

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

| <u>Locality Pay Area<sup>1</sup></u>                | <u>Locality Payment<sup>2</sup></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> <sup>1</sup>          | <u>Locality Payment</u> <sup>2</sup> | <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%                            |
| <b>Total/Averages</b>                          | <b>23.66%</b>                        | <b>3.17%</b>                     |

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

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