

Attachment 2—Locality-Based Comparability Payments and Increases in 2023

Locality Pay Area ¹	Locality Payment ²	Total 2023 Pay Adjustment
Alaska	31.32%	4.82%
Albany-Schenectady, NY-MA	19.45%	4.78%
Albuquerque-Santa Fe-Las Vegas, NM	17.63%	4.54%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	23.02%	4.43%
Austin-Round Rock, TX	19.40%	4.63%
Birmingham-Hoover-Talladega, AL	17.41%	4.63%
Boston-Worcester-Providence, MA-RI-NH-ME	31.05%	4.87%
Buffalo-Cheektowaga, NY	21.35%	4.59%
Burlington-South Burlington, VT	18.31%	4.71%
Charlotte-Concord, NC-SC	18.63%	4.60%
Chicago-Naperville, IL-IN-WI	29.79%	4.59%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.35%	4.45%
Cleveland-Akron-Canton, OH	21.69%	4.48%
Colorado Springs, CO	19.11%	4.71%
Columbus-Marion-Zanesville, OH	21.27%	4.60%
Corpus Christi-Kingsville-Alice, TX	17.10%	4.35%
Dallas-Fort Worth, TX-OK	26.37%	4.67%
Davenport-Moline, IA-IL	18.21%	4.66%
Dayton-Springfield-Sidney, OH	20.59%	4.67%
Denver-Aurora, CO	29.05%	4.87%
Des Moines-Ames-West Des Moines, IA	17.13%	4.64%
Detroit-Warren-Ann Arbor, MI	28.37%	4.52%
Harrisburg-Lebanon, PA	18.59%	4.71%
Hartford-West Hartford, CT-MA	30.91%	4.67%
Hawaii	21.17%	4.77%
Houston-The Woodlands, TX	34.47%	4.50%
Huntsville-Decatur-Albertville, AL	20.96%	4.54%
Indianapolis-Carmel-Muncie, IN	17.57%	4.38%
Kansas City-Overland Park-Kansas City, MO-KS	18.18%	4.55%
Laredo, TX	20.64%	4.79%
Las Vegas-Henderson, NV-AZ	18.76%	4.55%
Los Angeles-Long Beach, CA	34.89%	5.10%

Locality Pay Area¹	Locality Payment²	Total 2023 Pay Adjustment
Miami-Fort Lauderdale-Port St. Lucie, FL	24.14%	4.39%
Milwaukee-Racine-Waukesha, WI	21.74%	4.46%
Minneapolis-St. Paul, MN-WI	26.39%	4.85%
New York-Newark, NY-NJ-CT-PA	36.16%	4.95%
Omaha-Council Bluffs-Fremont, NE-IA	17.52%	4.63%
Palm Bay-Melbourne-Titusville, FL	17.30%	4.36%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	27.84%	4.83%
Phoenix-Mesa-Scottsdale, AZ	21.44%	4.62%
Pittsburgh-New Castle-Weirton, PA-OH-WV	20.37%	4.51%
Portland-Vancouver-Salem, OR-WA	24.98%	4.64%
Raleigh-Durham-Chapel Hill, NC	21.37%	4.47%
Rest of US	16.50%	4.37%
Richmond, VA	21.38%	4.74%
Sacramento-Roseville, CA-NV	28.30%	4.92%
San Antonio-New Braunfels-Pearsall, TX	18.00%	4.64%
San Diego-Carlsbad, CA	32.01%	5.01%
San Jose-San Francisco-Oakland, CA	44.15%	5.13%
Seattle-Tacoma, WA	29.57%	5.15%
St. Louis-St. Charles-Farmington, MO-IL	19.10%	4.76%
Tucson-Nogales, AZ	18.40%	4.66%
Virginia Beach-Norfolk, VA-NC	17.94%	4.78%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	32.49%	4.86%
Total/Averages	24.98%	4.67%

¹ [The 2023 locality pay area definitions](#) are available on OPM's website.

² The 2023 locality rate replaces the 2022 locality rate. It is not paid in addition to or on top of the 2022 locality rate.