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

Montgomery

Area of Application. Survey area plus:

Alabama:

Dale

Dallas

Macon

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

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

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:
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:
COLORADO:
Bent
Otero
Pueblo

CONNECTICUT
NEW LONDON
Survey Area

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:
   Bay
   Area of Application. Survey area.
   BREVARD
   Survey Area
Florida:
   Brevard
   Area of Application. Survey area.
   DUVAL
   Survey Area
Florida:
   Duval
   Area of Application. Survey area plus:
Florida:
   Alachua
       Clay
       Columbia
Georgia:
   Camden
   ESCAMBIA
   Survey Area
Florida:
   Escambia
   Area of Application. Survey area plus:
Florida:
   Santa Rosa
   HILLSBOROUGH
   Survey Area
Florida:
   Hillsborough
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Area of Application. Survey area plus:
Florida:
   Pinellas
       Polk
   MIAMI-DADE
       Survey Area
Florida:
   Miami-Dade
   Area of Application. Survey area plus:
Florida:
   Broward
       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
   COBB
   Survey Area
Georgia:
   Cobb
   Area of Application. Survey area plus:
Georgia:
   Bartow
       De Kalb
COLUMBUS
   Survey Area
Georgia:
   Columbus
   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.  
Laurens  
LOWNDES  
Survey Area

Georgia:  
Lowndes  
Area of Application. Survey area.  
RICHMOND  
Survey Area

Georgia:  
Richmond  
Area of Application. Survey area.  
South Carolina:  
Aiken  
GUAM  
Guam  
Survey Area

Hawaii:  
Honolulu  
Area of Application. Survey area.  
HAWAII  
HONOLULU  
Survey Area

Hawaii (counties):  
Hawaii  
Kauai  
Maui

Pacific Islands:  
Midway Islands  
Johnston Atoll  
American Samoa  
IDAHO  
ADA-ELMORE  
Survey Area

Idaho:  
Ada  
Elmore

ILLINOIS  
LAKE  
Survey Area

Illinois:  
Lake  
Area of Application. Survey area.  
Illinois:  
Cook  
Rock Island  
Vermilion

Iowa:  
Johnson

Michigan:  
Dickinson  
Marquette

Wisconsin:  
Dane  
Milwaukee

Illinois:  
St. Clair  
Survey Area

Illinois:  
St. Clair  
Area of Application. Survey area.  
Illinois:  
Madison  
Williamson

Indiana:  
Vanderburgh

Missouri: (city)  
St. Louis

Missouri: (counties)  
Jefferson  
Pulaski  
KANSAS  
LEAVENWORTH/JACKSON-JOHNSON  
Survey Area

Kansas:  
Leavenworth

Missouri:  
Jackson  
Johnson

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
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
Office of Personnel Management

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
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
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
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

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
Office of Personnel Management

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

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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
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
Oklahoma:
Oklahoma
Area of Application. Survey area plus:
Oklahoma:
Garfield
Muskogee
Pittsburg
Tulsa

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

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

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

Pennsylvania:
  Lebanon
    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
  Area of Application. Survey area plus:
    South Carolina:
      Charleston
      Berkeley
      Horry
      Richland
      Survey Area
      South Carolina:
        Richland
        Area of Application. Survey area plus:
          North Carolina:
            Buncombe
          South Carolina:
            Sumter
          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
Office of Personnel Management

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Travis
Val Verde

DALLAS
Survey Area

Texas:
Dallas
Area of Application. Survey area plus:

Texas:
Angelina
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.

NUCEES
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
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
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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
Survey Area
Washington:
Kitsap
Area of Application. Survey area plus:
Washington:
Clallam
Jefferson
PIERCE
Survey Area
Washington:
Pierce
Area of Application. Survey area plus:
Oregon:
Clatsop
Coom
Douglas
Multnomah
Tillamook
Washington:
Clark
Grays Harbor
SNOHOMISH
Survey Area
Washington:
Snohomish
Area of Application. Survey area plus:
Washington:
Island
King
Yakima

§ 532.303 Specialized industry.
(a)(1) Under the appropriated fund wage system, a “specialized industry” is a Federal activity engaged in the


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.