tbody>
</table>
Office of Personnel Management

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
   Kitsap

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.

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.

(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.

§ 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.