

**§ 591.227**

by the COLA area CPI change computed in step 1 divided by the DC area CPI change computed in step 2. The adjusted price index is rounded to the second decimal place.

(b) *Example:*

	2008	2009
COLA Area CPI .....	172.2	174.7
DC Area CPI .....	159.7	161.9
COLA Area Survey Index .....	117.33	( <sup>1</sup> )
COLA Area CPI Adjusted Index .....	( <sup>2</sup> )	117.42

<sup>1</sup>No survey.  
<sup>2</sup>N/A

Computation:  
 $117.33 \times (174.7/172.2)/(161.9/159.7) = 117.4159$ , which would round to 117.42.

**§ 591.227 What adjustment factors does OPM add to the price indexes?**

OPM adds to the price index an adjustment factor that reflects differences in need, access to and availability of goods and services, and quality of life in the COLA area relative to the DC area. The following table shows the adjustment factor for each area:

COLA area	Amount
Anchorage, AK .....	7.0
Fairbanks, AK .....	9.0
Juneau, AK .....	9.0
Rest of the State of Alaska .....	9.0
City and County of Honolulu, HI .....	5.0
Hawaii County, HI .....	7.0
Kauai County, HI .....	7.0
Mauai County, HI .....	7.0
Guam and CNMI .....	9.0
Commonwealth of Puerto Rico .....	7.0
U.S. Virgin Islands .....	9.0

<sup>1</sup> Amount added to the price index.

**§ 591.228 How does OPM convert the price index plus adjustment factor to a COLA rate?**

(a) OPM converts the price index plus the adjustment factor to a COLA rate as shown in the following table:

Price index plus adjustment factor	COLA rate subject to paragraph (b) of this section
Equal to or greater than 124.50.	25 percent.
Equal to or greater than 102.00 but less than 124.50.	Price index plus the adjustment factor, minus 100, expressed to the nearest whole percent.
Less than 102.00 .....	0 percent.

(b) This section is applicable on an area-by-area basis beginning with the effective date of the results of the first survey conducted in each area.

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(c) OPM may reduce the COLA rate in any area by no more than 1 percentage point in any 12-month period. Any reduction in the COLA rate for any COLA area cannot be effective until the effective date of the first survey conducted in Hawaii and Guam and CNMI under these regulations.

**§ 591.229 How does OPM inform agencies and employees of COLA rate changes?**

OPM publishes COLA area survey summary reports, MEG and PEG indexes, and COLA rates in the FEDERAL REGISTER. OPM makes survey data and other information available to the public to the extent authorized by the Freedom of Information Act and the Privacy Act.

**POST DIFFERENTIALS**

**§ 591.230 When does OPM establish post differential areas?**

(a) OPM establishes post differential areas in response to agency requests when—

(1) Conditions of environment within the post differential area differ substantially from conditions of environment in the continental United States, and

(2) The major Federal employers within the area believe payment of a post differential is warranted as a recruitment incentive to attract candidates from outside the post differential area to work for the Government in the post differential area.

(b) If a department or agency wants OPM to consider establishing or revising the definition of a post differential area, the head of the department or agency or his or her designee must submit a request in writing to OPM.

**§ 591.231 Which areas are post differential areas?**

OPM has established the following post differential areas:

- (a) American Samoa as defined in § 591.205,
- (b) Territory of Guam,
- (c) Commonwealth of the Northern Mariana Islands,
- (d) Johnston Atoll (including Sand Island),
- (e) Midway Atoll, and
- (f) Wake Atoll.