



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: Final rule.

SUMMARY: The Office of Personnel Management (OPM) is issuing a final rule 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 will 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 will continue to be defined to the Harrisburg–York–Lebanon, PA, wage area. This change will align wage area coverage for installations within the Pentagon Reservation and prevent pay disparities among FWS employees working at the RRMC.

DATES: Effective date: This regulation is effective [INSERT DATE 30 DAYS AFTER DATE OF PUBLICATION IN THE FEDERAL REGISTER].

Applicability date: This change applies on the first day of the first applicable pay period beginning on or after [INSERT DATE 30 DAYS AFTER DATE OF PUBLICATION IN THE FEDERAL REGISTER].

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

SUPPLEMENTARY INFORMATION: On February 25, 2026, OPM issued a proposed rule (91 FR 9170) to amend Appendix C of 5 CFR part 532, subpart B – Appropriated Fund Wage and Survey Areas, to redefine the FWS wage area coverage of the RRMC. The rule also proposed several additional corrections and revisions to Appendix C and corrections and revisions to Appendix A of 5 CFR 532, subpart B – Nationwide Schedule of Appropriated Fund Regular Wage Surveys. These additional corrections and revisions concern formatting, spelling, typographical errors, inconsistencies, and omissions made in final rule 90 FR 7428, published on January 21, 2025. The proposed rule had a 60-day comment period, during which OPM received no comments. Therefore, this final rule adopts the proposed rule at 91 FR 9170 without change.

The revisions to Appendix A and Appendix C of 5 CFR part 532, subpart B, in this final rule are as follows:

This final rule will make the following revision to Appendix A: adds 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 final rule.

This final rule will make the following revisions to Appendix C:

(1) Birmingham-Cullman-Talladega Wage Area

Adds “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.”

(2) Washington-Baltimore-Arlington Wage Area

Adds Adams (Only includes the Raven Rock Mountain Complex) County, PA, to the area of application of the Washington-Baltimore-Arlington wage area.

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

(3) Miami-Port St. Lucie-Fort Lauderdale Wage Area

Adds 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.

Deletes “St. Lucie” as a wage area entry.

(4) Augusta Wage Area

Replaces “:” 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.

(5) Chicago-Naperville Wage Area

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

(6) Harrisburg-York-Lebanon Wage Area

Adds “(Does not include the Raven Rock Mountain Complex)” after “Adams” to read “Adams (Does not include the Raven Rock Mountain Complex)” in the area of application of the Harrisburg-York-Lebanon wage area.

(7) Roanoke Wage Area

Deletes 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.

Deletes 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 rule will substantially impact local economies or have a large impact in local labor markets. 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. 14192 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.

Unfunded Mandates Act of 1995

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.

Congressional Review Act

The Office of Management and Budget's (OMB) Office of Information and Regulatory Affairs has determined this rule does not meet the criteria listed in 5 U.S.C. 804(2). In addition, this is a rule relating to agency management or personnel and does not come within the meaning of the term "rule" as used in 5 U.S.C. 804(3)(C). Therefore, the reporting requirement of 5 U.S.C. 801 does not apply.

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 amends 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. Sec. 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

* * * * *

State	Wage area	Lead agency	Beginning month of survey	Fiscal year of full-scale survey odd or even
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**	**	*	*	*
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
Dinwiddie
Goochland
Hanover
Henrico
New Kent
Powhatan
Prince George
<i>Area of Application. Survey area plus:</i>
Virginia (cities):
Charlottesville
Emporia
Virginia (counties):
Albemarle (Does not include the Shenandoah National Park portion)
Amelia
Brunswick
Buckingham
Charlotte
Cumberland
Essex
Fluvanna
Greene (Does not include the Shenandoah National Park portion)
Greensville
King and Queen
King William

Lancaster
Louisa
Lunenburg
Mecklenburg
Nelson
Northumberland
Nottoway
Prince Edward
Richmond
Sussex
ROANOKE
<i>Survey Area</i>
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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