

**Schedule 9--Locality-Based Comparability Payments**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2024)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.....	31.96%
Albany-Schenectady, NY-MA.....	20.25%
Albuquerque-Santa Fe-Las Vegas, NM.....	18.05%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	23.45%
Austin-Round Rock-Georgetown, TX.....	19.99%
Birmingham-Hoover-Talladega, AL.....	17.91%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT.....	31.97%
Buffalo-Cheektowaga-Olean, NY.....	21.99%
Burlington-South Burlington-Barre, VT.....	18.97%
Charlotte-Concord, NC-SC.....	19.26%
Chicago-Naperville, IL-IN-WI.....	30.41%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	21.69%
Cleveland-Akron-Canton, OH-PA.....	22.01%
Colorado Springs, CO.....	19.73%
Columbus-Marion-Zanesville, OH.....	21.80%
Corpus Christi-Kingsville-Alice, TX.....	17.40%
Dallas-Fort Worth, TX-OK.....	26.91%
Davenport-Moline, IA-IL.....	18.66%
Dayton-Springfield-Kettering, OH.....	21.14%
Denver-Aurora, CO.....	29.88%
Des Moines-Ames-West Des Moines, IA.....	17.68%
Detroit-Warren-Ann Arbor, MI.....	28.82%
Fresno-Madera-Hanford, CA.....	17.15%
Harrisburg-Lebanon, PA.....	19.10%
Hartford-East Hartford, CT-MA.....	31.62%
Hawaii.....	21.79%
Houston-The Woodlands, TX.....	34.72%
Huntsville-Decatur, AL-TN.....	21.48%
Indianapolis-Carmel-Muncie, IN.....	17.89%
Kansas City-Overland Park-Kansas City, MO-KS.....	18.65%
Laredo, TX.....	21.33%
Las Vegas-Henderson, NV-AZ.....	19.23%
Los Angeles-Long Beach, CA.....	35.84%
Miami-Port St. Lucie-Fort Lauderdale, FL.....	24.42%
Milwaukee-Racine-Waukesha, WI.....	22.15%
Minneapolis-St. Paul, MN-WI.....	27.15%
New York-Newark, NY-NJ-CT-PA.....	37.24%
Omaha-Council Bluffs-Fremont, NE-IA.....	17.94%
Palm Bay-Melbourne-Titusville, FL.....	17.60%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	28.55%
Phoenix-Mesa, AZ.....	22.02%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	20.78%
Portland-Vancouver-Salem, OR-WA.....	25.66%
Raleigh-Durham-Cary, NC.....	21.90%
Reno-Fernley, NV.....	17.11%
Richmond, VA.....	21.91%
Rochester-Batavia-Seneca Falls, NY.....	17.35%
Sacramento-Roseville, CA-NV.....	29.16%
San Antonio-New Braunfels-Pearsall, TX.....	18.49%
San Diego-Chula Vista-Carlsbad, CA.....	33.05%
San Jose-San Francisco-Oakland, CA.....	45.41%
Seattle-Tacoma, WA.....	30.81%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID.....	17.18%
St. Louis-St. Charles-Farmington, MO-IL.....	19.63%
Tucson-Nogales, AZ.....	18.92%
Virginia Beach-Norfolk, VA-NC.....	18.46%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	33.26%
Rest of U.S.....	16.82%

\* Locality Pay Areas are defined in 5 CFR 531.603.