

Attachment 2—Locality-Based Comparability Payments and Increases in 2019

<u>Locality Pay Area¹</u>	<u>Locality Payment²</u>	<u>Total 2019 Pay Adjustment</u>
Alaska	28.89%	2.09%
Albany-Schenectady, NY-MA	17.19%	2.00%
Albuquerque-Santa Fe-Las Vegas, NM	16.20%	1.79%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	21.64%	1.80%
Austin-Round Rock, TX	17.46%	2.05%
Birmingham-Hoover-Talladega, AL	15.77%	1.75%
Boston-Worcester-Providence, MA-RI-NH-ME	28.27%	2.03%
Buffalo-Cheektowaga, NY	19.67%	1.82%
Burlington-South Burlington, VT	16.18%	2.11%
Charlotte-Concord, NC-SC	16.79%	1.91%
Chicago-Naperville, IL-IN-WI	28.05%	1.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.21%	1.69%
Cleveland-Akron-Canton, OH	20.45%	1.71%
Colorado Springs, CO	17.19%	1.92%
Columbus-Marion-Zanesville, OH	19.47%	1.83%
Corpus Christi-Kingsville-Alice, TX	16.01%	1.96%
Dallas-Fort Worth, TX-OK	24.21%	2.07%
Davenport-Moline, IA-IL	16.49%	1.76%
Dayton-Springfield-Sidney, OH	18.61%	1.83%
Denver-Aurora, CO	26.30%	2.07%
Detroit-Warren-Ann Arbor, MI	26.81%	1.85%
Harrisburg-Lebanon, PA	16.65%	1.84%
Hartford-West Hartford, CT-MA	28.87%	1.92%
Hawaii	18.98%	1.87%
Houston-The Woodlands, TX	32.54%	2.02%
Huntsville-Decatur-Albertville, AL	19.18%	1.99%
Indianapolis-Carmel-Muncie, IN	16.57%	1.70%
Kansas City-Overland Park-Kansas City, MO-KS	16.60%	1.84%
Laredo, TX	18.22%	2.11%
Las Vegas-Henderson, NV-AZ	17.04%	1.88%
Los Angeles-Long Beach, CA	31.47%	2.10%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.12%	1.80%
Milwaukee-Racine-Waukesha, WI	20.58%	1.77%
Minneapolis-St. Paul, MN-WI	24.00%	1.92%
New York-Newark, NY-NJ-CT-PA	33.06%	2.11%
Omaha-Council Bluffs-Fremont, NE-IA	15.87%	1.84%
Palm Bay-Melbourne-Titusville, FL	16.33%	1.75%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	25.30%	1.98%
Phoenix-Mesa-Scottsdale, AZ	19.60%	1.83%
Pittsburgh-New Castle-Weirton, PA-OH-WV	18.86%	1.84%
Portland-Vancouver-Salem, OR-WA	23.13%	1.90%
Raleigh-Durham-Chapel Hill, NC	19.99%	1.80%
Richmond, VA	19.38%	1.90%
Sacramento-Roseville, CA-NV	25.59%	1.99%
San Antonio-New Braunfels-Pearsall, TX	16.07%	2.02%

<u>Locality Pay Area</u> ¹	<u>Locality Payment</u> ²	<u>Total 2019 Pay Adjustment</u>
San Diego-Carlsbad, CA	28.80%	2.13%
San Jose-San Francisco-Oakland, CA	40.35%	2.18%
Seattle-Tacoma, WA	26.04%	2.15%
St. Louis-St. Charles-Farmington, MO-IL	17.05%	1.90%
Tucson-Nogales, AZ	16.68%	1.85%
Virginia Beach-Norfolk, VA-NC	15.91%	1.87%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	29.32%	2.27%
Rest of US	15.67%	1.66%
Total/Averages	23.01%	1.95%

¹ Locality pay area definitions are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>.

² The 2019 locality rate replaces the 2018 locality rate. It is not paid in addition to or on top of the 2018 locality rate.