

United States Department of Agriculture Office of the Chief Financial Officer National Finance Center Government Employees Services Division

Functional Requirements Document (FRD)

Project# 1128832

Project Title:

New GS Locality Pay Areas

Date Prepared:

12/04/2015

Version 1.0 As of: 12/04/2015

Scope:

Office of Personnel's (OPM) Regulatory Change dated October 27, 2015 (Notice No: 2015 - 29, Federal Register Vol. 80. No 207 Dated October 27, 2015 published final regulations for the GS locality pay areas. OPM has updated locality area definitions and has established 13 new locality pay areas. The regulations are effective for Pay Period 01, January 10, 2016.

NFC will add the 13 new Locality Pay Table codes and update the re-defined Locality Pay Table codes listed below for all affected employees records and update the applicable NFC Tables (TMGT)

This will affect all the NFC serviced agencies (Community-Wide).

Attached are two charts that list the 13 New Locality Pay Areas (ATTACHMENT 1) and the 21 Re-Definition Locality Pay Area Changes (ATTACHMENT 2).

Assumptions:

NFC will update the new LOCALITY TABLE CODES 16AL, 16AQ, 16AU, 16CT, 16CS, 16DV, 16HB, 16KC, 16LR, 16LV, 16PB, 16SL, and 16TU, along with the OPM approved Locality Percentages to replace the 4RUS/LRUS based on specific Duty Station areas listed in Attachment 1 using NOAC 894 Pay Adjustment, effective for Pay Period 01, January 10, 2016, Authentication date will be the date the Executive Order is signed for pay adjustment.

NFC will update the existing LOCALITY TABLE CODES, along with the OPM approved Locality Percentages listed in ATTACHMENT 2 to replace the 4RUS/LRUS based on specific Duty Station areas listed in Attachment 2 using NOAC 894 Pay Adjustment, effective for Pay Period 01, January 10, 2016, Authentication date will be the date the Executive Order is signed for pay adjustment.

This Update affects all pay plans that currently have employees in the listed Duty Stations for LOCALITY TABLE CODE 4RUS/LRUS that are being replaced with either the New Locality table code or the existing Locality table code (see Attachments 1 and 2 for listing).

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Employees that are paid from a Special Salary Rate, in a Pay Rate Determinate Code that are not entitled to Locality pay will be excluded from this Locality Table Code Update.

Refer to the 2015/2016 Pay Raise Bulletin for the list of pay plans that will be excluded from the pay raise and the Locality Table Code Update.

Agencies need to run reports based on affected Duty Station codes listed in Attachment 1, 2, and OPMs regulation (Federal Register Final Rule) to capture all affected employees in order to monitor this process to assure all documents apply correctly. If actions fall into suspense, agencies are responsible for correcting.

Agencies (Non-Title 5) with employees that currently have unique Locality Table Codes for affected Duty Stations that need updates done by NFC will need to submit Special Requirements to the Pay Raise Mail Box referencing this Project Number. If agencies have special programming for affected employees they must send in requirements. Requirements need to be very detailed (NOAC, Authority code, Remark code/literal, Locality Table Code, Effective/Authentication dates, Salary files/tables, etc.). See Pay Raise procedures and timeline for required deadlines.

Agencies that do not have authority for a pay raise in Pay Period 01, 2016 but do have employees affected by this project and need the Locality change processed, or have pay plans listed in the pay raise bulletin to be by-passed, will need to submit Agency Unique Requirements using the Pay Raise Requirement Form to the Pay Raise Mailbox by the same timeline as Pay Raise Requirements.

NOTE: Agencies that process their own pay adjustments and have employees affected by the Locality Area project, the pay adjustment action will bring in the new Locality Codes and pay based off TM016 Locality percentages.

Agencies with their own front-end systems may require modifications. Agency modifications must be implemented at the same time as NFC.

NFC will update Tables TM016, TM098 and TM029. For the affected Duty Stations, table 016 will be updated to modify the Locality

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Table Codes, percentages	, a	ınd	will	modify	the	Beginning
Effective Date of Januar	y 1	.0,	2016.	•		

Functional Requirements

▼ Payroll Applications Systems Branch (PASB) Requirements

TMGT

TM016:

Modify Table 016 for all Duty Stations (All Cities within the State and County Codes) listed in Attachment 1 and 2 (download files for TM016 were sent) unless specified a unique State/County/City combination.

- Change BEG-EFF-DATE to 1 10 16
- Change LOCALITY-TABLE-CODE from 4RUS to applicable Duty Station combination for Locality code (see attachment 1 and 2)
- Change LEO-TABLE-CODE from LRUS to applicable Duty Station combination for Locality code(see attachment 1 and 2)
- Change LOCALITY-RATE AND LEO-ADJ-RATE:

Download the percentage increase from OPM website that Corresponds with the individual Locality Table Codes. This will be available on the OPM website once the Pay Raise Executive Order is signed by the President.

Include any Agency Unique Requirements

TM029 and TM098

- Add the New OPM-PAY-TABLE-NUMBER for the 13 new Locality Pay Areas (listed attachment 1)
- BEG-EFF-DATE to 1 10 16
- For all Pay Plans and Grades, Update Salary for all OPM-PAY-TABLE-NUMBER listed in Attachment 1 that corresponds with Locality Table Code/Duty Station and OPM Locality Salary File.
- Include any Agency Unique Requirements (salary tables)
- The Re-Definition Locality Areas (Attachment 2) will be downloaded for TM029/098 with the Pay Raise Project.

Download the OPM New Locality Salary Tables from OPM website that corresponds with the individual Locality Table Codes. This will be available on the OPM website once the Pay Raise Executive Order is signed by the President.

EHRI: Below are the new EHRI Codes for Locality Pay Areas applicable in January 2016 These codes are to be added to the Static/Dynamics HR and Payroll feeds:

CODES FOR LOCALITY PAY AREAS APPLICABLE IN JANUARY

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	2016
EHRI/LPA Code	PAY_AREA
AL	Albany-Schenectady, NY
AQ	Albuquerque-Santa Fe-Las Vegas, NM
AU	Austin-Round Rock, TX
СТ	Charlotte-Concord, NC-SC
CS	Colorado Springs, CO
DV	Davenport-Moline, IA-IL
НВ	Harrisburg-Lebanon, PA
KC	Kansas City-Overland Park-Kansas City, MO-KS
LR	Laredo, TX
LV	Las Vegas-Henderson, NV-AZ
PB	Palm Bay-Melbourne-Titusville, FL
SL	St. Louis-St. Charles-Farmington, MO-IL
TU	Tucson-Nogales, AZ

Personnel Applications Systems Branch (PESB) Requirements

For all affected employees (all pay plans) in the corresponding Duty Station and Locality Table Code listed in Attachment 1 and 2, generate Nature of Action Code (NOAC) 894/QWM/ZLM (same NOAC/AUTH for Pay Raise)along with applicable remarks, Effective date, January 10, 2016, Authentication date, Date of Executive Order Signed (TBD). NFC will follow the Pay Raise Bulletin for whom they will process this pay adjustment for and who they exclude (Bypassed) is listed in the Bulletin. Bulletin lists the applicable NOA/AUTH depending on Pay Plan, NFC will follow the Pay Raise listing of NOA/AUTH for this Locality Update based on the applicable pay plans listed on page 7, Section 6 - "Personnel Action Processing Information" of the Bulletin. Those agencies that contact NFC with Requirements asking NFC to process the Locality Increase only will be processed using a NOAC 894/VGR (Locality Increase Only).

NOAC 894/QWM/ZLM will update the LOCALITY TABLE CODE from 4RUS to the appropriate new LOCALITY TABLE CODE, Process the Pay Adjustment, and display value in IR101/501 with the new locality table code.

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NOAC 894/QWM/ZLM will update the LOCALITY TABLE CODE from LRUS to the appropriate new LOCALITY TABLE CODE, Process the Pay Adjustment, and display value in IR101/501 with the new locality table code.

If the affected employee is not entitled to a 2016 pay adjustment action in PP-01, but is entitled to a Locality Adjustment only due to the OPM Regulation and based on Agency Unique Requirements, NFC will process the following Personnel Actions (unless specified differently in requirements form):

NOAC 894/VGR will update the LOCALITY TABLE CODE from 4RUS to the appropriate new LOCALITY TABLE CODE, Process the Locality Adjustment, and display value in IR101/501 with the new locality code.

NOAC 894/VGR will update the LOCALITY TABLE CODE from LRUS to the appropriate new LOCALITY TABLE CODE, Process the Locality Adjustment, and display value in IR101/501 with the new locality code.

EHRI: Below are the new EHRI Codes for Locality Pay Areas applicable in January 2016 These codes are to be added to the Static/Dynamics HR and Payroll feeds:

CODES FOR LOCALITY PAY AREAS APPLICABLE IN JANUARY 2016				
EHRI/LPA Code	PAY_AREA			
AL	Albany-Schenectady, NY			
AQ	Albuquerque-Santa Fe-Las Vegas, NM			
AU	Austin-Round Rock, TX			
СТ	Charlotte-Concord, NC-SC			
CS	Colorado Springs, CO			
DV	Davenport-Moline, IA-IL			
НВ	Harrisburg-Lebanon, PA			
KC	Kansas City-Overland Park-Kansas City, MO-KS			
LR	Laredo, TX			
LV	Las Vegas-Henderson, NV-AZ			
PB	Palm Bay-Melbourne-Titusville, FL			

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	SL	St. Louis-St. Charle	es-Farmington, Mo	O-IL	
	TU	Tucson-Nogales, A	Z		
Administrative App	lications	Systems Branch	ı (AASB) Requi	irements	
"Not Applicable"					
☐ Payroll Web System	s Branch	(PWSB) Requirem	ments		
"Not Applicable"					
11					
Administrative Web	Systems 1	Branch (AWSB) F	Requirements		
"Not Applicable"					
noe mppiicabie					
_					
▼ Human Resources Apple	plication	s Branch (HRAB)	Requirements	3	
To meet the Office of	f Personne	el Management's	(OPM) mandat	e, the following	ng changes are

To meet the Office of Personnel Management's (OPM) mandate, the following changes are required within the EmpowHR System. OPM has updated the locality area definitions and has established 13 new locality pay areas and re-defined several Locality Pay Areas. These regulations will be effective for Pay Period 01, January 10, 2016.

This change affects all NFC serviced agencies (community-Wide) contained in EmpowHR.

Insert Locality Pay Areas in PS_GVT_LOCAREA_TBL and PS_Z_LP_GEOLOC2PAY for all Locality Pay Areas listed on Attachment 1. See page 9 of the FRD Document.

Run program ZLDCTRTB to allow EmpowHR to receive the file containing the active records from TMGT Table 016 (Geographical Location Table) to insert records into the PS_GVT_GEOLOC_TBL table.

Once changes to Locality Tables and the Remark Table have been completed, process the 894 NOA actions against all impacted employees.

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External Vendor Requirements	
"Not Applicable"	
Signature of Systems Requirements Branch Chief: /s/ LISA STAFFORD 12/04/2015	Date:
Signature of Web Requirements Branch Chief: /s/ ALISA WELLS 12/04/2015	Date:

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ATTACHMENT 1 "13 New Locality Areas":

New Locality Pay Area & New NFC Code	Locations in New Locality Pay Areas	State Code	County Code (includes all Cities unless specified)
•	Albany County, NY	36	001
	Columbia County, NY	36	021
	Fulton County, NY	36	035
	Montgomery County, NY	36	057
Albany-Schenectady, NY	Rensselaer County, NY	36	083
NEC Locality Table Code: 16AL	Saratoga County, NY	36	091
NFC Locality Table Code: 16AL NFC LEO Table Code: L6AL	Schenectady County, NY	36	093
NI O LEO Table Gode. LOAL	Schoharie County, NY	36	095
	Warren County, NY	36	113
	Washington County, NY	36	115
	Berkshire County, MA	25	003
	Bernalillo County, NM	35	001
	Cibola County, NM	35	006
	Los Alamos County, NM	35	028
Albuquerque-Santa Fe-Las Vegas, NM	Rio Arriba County, NM	35	039
NFC Locality Table Code:16AQ	San Miguel County, NM	35	047
NFC LEO Table Code: 16AQ	Sandoval County, NM	35	043
THE DEED TUDIO GOOD. ESTA	Santa Fe County, NM	35	049
	Torrance County, NM	35	057
	Valencia County, NM	35	061
	Bastrop County, TX	48	021
Austin-Round Rock, TX	Caldwell County, TX	48	055
NFC Locality Table Code:16AU	Hays County, TX	48	209
NFC LEO Table Code: 16AU	Travis County, TX	48	453
111 0 220 Table 0000. 20/10	Williamson County, TX	48	491
	Cabarrus County, NC	37	025
	Chester County, SC	45	023
	Cleveland County, NC	37	045
	Gaston County, NC	37	071
Charlotte-Concord, NC-SC	Iredell County, NC	37	097
	Lancaster County, SC	45	057
NFC Locality Table Code:16CT	Lincoln County, NC	37	109
NFC LEO Table Code: L6CT	Mecklenburg County, NC	37	119
	Rowan County, NC	37	159
	Stanly County, NC	37	167
	Union County, NC	37	179
	York County, SC	45	091
Colorado Springs, CO	El Paso County, CO	08	041
, ,	Fremont County, CO	08	043
NFC Locality Table Code: 16CS	Pueblo County, CO	08	101

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NFC LEO Table Code: L6CS	Teller County, CO	08	119
	Clinton County, IA	19	045
Davenport-Moline, IA-IL	Henry County, IL	17	073
Daveriport-iviolirie, IA-IL	Mercer County, IL	17	131
NFC Locality Table Code: 16DV	Muscatine County, IA	19	139
NFC LEO Table Code: L6DV	Rock Island County, IL	17	161
	Scott County, IA	19	163

	Scott County, IA		
New Locality Pay Area	Locations in New Locality Pay Areas	State Code	County Code (includes all Cities unless specified)
Now Locality Fully Fullou	Cumberland County, PA	42	041
Harrisburg-Lebanon, PA	Dauphin County, PA	42	043
NEO Les elle Telle Octo 401D	Lancaster County, PA	42	071
NFC Locality Table Code: 16HB NFC LEO Table Code: L6HB	Lebanon County, PA	42	075
INFO LEO Table Code. Lorib	Perry County, PA	42	099
	Andrew County, MO	29	003
	Atchison County, KS	20	005
	Bates County, MO	29	013
	Buchanan County, MO	29	021
	Caldwell County, MO	29	025
	Cass County, MO	29	037
	Clay County, MO	29	047
	Clinton County, MO	29	049
	DeKalb County, MO	29	063
	Doniphan County, KS	20	043
	Douglas County, KS	20	045
Kansas City-Overland Park-Kansas City,	Franklin County, KS	20	059
MO-KS	Jackson County, KS	20	085
NFC Locality Table Code: 16KC	Jackson County, MO	29	095
NFC LEO Table Code: L6KC	Jefferson County, KS	20	087
	Johnson County, KS	20	091
	Johnson County, MO	29	101
	Lafayette County, MO	29	107
	Leavenworth County, KS	20	103
	Linn County, KS	20	107
	Miami County, KS	20	121
	Osage County, KS	20	139
	Platte County, MO	29	165
	Ray County, MO	29	177
	Shawnee County, KS	20	177
	Wabaunsee County, KS	20	197

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	Wyandotte County, KS	20	209
Laredo, TX	, , ,		
NFC Locality Table Code:16LR			
NFC LEO Table Code: L6LR	Webb County, TX	48	479
Las Vegas-Henderson, NV-AZ	Clark County, NV	32	003
	Mohave County, AZ	04	015
NFC Locality Table Code: 16LV		32	023
NFC LEO Table Code: L6LV	Nye County, NV		
Palm Bay-Melbourne-Titusville, FLNFC			
Landity Table Cade: 4CDD		40	000
Locality Table Code:16PB NFC LEO Table Code: L6PB	Broyard County, El	12	009
NFC LEO Table Code. Lopb	Brevard County, FL Bond County, IL	17	005
		17	013
	Calhoun County, IL	17	013
	Clinton County, IL	17	021
	Crawford County, MO (part-Sullivan city)	29	055/7630
St. Louis-St. Charles-Farmington, MO-IL	Note: City code 7630 only	29	only
NFC Locality Table Code: 16SL	Franklin County, MO	29	071
NFC LEO Table Code: 16SL	Jefferson County, MO	29	099
111 0 220 14510 0040. 2002	Jersey County, IL	17	083
	Lincoln County, MO	29	113
	Macoupin County, IL	17	117
	Madison County, IL	17	119
		17	121
	Marion County, IL	17	133
St. Louis-St. Charles-Farmington, MO-IL	Monroe County, IL	29	183
Continued	St. Charles County, MO	17	163
	St. Clair County, IL	29	187
NFC Locality Table Code: 16SL	St. Francois County, MO		
NFC LEO Table Code: L6SL	St. Louis city, MO	29	510
	St. Louis County, MO	29	189
	Warren County, MO	29	219
Tucson-Nogales, AZ	Cochise County, AZ	04	003
NEC Locality Table Code: 16TU	Pima County, AZ	04	019
NFC Locality Table Code: 16TU NFC LEO Table Code: L6TU	Santa Cruz County, AZ	04	023

ATTACHMENT 2 "Re-Definition Locality Areas":

Re-Definition of Existing Locality Pay Areas under Final Rule on Locality Pay Areas				
Changes Applicable in January 2016				
Existing Locality Pay Area	New Locations in Existing Locality Pay Areas	State Code	County Code (includes all Cities unless specified)	
Atlanta-Athens-Clark County-	Clarke County, GA	13	059	
Sandy Springs, Ga-AL	Gordon County, GA	13	129	
	Jackson County, GA	13	157	
NFC Locality Table Code: 4ATL	Madison, County, GA	13	195	
NFC LEO Table Code: LATL	Morgan, County, GA	13	211	

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	Oconee County, GA	13	219
	Oglethorpe County, GA	13	221
Boston-Worcester-Providence,	Androscoggin County, ME	23	001
MA-RI-NH-CT-ME	Cumberland County, ME	23	005
NEO La calla Talla Octa ADOO	Sagadahoc County, ME	23	023
NFC Locality Table Code: 4BOS NFC LEO Table Code: LBOS	York County, ME	23	031
Chicago-Naperville, IL-IN-WI	Bureau County, IL	17	011
	LaSalle County, IL	17	099
NFC Locality Table Code: 4CHI NFC LEO Table Code: LCHI	Putnam County, IL	17	155
Cincinnati-Wilmington-Maysville,	Mason County, KY	21	161
OH-KY-IN	Wason Gounty, ICT		
NFC Locality Table Code: 4CIN NFC LEO Table Code: LCIN	Union County, IN	18	161
	Carroll County, OH	39	019
Cleveland-Akron-Canton, OH			
Gievelatiu-Aktori-Caritori, Off	Erie, OH	39	043
NFC Locality Table Code:4CLE	Harrison, OH	39	067
NFC LEO Table Code: LCLE	Huron, OH	39	077
	Stark, OH	39	151
	Tuscarawas, OH	39	157
	Guernsey County, OH	39	059
Columbus-Marion-Zanesville, OH	Hocking, OH	39	073
NFC Locality Table Code: 5COL	Logan, OH	39	091
NFC LEO Table Code: 5COL	Muskingum, OH	39	119
THE O LEG TUDIO COUC. LOOL	Perry, OH	39	127
	reny, On		
Existing Locality Pay Area	Locations in New Locality Pay Areas	State Code	unless specified)
Existing Locality Pay Area Dallas-Fort Worth, TX-OK	Locations in New Locality Pay	Code 40	(includes all Citie unless specified) 013
Dallas-Fort Worth, TX-OK	Locations in New Locality Pay Areas	40 48	(includes all Citie unless specified) 013 223
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW	Locations in New Locality Pay Areas Bryan County, OK	Code 40	(includes all Citie unless specified) 013
Dallas-Fort Worth, TX-OK	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX	40 48	(includes all Citie unless specified) 013 223
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX	40 48	(includes all Citie unless specified) 013 223
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX	40 48 48	(includes all Citie unless specified) 013 223 349
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY Huntsville-Decatur-Albertville, AL NFC Locality Table Code: 4HNT	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX Shelby County, OH	40 48 48	(includes all Citie unless specified) 013 223 349
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY Huntsville-Decatur-Albertville, AL	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX Shelby County, OH Marshall County, AL	40 48 48 39	(includes all Citie unless specified) 013 223 349
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY Huntsville-Decatur-Albertville, AL NFC Locality Table Code: 4HNT NFC LEO Table Code: LHNT Houston-The Woodlands, TX	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX Shelby County, OH Marshall County, AL Trinity County, TX	40 48 48 39	(includes all Citie unless specified) 013 223 349 149
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY Huntsville-Decatur-Albertville, AL NFC Locality Table Code: 4HNT NFC LEO Table Code: LHNT	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX Shelby County, OH Marshall County, AL Trinity County, TX Washington, TX	40 48 48 39 01 48	(includes all Citie unless specified) 013 223 349 149 095
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY Huntsville-Decatur-Albertville, AL NFC Locality Table Code: 4HNT NFC LEO Table Code: LHNT Houston-The Woodlands, TX NFC Locality Table Code: 4HOU	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX Shelby County, OH Marshall County, AL Trinity County, TX Washington, TX Wharton, TX	40 48 48 48 39 01 48 48	(includes all Citie unless specified) 013 223 349 149 095 455 477
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY Huntsville-Decatur-Albertville, AL NFC Locality Table Code: 4HNT NFC LEO Table Code: LHNT Houston-The Woodlands, TX NFC Locality Table Code: 4HOU NFC LEO Table Code: LHOU Indianapolis-Carmel-Muncie, IN	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX Shelby County, OH Marshall County, AL Trinity County, TX Washington, TX Wharton, TX Decatur County, IN	40 48 48 48 39 01 48 48 48	(includes all Citie unless specified) 013 223 349 149 095 455 477 481
Dallas-Fort Worth, TX-OK NFC Locality Table Code: 4DFW NFC LEO Table Code: LDFW Dayton-Springfield-Sidney, OH NFC Locality Table Code: 4DAY NFC LEO Table Code: LDAY Huntsville-Decatur-Albertville, AL NFC Locality Table Code: 4HNT NFC LEO Table Code: LHNT Houston-The Woodlands, TX NFC Locality Table Code: 4HOU NFC LEO Table Code: LHOU	Locations in New Locality Pay Areas Bryan County, OK Hopkins, TX Navarro, TX Shelby County, OH Marshall County, AL Trinity County, TX Washington, TX Wharton, TX	40 48 48 39 01 48 48 48 18	(includes all Citie unless specified) 013 223 349 149 095 455 477 481 031

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Los Angeles-Long Beach, CA	Kern County, CA	06	029
NFC Locality Table Code: 4LA			
NFC LEO Table Code: 4LA			
Miami-Fort Lauderdale-Port St.	Indian River County, FL	12	061
Lucie, FL	Martin, FL	12	085
NIFO Langue Talla On la SMEL	Okeechobee, FL	12	093
NFC Locality Table Code: 5MFL NFC LEO Table Code: LMFL	St Lucie, FL	12	111
Milwaukee-Racine-Waukesha,	Dodge County, WI	55	027
WI	Jefferson, WI	55	055
	,	55	127
NFC Locality Code: 7MIL	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\		
NFC LEO Table Code LMIL Minneapolis-St Paul, MN-WI	Walworth, WI	27	079
Willineapolis-St Faul, WiN-WI	Le Sueur County, MN	27	095
NFC Locality Table Code:7MSP	Mille Lacs, MN	27	143
NFC LEO Table Code: LMSP	Sibley, MN		
New York-Newark, NY-NJ-CT-	Carbon County, PA	42	025
PA	Lehigh, PA	42	077
NICO I acality Table Code: 4NIV	Northampton, PA	42	095
NFC Locality Table Code: 4NY NFC LEO Table Code: LNY			
Pittsburgh-New Castle-Weirton,	Jefferson County, OH	39	081
PA-OH-WV	Indiana, PA	42	063
NEOL III THE OLD TRIT	Brooke, WV	54	009
NFC Locality Table Code: 7PIT NFC LEO Table Code: LPIT	Hancock, WV	54	029
Portland-Vancouver-Salem, OR-	Benton County, OR	41	003
WA	Linn, OR	41	043
NFC Locality Table Code: 5POR NFC LEO Table Code: LPOR	Cowlitz, WA	53	015
	Lee County, NC	37	105
Dalainh Dumham Chanal I III NC	Robeson, NC	37	155
Raleigh-Durham-Chapel Hill, NC	Scotland, NC	37	165
NFC Locality Table Code: 6RAL	Vance, NC	37	181
NFC LEO Table Code: LRAL	Granville, NC		
	Note: City 0712 already in		
Oceania Terrana 2010	Locality 6RAL	37	077
Seattle-Tacoma, WA			
NFC Locality Table Code: 4SEA NFC LEO Table Code: LSEA	Lewis County, WA	53	041
Washington-Baltimore-Arlington,	Dorchester County, MD	24	019
DC-MD-VA-WV-PA	Kent, MD	24	029
	Talbot, MD	24	041
NEO LA SELLA OLI ABOD			
NFC Locality Table Code: 4DCB NFC LEO Table Code: LDCB	Franklin, PA	42	055

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