

Attachment 2—Locality-Based Comparability Payments and Pay Increases in 2016

Locality Pay Area ¹	Locality Payment ²	2016 Overall Increase
Alaska	25.16%	1.38%
Albany-Schenectady, NY	14.49%	1.29%
Albuquerque-Santa Fe-Las Vegas, NM	14.37%	1.19%
Atlanta—Athens-Clarke County—Sandy Springs, GA-AL	19.58%	1.25%
Austin-Round Rock, TX	14.51%	1.31%
Boston-Worcester-Providence, MA-RI-NH-CT-ME	25.19%	1.32%
Buffalo-Cheektowaga, NY	17.31%	1.28%
Charlotte-Concord, NC-SC	14.44%	1.25%
Chicago-Naperville, IL-IN-WI	25.44%	1.27%
Cincinnati-Wilmington-Maysville, OH-KY-IN	18.76%	1.18%
Cleveland-Akron-Canton, OH	18.87%	1.16%
Colorado Springs, CO	14.52%	1.32%
Columbus-Marion-Zanesville, OH	17.41%	1.22%
Dallas-Fort Worth, TX-OK	21.04%	1.31%
Davenport-Moline, IA-IL	14.43%	1.24%
Dayton-Springfield-Sidney, OH	16.50%	1.23%
Denver-Aurora, CO	22.93%	1.34%
Detroit-Warren-Ann Arbor, MI	24.40%	1.25%
Harrisburg-Lebanon, PA	14.47%	1.27%
Hartford-West Hartford, CT-MA	26.20%	1.31%
Hawaii	16.81%	1.26%
Houston-The Woodlands, TX	29.11%	1.31%
Huntsville-Decatur-Albertville, AL	16.37%	1.30%
Indianapolis-Carmel-Muncie, IN	14.92%	1.21%
Kansas City-Overland Park-Kansas City, MO-KS	14.49%	1.29%
Laredo, TX	14.59%	1.38%
Las Vegas-Henderson, NV-AZ	14.55%	1.35%
Los Angeles-Long Beach, CA	27.65%	1.39%
Miami-Fort Lauderdale-Port St. Lucie, FL	21.05%	1.22%
Milwaukee-Racine-Waukesha, WI	18.39%	1.25%
Minneapolis-St. Paul, MN-WI	21.30%	1.28%
New York-Newark, NY-NJ-CT-PA	29.20%	1.38%
Palm Bay-Melbourne-Titusville, FL	14.42%	1.23%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	22.22%	1.36%
Phoenix-Mesa-Scottsdale, AZ	17.12%	1.31%
Pittsburgh-New Castle-Weirton, PA-OH-WV	16.68%	1.27%
Portland-Vancouver-Salem, OR-WA	20.69%	1.29%
Raleigh-Durham-Chapel Hill, NC	17.94%	1.26%
Richmond, VA	16.76%	1.25%
Sacramento-Roseville, CA-NV	22.61%	1.34%
San Diego-Carlsbad, CA	24.73%	1.44%
San Jose-San Francisco-Oakland, CA	35.75%	1.45%
Seattle-Tacoma, WA	22.26%	1.37%
St. Louis-St. Charles-Farmington, MO-IL	14.49%	1.29%
Tucson-Nogales, AZ	14.51%	1.31%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	24.78%	1.46%
Rest of U.S.	14.35%	1.17%
Total/Averages	20.19%	1.31%

¹ Locality pay area definitions are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>.

² The 2016 locality rate replaces the 2015 locality rate. It is not paid in addition to or on top of the 2015 locality rate.