

# Appendix D

## Nonappropriated Fund Wage and Surveys Areas

- a. **Wage area makeup.** A wage area is a defined geographic area of one or more counties having NAF wage employees which is treated as a single unit for purposes of fixing and applying NAF 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 NAF wage surveys and to all NAF wage employees covered by regular schedules of the Federal Wage System. With a few exceptions each area is defined in terms of county units or independent cities. Each wage area consists of:
  - (1) *Wage area title.* Wage areas usually carry the title of the county or counties surveyed.
  - (2) *Survey area definition.* Each county or independent city in the survey area is listed.
  - (3) *Area of application definition.* Each county or independent city which, in addition to the survey area, is in the area of application is listed.

## *Definitions of Wage and Wage Survey Areas*

### ALABAMA

#### CALHOUN

*Survey area:*

Alabama: Calhoun County

*Area of application. Survey area plus:*

Alabama: Jefferson County

#### MADISON

*Survey area:*

Alabama: Madison County

*Area of application. Survey area plus:*

Tennessee: Coffee, Davidson, Hamilton, and Rutherford Counties

#### MONTGOMERY

*Survey area:*

Alabama: Montgomery County  
*Area of Application. Survey area plus:*  
Alabama: Dale, Dallas, and Macon Counties

## **ALASKA**

### **ANCHORAGE**

*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**

*Survey area:*

Arizona: Maricopa County

*Area of application. Survey area plus:*

Arizona: Coconino and Yavapai Counties

### **PIMA**

*Survey area:*

Arizona: Pima County

*Area of application. Survey area plus:*

Arizona: Cochise County

### **YUMA**

*Survey area:*

Arizona: Yuma County

*Area of application. Survey area plus:*

California: Imperial County

## **ARKANSAS**

### **PULASKI**

*Survey area:*

Arkansas: Pulaski County

*Area of application. Survey area plus:*

Arkansas: Jefferson, Sebastian, and Washington Counties

## **CALIFORNIA**

### **KERN**

*Survey area:*

California: Kern County  
*Area of application. Survey area plus:*  
California: Fresno and Kings Counties

#### LOS ANGELES

*Survey area:*  
California: Los Angeles County  
*Area of application. Survey area.*

#### MONTEREY

*Survey area:*  
California: Monterey County  
*Area of application. Survey area.*

#### ORANGE

*Survey area:*  
California: Orange County  
*Area of application. Survey area.*

#### RIVERSIDE

*Survey area:*  
California: Riverside County  
*Area of application. Survey area.*

#### SACRAMENTO

*Survey area:*  
California: Sacramento County  
*Area of application. Survey area plus:*  
California: Yuba County  
Oregon: Jackson and Klamath Counties

#### SAN BERNARDINO

*Survey area:*  
California: San Bernardino County  
*Area of application. Survey area.*

#### SAN DIEGO

*Survey area:*  
California: San Diego County  
*Area of application. Survey area.*

#### SAN FRANCISCO

*Survey area:*  
California: San Francisco County  
*Area of application. Survey area.*

## SAN JOAQUIN

*Survey area:*

California: San Joaquin County

*Area of application. Survey area.*

## SANTA BARBARA

*Survey area:*

California: Santa Barbara County

*Area of application. Survey area plus:*

California: San Luis Obispo County

## SANTA CLARA

*Survey area:*

California: Santa Clara County

*Area of application. Survey area plus:*

California: Alameda, Contra Costa, and San Mateo Counties

## SOLANO

*Survey area:*

California: Solano County

*Area of application. Survey area plus:*

California: Marin, Napa, and Sonoma Counties

## VENTURA

*Survey area:*

California: Ventura County

*Area of application. Survey area.*

## COLORADO

### ADAMS-DENVER

*Survey area:*

Colorado: Adams and Denver Counties

*Area of application. Survey area plus:*

Colorado: Arapahoe and Mesa Counties

### EL PASO

*Survey area:*

Colorado: El Paso County

*Area of application. Survey area plus:*

Colorado: Bent, Otero, and Pueblo Counties

## CONNECTICUT

### NEW LONDON

*Survey area:*

Connecticut: New London County  
*Area of application. Survey area plus:*  
Connecticut: New Haven County

## **DELAWARE**

### **KENT**

*Survey area:*  
Delaware: Kent County  
*Area of application. Survey area plus:*  
Delaware: Sussex County  
Maryland: Kent County

## **DISTRICT OF COLUMBIA**

### **WASHINGTON, DC**

*Survey area:*  
District of Columbia: Washington, DC  
*Area of application. Survey area.*

## **FLORIDA**

### **BAY**

*Survey area:*  
Florida: Bay County  
*Area of application. Survey area.*

### **BREVARD**

*Survey area:*  
Florida: Brevard County  
*Area of application. Survey area.*

### **DADE**

*Survey area:*  
Florida: Dade County  
*Area of application. Survey area plus:*  
Florida: Palm Beach County

### **DUVAL**

*Survey area:*  
Florida: Duval County  
*Area of application. Survey area plus:*  
Florida: Alachua, Clay, and Columbia Counties  
Georgia: Camden County

## ESCAMBIA

*Survey area:*

Florida: Escambia County

*Area of application. Survey area plus:*

Florida: Santa Rosa County

## HILLSBOROUGH

*Survey area:*

Florida: Hillsborough County

*Area of application. Survey area plus:*

Florida: Pinellas and Polk Counties

## MONROE

*Survey area:*

Florida: Monroe County

*Area of application. Survey area.*

## OKALOOSA

*Survey area:*

Florida: Okaloosa County

*Area of application. Survey area plus:*

Florida: Walton County

## ORANGE

*Survey area:*

Florida: Orange County

*Area of application. Survey area.*

## GEORGIA

### CHATHAM

*Survey area:*

Georgia: Chatham County

*Area of application. Survey area plus:*

Georgia: Glynn and Liberty Counties

South Carolina: Beaufort County

### CLAYTON-COBB-FULTON

*Survey area:*

Georgia: Clayton, Cobb, and Fulton Counties

*Area of application. Survey area plus:*

Georgia: Bartow, Clarke, and De Kalb Counties

### COLUMBUS

*Survey area:*

Georgia: Columbus County

*Area of application. Survey area plus:*  
Georgia: Chattahoochee County

#### **DOUGHERTY**

*Survey area:*  
Georgia: Dougherty County  
*Area of application. Survey area.*

#### **HOUSTON**

*Survey area*  
Georgia: Houston County  
*Area of application. Survey area plus:*  
Georgia: Laurens County

#### **LOWNDES**

*Survey area:*  
Georgia: Lowndes County  
*Area of application. Survey area.*

#### **RICHMOND**

*Survey area:*  
Georgia: Richmond County  
*Area of application. Survey area plus:*  
South Carolina: Aiken County

#### **GUAM**

#### **GUAM**

*Survey area:*  
Guam  
*Area of application. Survey area.*

#### **HAWAII**

#### **HONOLULU**

*Survey area:*  
Hawaii: Honolulu County  
*Area of application. Survey area plus:*  
Hawaii: Hawaii, Kauai, and Maui Counties  
Pacific Islands: Midway Island, Johnston Island, and American Samoa

#### **IDAHO**

#### **ADA-ELMORE**

*Survey area:*  
Idaho: Ada and Elmore Counties

*Area of application. Survey area.*

## **ILLINOIS**

### **LAKE**

*Survey area:*

Illinois: Lake County

*Area of application. Survey area plus:*

Illinois: Cook and Vermilion Counties

Michigan: Dickinson and Marquette Counties

Wisconsin: Dane and Milwaukee Counties

### **ROCK ISLAND**

*Survey area:*

Illinois: Rock Island County

*Area of application. Survey area plus:*

Illinois: Carroll County

Iowa: Johnson County

### **ST. CLAIR**

*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**

*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**

*Survey area:*

Kansas: Sedgwick County

*Area of application. Survey area plus:*

Kansas: Geary and Saline Counties

## **KENTUCKY**

### **CHRISTIAN-MONTGOMERY**

*Survey area:*



Kentucky: Christian County  
Tennessee: Montgomery County  
*Area of application. Survey area.*

#### **HARDIN-JEFFERSON**

*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**

*Survey area:*  
Louisiana: Bossier and Caddo Counties  
*Area of application. Survey area plus:*  
Texas: Bowie County

##### **ORLEANS**

*Survey area:*  
Louisiana: Orleans County  
*Area of application. Survey area plus:*  
Louisiana: Plaquemines County

##### **RAPIDES**

*Survey area:*  
Louisiana: Rapides County  
*Area of application. Survey area plus:*  
Louisiana: Vernon County

#### **MAINE**

##### **CUMBERLAND**

*Survey area:*  
Maine: Cumberland County  
*Area of application. Survey area plus:*  
Maine: Aroostook, Hancock, Kennebec, Knox, Penobscot, Sagadahoc, and  
Washington Counties

##### **YORK**

*Survey area:*  
Maine: York County  
*Area of application. Survey area plus:*  
New Hampshire: Rockingham County  
Vermont: Windsor County

## **MARYLAND**

### **ANNE ARUNDEL**

*Survey area:*

Maryland: Anne Arundel County

*Area of application. Survey area plus:*

Maryland: Baltimore City; Baltimore County

### **CHARLES-ST. MARY'S**

*Survey area:*

Maryland: Charles and St. Mary's Counties

*Area of application. Survey area plus:*

Maryland: Calvert County

Virginia: King George County

### **FREDERICK**

*Survey area:*

Maryland: Frederick County

*Area of application. Survey area plus:*

West Virginia: Berkeley County

### **HARFORD**

*Survey area:*

Maryland: Harford County

*Area of application. Survey area plus:*

Maryland: Cecil County

### **MONTGOMERY-PRINCE GEORGE'S**

*Survey area:*

Maryland: Montgomery and Prince George's Counties

*Area of application. Survey area.*

## **MASSACHUSETTS**

### **HAMPDEN**

*Survey area:*

Massachusetts: Hampden County

*Area of application. Survey area plus:*

Connecticut: Hartford County

Massachusetts: Hampshire County

### **MIDDLESEX**

*Survey area:*

Massachusetts: Middlesex County

*Area of application. Survey area plus:*

Massachusetts: Norfolk, Plymouth, and Suffolk Counties

New Hampshire: Hillsborough County

## **MICHIGAN**

### **MACOMB**

*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**

*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**

*Survey area:*

Mississippi: Harrison County

*Area of application. Survey area plus:*

Alabama: Mobile County

Mississippi: Forrest and Jackson Counties

### **LAUDERDALE**

*Survey area:*

Mississippi: Lauderdale County

*Area of application. Survey area plus:*

Mississippi: Hinds, Rankin, and Warren Counties

### **LOWNDES**

*Survey area:*

Mississippi: Lowndes County

*Area of application. Survey area plus:*

Alabama: Tuscaloosa County

## **MONTANA**

### **CASCADE**

*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**

*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**

*Survey area:*  
Nevada: Churchill and Washoe Counties  
*Area of application. Survey area plus:*  
California: Lassen and Mono Counties  
Nevada: Mineral County

### **CLARK**

*Survey area:*  
Nevada: Clark County  
*Area of application. Survey area.*

## **NEW JERSEY**

### **BURLINGTON**

*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**

*Survey area:*  
New Jersey: Monmouth County  
*Area of application. Survey area.*

### **MORRIS**

*Survey area:*  
New Jersey: Morris County  
*Area of application. Survey area plus:*

New Jersey: Somerset County  
Pennsylvania: Monroe County

## **NEW MEXICO**

### **BERNALILLO**

*Survey area:*

New Mexico: Bernalillo County

*Area of application. Survey area plus:*

New Mexico: McKinley County

### **CURRY**

*Survey area:*

New Mexico: Curry County

*Area of application. Survey area plus:*

Texas: Lubbock and Potter Counties

### **DONA ANA**

*Survey area:*

New Mexico: Dona Ana County

*Area of application. Survey area plus:*

New Mexico: Chaves and Otero Counties

## **NEW YORK**

### **JEFFERSON**

*Survey area:*

New York: Jefferson County

*Area of application. Survey area plus:*

New York: Albany, Oneida, Onondaga, Ontario, Schenectady, and Steuben Counties

### **KINGS-QUEENS**

*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**

*Survey area:*

New York: Niagara County

*Area of application. Survey area plus:*

New York: Erie and Genesee Counties

Pennsylvania: Erie County

## ORANGE

*Survey area:*

New York: Orange County

*Area of application. Survey area plus:*

New York: Dutchess and Westchester Counties

## NORTH CAROLINA

### CRAVEN

*Survey area:*

North Carolina: Craven County

*Area of application. Survey area plus:*

North Carolina: Carteret and Dare Counties

### CUMBERLAND

*Survey area:*

North Carolina: Cumberland County

*Area of application. Survey area plus:*

North Carolina: Durham and Rowan Counties

### ONSLow

*Survey area:*

North Carolina: Onslow County

*Area of application. Survey area plus:*

North Carolina: New Hanover County

### WAYNE

*Survey area:*

North Carolina: Wayne County

*Area of application. Survey area plus:*

North Carolina: Halifax County

## NORTH DAKOTA

### GRAND FORKS

*Survey area:*

North Dakota: Grand Forks County

*Area of application. Survey area plus:*

North Dakota: Cass, Cavalier, Pembina, and Steele Counties

### WARD

*Survey area:*

North Dakota: Ward County

*Area of application. Survey area plus:*

North Dakota: Divide County

## **OHIO**

### **GREENE-MONTGOMERY**

*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**

*Survey area:*

Oklahoma: Comanche County

*Area of application. Survey area plus:*

Oklahoma: Cotton and Jackson Counties

### **OKLAHOMA**

*Survey area:*

Oklahoma: Oklahoma County

*Area of application. Survey area plus:*

Oklahoma: Garfield, Muskogee, and Pittsburgh Counties

## **PENNSYLVANIA**

### **ALLEGHENY**

*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**

*Survey area:*

Pennsylvania: Cumberland County

*Area of application. Survey area plus:*

Pennsylvania: Blair and Franklin Counties

### **MONTGOMERY**

*Survey area:*

Pennsylvania: Montgomery County

*Area of application. Survey area plus:*

Pennsylvania: Bucks, Chester, Luzerne, and Philadelphia Counties

## **YORK**

*Survey area:*

Pennsylvania: York County

*Area of application. Survey area plus:*

Pennsylvania: Lebanon County

## **PUERTO RICO**

### **GUAYNABO-SAN JUAN**

*Survey area:*

Puerto Rico: Guaynabo and San Juan Municipalities

*Area of application. Survey area plus:*

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

U.S. Virgin Islands: St. Croix and St. Thomas

## **RHODE ISLAND**

### **NEWPORT**

*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**

*Survey area:*

South Carolina: Charleston County

*Area of application. Survey area plus:*

South Carolina: Berkeley and Horry Counties

### **RICHLAND**

*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**

*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**

*Survey area:*  
Tennessee: Shelby County  
*Area of application. Survey area plus:*  
Arkansas: Mississippi County  
Missouri: Butler County

## **TEXAS**

### **BELL**

*Survey area:*  
Texas: Bell County  
*Area of application. Survey area plus:*  
Texas: Burnet, Coryell, and Falls Counties

### **BEXAR**

*Survey area:*  
Texas: Bexar County  
*Area of application. Survey area plus:*  
Texas: Comal, Kerr, Travis, and Val Verde Counties

### **DALLAS**

*Survey area:*  
Texas: Dallas County  
*Area of application. Survey area plus:*  
Texas: Fannin, Galveston, and Harris Counties

### **EL PASO**

*Survey area:*  
Texas: El Paso County  
*Area of application. Survey area.*

### **MCLENNAN**

*Survey area:*  
Texas: McLennan County  
*Area of application. Survey area.*

### **NUECES**

*Survey area:*

Texas: Nueces County  
*Area of application. Survey area plus:*  
Texas: Bee, Calhoun, Kleberg, San Patricio, and Webb Counties

#### **TARRANT**

*Survey area:*  
Texas: Tarrant County  
*Area of application. Survey area plus:*  
Texas: Cooke and Palo Pinto Counties

#### **TAYLOR**

*Survey area:*  
Texas: Taylor County  
*Area of application. Survey area.*

#### **TOM GREEN**

*Survey area:*  
Texas: Tom Green County  
*Area of application. Survey area plus:*  
Texas: Howard County

#### **WICHITA**

*Survey area:*  
Texas: Wichita County  
*Area of application. Survey area.*

#### **UTAH**

##### **DAVIS-SALT LAKE-WEBER**

*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**

*Survey area:*  
Virginia: Alexandria City; Arlington and Fairfax Counties  
*Area of application. Survey area.*

##### **CHESTERFIELD-RICHMOND**

*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

*Survey area:*

Virginia: Hampton and Newport News Cities

*Area of application. Survey area plus:*

Virginia: Williamsburg City; York County

#### NORFOLK-PORTSMOUTH-VIRGINIA BEACH

*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

*Survey area:*

Virginia: Prince William County

*Area of application. Survey area plus:*

Virginia: Fauquier County

#### WASHINGTON

##### KITSAP

*Survey area:*

Washington: Kitsap County

*Area of application. Survey area plus:*

Washington: Clallam and Jefferson Counties

##### PIERCE

*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

*Survey area:*

Washington: Snohomish County

*Area of application. Survey area plus:*

Washington: Island, King, and Yakima Counties

##### SPOKANE

*Survey area:*

Washington: Spokane County  
*Area of application. Survey area plus:*  
Washington: Adams and Walla Walla Counties

## **WYOMING**

### **LARAMIE**

*Survey area:*  
Wyoming: Laramie County  
*Area of application. Survey area.*