

Attachment 2—Locality-Based Comparability Payments and Increases in 2020

<u>Locality Pay Area¹</u>	<u>Locality Payment²</u>	<u>Total 2020 Pay Adjustment</u>
Alaska	29.67%	3.22%
Albany-Schenectady, NY-MA	17.88%	3.20%
Albuquerque-Santa Fe-Las Vegas, NM	16.68%	3.02%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	22.16%	3.04%
Austin-Round Rock, TX	18.17%	3.22%
Birmingham-Hoover-Talladega, AL	16.26%	3.03%
Boston-Worcester-Providence, MA-RI-NH-ME	29.11%	3.27%
Buffalo-Cheektowaga, NY	20.20%	3.05%
Burlington-South Burlington, VT	16.89%	3.23%
Charlotte-Concord, NC-SC	17.44%	3.17%
Chicago-Naperville, IL-IN-WI	28.59%	3.03%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.55%	2.89%
Cleveland-Akron-Canton, OH	20.82%	2.92%
Colorado Springs, CO	17.78%	3.12%
Columbus-Marion-Zanesville, OH	20.02%	3.07%
Corpus Christi-Kingsville-Alice, TX	16.56%	3.09%
Dallas-Fort Worth, TX-OK	24.98%	3.24%
Davenport-Moline, IA-IL	17.04%	3.08%
Dayton-Springfield-Sidney, OH	19.18%	3.09%
Denver-Aurora, CO	27.13%	3.27%
Detroit-Warren-Ann Arbor, MI	27.32%	3.01%
Harrisburg-Lebanon, PA	17.20%	3.08%
Hartford-West Hartford, CT-MA	29.49%	3.09%
Hawaii	19.56%	3.10%
Houston-The Woodlands, TX	33.32%	3.20%
Huntsville-Decatur-Albertville, AL	19.85%	3.18%
Indianapolis-Carmel-Muncie, IN	16.92%	2.91%
Kansas City-Overland Park-Kansas City, MO-KS	17.13%	3.07%
Laredo, TX	18.88%	3.17%
Las Vegas-Henderson, NV-AZ	17.68%	3.16%
Los Angeles-Long Beach, CA	32.41%	3.33%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.51%	2.93%
Milwaukee-Racine-Waukesha, WI	20.96%	2.92%
Minneapolis-St. Paul, MN-WI	24.66%	3.15%
New York-Newark, NY-NJ-CT-PA	33.98%	3.31%
Omaha-Council Bluffs-Fremont, NE-IA	16.33%	3.01%
Palm Bay-Melbourne-Titusville, FL	16.73%	2.95%

<u>Locality Pay Area</u> ¹	<u>Locality Payment</u> ²	<u>Total 2020 Pay Adjustment</u>
Philadelphia-Reading-Camden, PA-NJ-DE-MD	26.04%	3.21%
Phoenix-Mesa-Scottsdale, AZ	20.12%	3.05%
Pittsburgh-New Castle-Weirton, PA-OH-WV	19.40%	3.07%
Portland-Vancouver-Salem, OR-WA	23.74%	3.11%
Raleigh-Durham-Chapel Hill, NC	20.49%	3.03%
Rest of US	15.95%	2.85%
Richmond, VA	19.95%	3.09%
Sacramento-Roseville, CA-NV	26.37%	3.24%
San Antonio-New Braunfels-Pearsall, TX	16.77%	3.22%
San Diego-Carlsbad, CA	29.77%	3.37%
San Jose-San Francisco-Oakland, CA	41.44%	3.40%
Seattle-Tacoma, WA	27.02%	3.40%
St. Louis-St. Charles-Farmington, MO-IL	17.65%	3.13%
Tucson-Nogales, AZ	17.19%	3.05%
Virginia Beach-Norfolk, VA-NC	16.51%	3.13%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	30.48%	3.52%
Total/Averages	23.66%	3.17%

¹ Locality pay area definitions are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>.

² The 2020 locality rate replaces the 2019 locality rate. It is not paid in addition to or on top of the 2019 locality rate.