



OFFICE OF PERSONNEL MANAGEMENT

5 CFR Part 532

[Docket ID: OPM-2026-0133]

RIN 3206-AP11

Prevailing Rate Systems; Redefinition of the Raven Rock Mountain Complex to the Washington–Baltimore–Arlington Federal Wage System Wage Area

AGENCY: Office of Personnel Management.

ACTION: Proposed rule.

SUMMARY: The Office of Personnel Management (OPM) is proposing to redefine the Federal Wage System (FWS) wage area coverage of the Raven Rock Mountain Complex (RRMC), which spans small portions of Washington County, Maryland, which is in the Washington–Baltimore–Arlington wage area, and Adams County, Pennsylvania, which is in the Harrisburg–York–Lebanon, PA wage area. OPM proposes to redefine the RRMC portion of Adams County from the Harrisburg–York–Lebanon, PA wage area to the Washington–Baltimore–Arlington wage area so that all of the RRMC is in the same wage area. Portions of Adams County outside of RRMC would continue to be defined to the Harrisburg–York–Lebanon, PA, wage area. This change would align wage area coverage for installations within the Pentagon Reservation and prevent pay disparities among FWS employees working at the RRMC.

DATES: Send comments on or before [INSERT DATE 60 DAYS AFTER DATE OF PUBLICATION IN THE FEDERAL REGISTER].

ADDRESSES: You may submit comments on the Federal Rulemaking Portal:

<https://www.regulations.gov>. Follow the instructions for submitting comments.

All comments received must include the agency name and docket number or RIN for this document. The general policy for comments from members of the public is to make them available for public viewing at <https://www.regulations.gov> without change, including any

personal identifiers or contact information. However, OPM retains discretion to redact personal or sensitive information from comments before they are posted. As required by 5 U.S.C. 553(b)(4), a summary of this rule may be found in the docket for this rulemaking at www.regulations.gov.

FOR FURTHER INFORMATION CONTACT: Ana Paunoiu by telephone at (202) 606-2858 or by email at paypolicy@opm.gov.

SUPPLEMENTARY INFORMATION: OPM is proposing to redefine the FWS wage area coverage of the RRMC. Under 10 U.S.C. 2674, the land and facilities at RRMC are included within the definition of the Pentagon Reservation. Under 10 U.S.C. 2674(f)(1), the Pentagon Reservation consists of the Pentagon, the Mark Center Campus, and RRMC. RRMC is defined in 10 U.S.C. 2674(f)(5) as “that area of land (consisting of approximately 720 acres) and improvements thereon, including parking areas, at the Raven Rock Mountain Complex and its supporting facilities located in Maryland and Pennsylvania.”

On January 21, 2025, OPM issued a final rule expanding the coverage of the Washington-Baltimore-Arlington FWS wage area, effective October 1, 2025. The expanded wage area covers the Pentagon Reservation, except for the Adams County portion of the RRMC. On July 30, 2025, the Department of Defense (DOD) requested that OPM amend the FWS regulations in Appendix C of 5 CFR part 532, subpart B, to provide that all of the RRMC be defined to the Washington-Baltimore-Arlington wage area so that the entirety of the Pentagon Reservation is defined to the same wage area.

Under 5 CFR 532.211, criteria such as employment interchange measures and distance, population and employment similarities, and other relevant factors are considered when defining FWS wage area boundaries. Adams County is appropriately defined to the Harrisburg-York-Lebanon, PA, wage area under these criteria. This proposed rule would make an exception to the standard regulatory requirements only for the RRMC portion of Adams County based on the other relevant factors criterion in the regulations cited by DOD.

Employment interchange and distance. Employment interchange means the movement of workers (in-commuting and out-commuting) within a large metropolitan area. The employment interchange is calculated using commuting patterns data collected by the U.S. Census Bureau as part of the American Community Survey. The employment interchange data reported by the Census Bureau reflects social and economic integration in a region.

Measured to nearby survey areas, Adams County shows a higher employment interchange measures percentage with the Harrisburg–York–Lebanon, PA, wage area (46.12 percent) than with Washington-Baltimore-Arlington (28.95 percent). Road distances from RRMC also favor Harrisburg–York–Lebanon (e.g., ~55.3 miles to Harrisburg vs. ~70.2 miles to Washington, DC; similar comparisons hold when measuring to host installations¹).

Transportation and geography. Major highways connect RRMC to both the Harrisburg–York–Lebanon, PA, and Washington-Baltimore-Arlington survey areas; geographic features do not materially distinguish travel to one survey area over the other.

Population and employment similarities. OPM uses data from the U.S. Census Bureau to compare the overall population, employment, and kinds and sizes of private industrial establishments of a county to the nearby survey areas. Comparative metrics for Adams County versus the Harrisburg–York–Lebanon and Washington-Baltimore-Arlington survey areas are mixed and do not clearly favor either wage area when considered as a whole.

Other relevant factors. OPM issued a final rule (90 FR 7428) on January 21, 2025, amending the regulatory criteria in 5 CFR 532.211, pursuant to its authority to issue regulations governing the FWS in 5 U.S.C. chapter 53, subchapter IV. The amendments to the criteria used to define and maintain FWS wage areas led to several changes in wage area boundaries. One of these changes was the redefinition of Washington County, MD, from the Hagerstown-Martinsburg-Chambersburg, MD, wage area which was abolished and its constituent counties

¹ Under 5 CFR 532.201, the host installation is a local installation, designated by the lead agency to conduct wage survey activities and provide support facilities and clerical assistance for the local wage survey committee. DOD is the lead agency for the FWS.

defined to the Washington-Baltimore-Arlington wage area. The final rule did not change the designation of Adams County, which remains in the Harrisburg–York–Lebanon, PA, wage area.

Based on information received from DOD, RRMC is located in two different counties: Washington County, MD, and Adams County, PA. As a result of moving Washington County to the Washington-Baltimore-Arlington wage area, RRMC FWS employees located in Washington County receive a higher rate of pay than RRMC FWS employees located in Adams County, PA. To support pay parity, DOD requested that OPM define the RRMC portion of Adams County to the Washington-Baltimore-Arlington wage area.

Analysis

Washington County, MD, is part of the Washington-Baltimore-Arlington, DC-MD-VA-WV-PA Combined Statistical Area (CSA)². Adams County, PA, is part of the Harrisburg-York-Lebanon, PA CSA. Under OPM regulations at 5 CFR 532.211(b), it is permissible for CSAs to be split between FWS wage areas only in very unusual circumstances, such as federal installations overlapping two or more CSAs and wage areas.

OPM recognizes that application of the employment interchange, distance, transportation, and population and employment similarity criteria in 5 CFR 532.211(d)(1) and (2) does not support redefining Adams County, Pennsylvania, as a whole to the Washington–Baltimore–Arlington FWS wage area. As discussed above, those criteria generally favor the Harrisburg–York–Lebanon, PA, wage area for Adams County when considered at the county level.

However, under 5 CFR 532.211(d)(1), OPM may consider other factors relevant to the process of determining and establishing rates of pay for wage employees at prevailing wage levels. OPM is exercising that discretion in this case for the limited portion of Adams County comprising RRMC.

² The Office of Management and Budget (OMB) defines, maintains, and periodically updates the definitions of CSA boundaries. The most recent OMB definitions of CSAs are in OMB Bulletin No. 23-01 (available at <https://www.whitehouse.gov/wp-content/uploads/2023/07/OMB-Bulletin-23-01.pdf>), which was issued on July 21, 2023.

RRMC is uniquely situated as part of the Pentagon Reservation, as defined in 10 U.S.C. 2674(f). Congress has statutorily designated RRMC, together with the Pentagon and the Mark Center Campus, as a single Federal reservation. RRMC is operated as an integrated component of the Pentagon Reservation, with centralized management, shared mission functions, and unified personnel administration.

As a result of OPM's January 21, 2025, final rule redefining Washington County, Maryland, to the Washington–Baltimore–Arlington wage area, the Pentagon Reservation is currently divided between two FWS wage areas solely due to the county boundary that bisects RRMC. OPM routinely treats federal installations overlapping two or more CSAs and wage areas as an unusual circumstance warranting redefinition of a portion of a CSA in another wage area only as necessary to place a complete Federal installation in a single wage area. For example, the Shenandoah National Park (approximately 105 miles long) overlaps the following counties: Albemarle, Augusta, Greene, Madison, Page, Rappahannock, Rockingham, and Warren Counties, VA. Albemarle and Greene Counties are part of the Charlottesville, VA CSA which is included in its entirety in the Richmond, VA, wage area. Augusta and Rockingham Counties, VA, are part of the Harrisonburg-Staunton-Stuarts Draft, VA CSA, which is included in its entirety in the Washington-Baltimore-Arlington wage area. Rappahannock and Warren Counties are part of the Washington-Baltimore-Arlington CSA, which is included in its entirety in the Washington-Baltimore-Arlington wage area. Madison County, VA, is not part of a CSA or MSA, but it is part of the Washington-Baltimore-Arlington wage area. To avoid paying FWS employees at the Shenandoah National Park from different wage schedules, OPM defined this installation in its entirety to the Washington-Baltimore-Arlington wage area. Augusta and Rockingham Counties, not including the Shenandoah National Park portions, continue to be defined to the Richmond wage area to avoid splitting the Charlottesville, VA CSA, appropriately included in the Richmond wage area.

Splitting Federal installations has the effect of applying different prevailing wage schedules to employees working at the same integrated Federal installation based solely on the side of the county boundary on which their duty station is located. In this case, the pay disparity referenced by DOD adversely affects attracting and retaining qualified prevailing rate employees on the Pennsylvania side of the installation. This proposal would correct a wage-area boundary that inadvertently split RRMC, a single, integrated Federal installation.

OPM finds that maintaining different FWS wage area definitions within a single, statutorily defined Federal reservation undermines the accuracy and integrity of prevailing rate determinations for that installation. In this circumstance, the application of county-level labor market criteria to RRMC does not adequately reflect the relevant labor market for purposes of establishing prevailing wage rates for RRMC employees, whose employment conditions are determined by the Pentagon Reservation as a whole rather than by the surrounding county.

Accordingly, OPM has tentatively determined that redefining the RRMC portion of Adams County to the Washington–Baltimore–Arlington wage area is warranted under 5 CFR 532.211(d)(1) as a narrowly tailored exception. Adams County, PA, except for the RRMC portion, would continue to be defined to the Harrisburg-York-Lebanon wage area. Washington County, MD, would continue to be defined to the Washington-Baltimore-Arlington wage area.

Miscellaneous Corrections and Revisions:

On January 21, 2025, OPM published a final rule (90 FR 7428) changing the criteria used to define FWS wage area boundaries and making changes to certain wage areas. The final rule contained a few typographical errors and inadvertent omissions.

This proposed rule would make several corrections and revisions to Appendix A to subpart B of part 532 – Nationwide Schedule of Appropriated Fund Regular Wage Surveys and Appendix C to subpart B of part 532 – Appropriated Fund Wage and Survey Areas, concerning formatting, spelling, typographical errors, inconsistencies, and omissions made in the final rule, as follows:

This proposed rule would make the following revision to Appendix A: add the State of Connecticut, and a listing for the New Haven-Hartford wage area, with “DOD” as lead agency; “April” as the listing of the beginning month of survey; and “Odd” Fiscal Year of full-scale survey. The listing for the New Haven-Hartford wage area was inadvertently omitted in the final rule.

This proposed rule would make the following revisions to Appendix C:

- *Birmingham-Cullman-Talladega Wage Area*

Add “until” between “effective” and “January” to read “(effective until January 2028)” for Talladega County, Alabama, in the area of application. Talladega County, AL, was moved from the Anniston-Gadsden survey area to the Birmingham-Cullman-Talladega area of application, effective October 1, 2025, until January 2028. This county will subsequently be moved from the Birmingham-Cullman-Talladega area of application to the Birmingham-Cullman-Talladega survey area effective for local wage surveys beginning in January 2028. The final rule inadvertently omitted the word “until.”

- *Washington-Baltimore-Arlington Wage Area*

Revise the name of “Berkley” County, West Virginia, to read “Berkeley.”

- *Miami-Port St. Lucie-Fort Lauderdale Wage Area*

Add St. Lucie County, Florida, to the area of application of the Miami-Port St. Lucie-Fort Lauderdale wage area. Due to a formatting error, St. Lucie County was listed as a separate wage area, instead of being part of the Miami-Port St. Lucie-Fort Lauderdale wage area. Delete “St. Lucie” as a wage area entry.

- *Augusta Wage Area*

Replace “:” with “.” after “Survey area,” to read “Area of Application. Survey area.” for the Augusta wage area, in the State of Maine. The Augusta wage area does not have an area of application. As such, the correct punctuation is a period instead of a colon.

- *Chicago-Naperville Wage Area*

Delete “IL” from the title of the “Chicago-Naperville, IL” the wage area to read “Chicago-Naperville” to be consistent with how we list the titles of other wage areas.

- *Roanoke Wage Area*

Delete the Cities of Staunton and Waynesboro, Virginia, which were incorrectly included and duplicated in the area of application of the Roanoke wage area. These cities were moved to the Washington-Baltimore-Arlington wage area and were inadvertently not deleted from the Roanoke wage area.

Delete Augusta (Does not include the Shenandoah National Park portion) County, VA, which was incorrectly included and duplicated in the area of application of the Roanoke wage area. The entire Augusta County was moved to the Washington-Baltimore-Arlington wage area, and the Shenandoah National Park portion was inadvertently not deleted from the Roanoke wage area.

Expected Impact of this Rule

Section 5343 of title 5, U.S. Code, provides OPM with the authority and responsibility to define the boundaries of FWS wage areas. Any changes in wage area definitions can have the long-term effect of increasing pay for Federal employees in affected locations. OPM expects this rulemaking to impact around 50 FWS employees. Considering the small number of employees affected, OPM does not anticipate that this proposed rule will substantially impact local economies or have a large impact in local labor markets. However, OPM is requesting comment in this rulemaking regarding the impact. As this and future wage area changes may impact higher volumes of employees in geographical areas and could rise to the level of impacting local labor markets, OPM will continue to study the implications of such impacts in this or future rules as needed.

Regulatory Review

OPM has examined the impact of this rulemaking as required by Executive Orders 12866 and 13563 which direct agencies to assess all costs and benefits of available regulatory

alternatives and, if regulation is necessary, to select regulatory approaches that maximize net benefits (including potential economic, environmental, public health and safety effects, distributive impacts, and equity). This rulemaking is not a “significant regulatory action” under Executive Order 12866. The rule is not an E.O. 14176 regulatory action because it is not significant under E.O. 12866.

Regulatory Flexibility Act

The Director of OPM certifies that this rule would not have a significant economic impact on a substantial number of small entities.

Federalism

OPM has examined this rule in accordance with Executive Order 13132, Federalism, and has determined that this rule will not have any negative impact on the rights, roles and responsibilities of State, local, or Tribal governments.

Civil Justice Reform

This rulemaking will not result in the expenditure by State, local, and Tribal governments, in the aggregate, or by the private sector, of \$100 million or more in any year in 1995 dollars, updated annually for inflation. That threshold is currently approximately \$206 million. This rulemaking will not significantly or uniquely affect small governments. Therefore, no actions were deemed necessary under the provisions of the Unfunded Mandates Reform Act of 1995.

Paperwork Reduction Act

This rulemaking does not impose any reporting or record-keeping requirements subject to the Paperwork Reduction Act.

List of Subjects in 5 CFR Part 532

Administrative practice and procedure, Freedom of information, Government employees, Reporting and recordkeeping requirements, Wages.

Signing Statement

The Director of OPM, Scott Kupor, reviewed and approved this document and has authorized the undersigned to electronically sign and submit this document to the Office of the Federal Register for publication.

Office of Personnel Management

Jerson Matias

Federal Register Liaison

Accordingly, OPM is proposing to amend 5 CFR part 532 as follows:

PART 532—PREVAILING RATE SYSTEMS

1. The authority citation for part 532 continues to read as follows:

Authority: 5 U.S.C. 5343, 5346; § 532.707 also issued under 5 U.S.C. 552.

2. In Appendix A to subpart B, amend the table by adding in alphabetic order by state the New Haven-Hartford wage survey listing for the State of Connecticut.

Appendix A to Subpart B of Part 532—Nationwide Schedule of Appropriated Fund

Regular Wage Surveys

* * * * *

* * * * *

* *	* *	*	*	*
Connecticut	New Haven-Hartford	DoD	April	Odd.
* *	* *	*	*	*

3. In Appendix C to subpart B—Appropriated Fund Wage and Survey Areas, amend the table by revising the wage area listing for the District of Columbia and for the States of Alabama, Florida, Illinois, Maine, Pennsylvania, and Virginia to read as follows:

Appendix C to Subpart B of Part 532—Appropriated Fund Wage and Survey Areas

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Definitions of Wage Areas and Wage Area Survey Areas

ALABAMA
BIRMINGHAM-CULLMAN-TALLADEGA
<i>Survey Area</i>
Alabama:
Calhoun (effective for wage surveys beginning in January 2028)
Etowah (effective for wage surveys beginning in January 2028)
Jefferson
St. Clair
Shelby
Talladega (effective for wage surveys beginning in January 2028)
Tuscaloosa
Walker
<i>Area of Application. Survey area plus:</i>
Alabama:
Bibb
Blount
Calhoun (effective until January 2028)
Chilton
Clay
Coosa
Cullman
Etowah (effective until January 2028)
Fayette
Greene
Hale
Lamar
Marengo
Perry
Pickens
Talladega (effective until January 2028)
Winston
DOTHAN
<i>Survey Area</i>
Alabama:
Dale

Houston
Georgia:
Early
<i>Area of Application. Survey area plus:</i>
Alabama:
Barbour
Coffee
Geneva
Henry
Georgia:
Clay
Miller
Seminole
HUNTSVILLE
<i>Survey Area</i>
Alabama:
Limestone
Madison
Marshall
Morgan
<i>Area of Application. Survey area plus:</i>
Alabama:
Colbert
DeKalb
Franklin
Lauderdale
Lawrence
Marion
Tennessee:
Giles
Lincoln
Wayne
MONTGOMERY-SELMA
<i>Survey Area</i>
Alabama:
Autauga

Elmore
Montgomery
<i>Area of Application. Survey area plus:</i>
Alabama:
Bullock
Butler
Crenshaw
Dallas
Lowndes
Pike
Wilcox

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DISTRICT OF COLUMBIA
WASHINGTON-BALTIMORE-ARLINGTON
<i>Survey Area</i>
District of Columbia:
Washington, DC
Maryland (city):
Baltimore (effective for wage surveys beginning in July 2027)
Maryland (counties):
Anne Arundel (effective for wage surveys beginning in July 2027)
Baltimore (effective for wage surveys beginning in July 2027)
Carroll (effective for wage surveys beginning in July 2027)
Charles
Frederick
Harford (effective for wage surveys beginning in July 2027)
Howard (effective for wage surveys beginning in July 2027)
Montgomery
Prince George's
Washington (effective for wage surveys beginning in July 2027)
Pennsylvania:
Franklin (effective for wage surveys beginning in July 2027)
Virginia (cities):
Alexandria
Fairfax

Falls Church
Manassas
Manassas Park
Virginia (counties):
Arlington
Fairfax
King George (effective for wage surveys beginning in July 2027)
Loudoun
Prince William
West Virginia:
Berkeley (effective for wage surveys beginning in July 2027)
<i>Area of Application. Survey area plus:</i>
Maryland (city):
Baltimore (effective until July 2027)
Maryland (counties):
Allegany
Anne Arundel (effective until July 2027)
Baltimore (effective until July 2027)
Calvert
Caroline
Carroll (effective until July 2027)
Dorchester
Garrett
Harford (effective until July 2027)
Howard (effective until July 2027)
Kent
Queen Anne's
St. Mary's
Talbot
Washington (effective until July 2027)
Pennsylvania:
Adams (Only includes the Raven Rock Mountain Complex)
Franklin (effective until July 2027)
Fulton
Virginia (cities):
Fredericksburg

Harrisonburg
Staunton
Waynesboro
Winchester
Virginia (counties):
Albemarle (Only includes the Shenandoah National Park portion)
Augusta
Caroline
Clarke
Culpeper
Fauquier
Frederick
Greene (Only includes the Shenandoah National Park portion)
King George (effective until July 2027)
Madison
Orange
Page
Rappahannock
Rockingham
Shenandoah
Spotsylvania
Stafford
Warren
Westmoreland
West Virginia:
Berkeley (effective until July 2027)
Hampshire
Hardy
Jefferson
Mineral
Morgan
FLORIDA
COCOA-BEACH
<i>Survey Area</i>
Florida:
Brevard

<i>Area of Application. Survey area.</i>
JACKSONVILLE
<i>Survey Area</i>
Florida:
Alachua
Baker
Clay
Columbia (effective for wage surveys beginning in January 2027)
Duval
Nassau
Orange (effective for wage surveys beginning in January 2027)
St. Johns
Sumter (effective for wage surveys beginning in January 2027)
Georgia:
Camden
<i>Area of Application. Survey area plus:</i>
Florida:
Bradford
Citrus
Columbia (effective until January 2027)
Dixie
Flagler
Gilchrist
Hamilton
Lafayette
Lake
Levy
Madison
Marion
Orange (effective until January 2027)
Osceola
Polk
Putnam
Seminole
Sumter (effective until January 2027)
Suwannee

Taylor
Union
Volusia
Georgia:
Charlton
MIAMI-PORT ST. LUCIE-FORT LAUDERDALE
<i>Survey Area</i>
Florida:
Miami-Dade
Palm Beach (effective for wage surveys beginning in May 2027)
<i>Area of Application. Survey area plus:</i>
Florida:
Broward
Collier
Glades
Hendry
Highlands
Indian River
Lee
Martin
Monroe
Okeechobee
Palm Beach (effective until May 2027)
St. Lucie
PANAMA CITY
<i>Survey Area</i>
Florida:
Bay
Gulf
<i>Area of Application. Survey area plus:</i>
Florida:
Calhoun
Franklin
Gadsden
Holmes
Jackson

Jefferson
Leon
Liberty
Wakulla
Washington
Georgia:
Decatur
PENSACOLA
<i>Survey Area</i>
Florida:
Escambia
Santa Rosa
<i>Area of Application. Survey area plus:</i>
Alabama:
Baldwin
Clarke
Conecuh
Covington
Escambia
Mobile
Monroe
Washington
Florida:
Okaloosa
Walton
TAMPA-ST. PETERSBURG
<i>Survey Area</i>
Florida:
Hillsborough
Pasco
Pinellas
<i>Area of Application. Survey area plus:</i>
Florida:
Charlotte
De Soto
Hardee

Hernando
Manatee
Sarasota

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ILLINOIS
BLOOMINGTON-PONTIAC
<i>Survey Area</i>
Illinois:
Champaign
Menard
Sangamon
Vermilion
<i>Area of Application. Survey area plus:</i>
Illinois:
Christian
Clark
Coles
Crawford
Cumberland
De Witt
Douglas
Edgar
Ford
Jasper
Livingston
Logan
McLean
Macon
Morgan
Moultrie
Piatt
Scott
Shelby
CHICAGO-NAPERVILLE
<i>Survey Area</i>

Illinois:
Cook
Du Page
Kane
Lake
McHenry
Will
<i>Area of Application. Survey area plus:</i>
Illinois:
Boone
Bureau
De Kalb
Grundy
Iroquois
Kankakee
Kendall
La Salle
Ogle
Putnam
Stephenson
Winnebago
Indiana:
Jasper
Lake
La Porte
Newton
Porter
Pulaski
Starke
Wisconsin:
Kenosha

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MAINE
AUGUSTA
<i>Survey Area</i>

Maine:
Kennebec
Knox
Lincoln
<i>Area of Application. Survey area.</i>
CENTRAL AND NORTHERN MAINE
<i>Survey Area</i>
Maine:
Aroostook
Penobscot
<i>Area of Application. Survey area plus:</i>
Maine:
Hancock
Piscataquis
Somerset
Waldo
Washington

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PENNSYLVANIA
HARRISBURG-YORK-LEBANON
<i>Survey Area</i>
Pennsylvania:
Cumberland
Dauphin
Lebanon
Union (effective for wage surveys beginning in May 2026)
York
<i>Area of Application. Survey area plus:</i>
Pennsylvania:
Adams (Does not include the Raven Rock Mountain Complex)
Clinton
Juniata
Lancaster
Lycoming
Mifflin

Perry
Snyder
Union (effective until May 2026)
PHILADELPHIA-READING-CAMDEN
<i>Survey Area</i>
Delaware:
Kent (effective for wage surveys beginning in October 2027)
New Castle (effective for wage surveys beginning in October 2027)
Maryland:
Cecil (effective for wage surveys beginning in October 2027)
New Jersey:
Burlington (Excluding the Joint Base McGuire-Dix-Lakehurst portion)
Camden
Gloucester
Salem (effective for wage surveys beginning in October 2027)
Pennsylvania:
Bucks
Chester
Delaware
Montgomery
Philadelphia
<i>Area of Application. Survey area plus:</i>
Delaware:
Kent (effective until October 2027)
New Castle (effective until October 2027)
Sussex
Maryland:
Cecil (effective until October 2027)
Somerset
Wicomico
Worcester (Does not include the Assateague Island portion)
New Jersey:
Atlantic
Cape May
Cumberland
Salem (effective until October 2027)

Pennsylvania:
Berks
Schuylkill
PITTSBURGH
<i>Survey Area</i>
Pennsylvania:
Allegheny
Beaver
Butler
Cambria (effective for wage surveys beginning in July 2027)
Washington
Westmoreland
<i>Area of Application. Survey area plus:</i>
Ohio:
Belmont
Harrison
Jefferson
Pennsylvania:
Armstrong
Bedford
Blair
Cambria (effective until July 2027)
Cameron
Centre
Clarion
Clearfield
Crawford
Elk (Does not include the Allegheny National Forest portion)
Erie
Fayette
Forest (Does not include the Allegheny National Forest portion)
Greene
Huntingdon
Indiana
Jefferson
Lawrence

Mercer
Potter
Somerset
Venango
West Virginia:
Brooke
Hancock
Marshall
Ohio
SCRANTON-WILKES-BARRE
<i>Survey Area</i>
Pennsylvania:
Lackawanna
Luzerne
<i>Area of Application. Survey area plus:</i>
Pennsylvania:
Bradford
Columbia
Montour
Northumberland
Sullivan
Susquehanna
Wyoming

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VIRGINIA
RICHMOND
<i>Survey Area</i>
Virginia (cities):
Colonial Heights
Hopewell
Petersburg
Richmond
Virginia (counties):
Charles City
Chesterfield

Virginia (cities):
Radford
Roanoke
Salem
Virginia (counties):
Botetourt
Craig
Montgomery
Roanoke
<i>Area of Application. Survey area plus:</i>
Virginia (cities):
Buena Vista
Covington
Danville
Galax
Lexington
Lynchburg
Martinsville
Virginia (counties):
Alleghany
Amherst
Appomattox
Bath
Bedford
Bland
Campbell
Carroll
Floyd
Franklin
Giles
Halifax
Henry
Highland
Patrick
Pittsylvania
Pulaski

Rockbridge
Wythe
VIRGINIA BEACH-CHESAPEAKE
<i>Survey Area</i>
North Carolina:
Currituck
Pasquotank (effective for wage surveys beginning in May 2026)
Virginia (cities):
Chesapeake
Hampton
Newport News
Norfolk
Poquoson
Portsmouth
Suffolk
Virginia Beach
Williamsburg
Virginia (counties):
Gloucester
James City
York
<i>Area of Application. Survey area plus:</i>
Maryland:
Worcester (Only includes the Assateague Island portion)
North Carolina:
Camden
Chowan
Dare
Gates
Hertford
Pasquotank (effective until May 2026)
Perquimans
Tyrrell
Virginia (city):
Franklin
Virginia (counties):

Accomack
Isle of Wight
Mathews
Middlesex
Northampton
Southampton
Surry

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