

# Rules and Regulations

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This section of the FEDERAL REGISTER contains regulatory documents having general applicability and legal effect, most of which are keyed to and codified in the Code of Federal Regulations, which is published under 50 titles pursuant to 44 U.S.C. 1510.

The Code of Federal Regulations is sold by the Superintendent of Documents.

## OFFICE OF PERSONNEL MANAGEMENT

### 5 CFR Part 532

[Docket ID: OPM-2023-0017]

RIN 3206-AO60

### Prevailing Rate Systems; Abolishment of Allegheny, Pennsylvania, as a Nonappropriated Fund Federal Wage System Wage Area

**AGENCY:** Office of Personnel Management.

**ACTION:** Final rule.

**SUMMARY:** The Office of Personnel Management (OPM) is issuing a final rule to abolish the Allegheny, Pennsylvania, nonappropriated fund (NAF) Federal Wage System (FWS) wage area and redefine Cuyahoga County, Ohio, to the Macomb, Michigan, NAF wage area; Trumbull County, OH, to the Niagara, New York, NAF wage area; Allegheny and Butler Counties, PA, to the Cumberland, PA, NAF wage area; Harrison County, West Virginia, to the Prince William, Virginia, NAF wage area; and Westmoreland County, PA, will no longer be defined. These changes are necessary because NAF FWS employment in the survey area is now below the minimum criterion of 26 wage employees to maintain a wage area, and the local activities no longer have the capability to conduct local wage surveys.

**DATES:**

*Effective date:* This regulation is effective December 15, 2023.

*Applicability date:* This change applies on the first day of the first applicable pay period beginning on or after December 15, 2023.

**FOR FURTHER INFORMATION CONTACT:** Ana Paunoiu, by telephone at (202) 606-2858 or by email at [pay-leave-policy@opm.gov](mailto:pay-leave-policy@opm.gov).

**SUPPLEMENTARY INFORMATION:** On August 15, 2023, OPM issued a proposed rule (88 FR 55421) to abolish the Allegheny,

PA, NAF FWS wage area and redefine Cuyahoga County, OH, as an area of application county to the Macomb, MI, NAF wage area; Trumbull County, OH, as an area of application county to the Niagara, NY, NAF wage area; Allegheny and Butler Counties, PA, as an area of application counties to the Cumberland, PA, NAF wage area; and Harrison County, WV, as an area of application county to the Prince William, VA, NAF wage area. Westmoreland County, PA, will no longer be defined to a NAF wage area. The Federal Prevailing Rate Advisory Committee, the national labor-management committee responsible for advising OPM on matters concerning the pay of FWS employees, reviewed and recommended these changes by consensus.

The proposed rule had a 30-day comment period, during which OPM received no comments. Therefore, this final rule adopts the proposed rule at 88 FR 55421 without change.

### Expected Impact of This Rule

Section 5343 of title 5, U.S. Code, provides OPM with the authority and responsibility to define the boundaries of NAF FWS wage areas. Any changes in wage area definitions can have the long-term effect of increasing pay for Federal employees in affected locations. OPM expects this final rule to impact approximately 26 NAF FWS employees. Considering the small number of employees affected, OPM does not anticipate this rule will substantially impact local economies or have a large impact in local labor markets. As this and future wage area changes may impact higher volumes of employees in geographical areas and could rise to the level of impacting local labor markets, OPM will continue to study the implications of such impacts in this or future rules as needed.

### Regulatory Review

Executive Orders 13563, 12866, and 14094 direct agencies to assess all costs and benefits of available regulatory alternatives and, if regulation is necessary, to select regulatory approaches that maximize net benefits (including potential economic, environmental, public health and safety effects, distributive impacts, and equity). This rule is not a “significant regulatory action” under the provisions of Executive Order 14094 and, therefore, was not reviewed by OMB.

### Regulatory Flexibility Act

The Director of OPM certifies that this rule will not have a significant economic impact on a substantial number of small entities.

### Federalism

OPM has examined this rule in accordance with Executive Order 13132, Federalism, and have determined that this rule will not have any negative impact on the rights, roles and responsibilities of State, local, or tribal governments.

### Civil Justice Reform

This rule meets the applicable standard set forth in Executive Order 12988.

### Unfunded Mandates Act of 1995

This rule will not result in the expenditure by State, local, and tribal governments, in the aggregate, or by the private sector, of \$100 million or more in any year and it will not significantly or uniquely affect small governments. Therefore, no actions were deemed necessary under the provisions of the Unfunded Mandates Reform Act of 1995.

### Congressional Review Act

Subtitle E of the Small Business Regulatory Enforcement Fairness Act of 1996 (known as the Congressional Review Act or CRA) (5 U.S.C. 801 *et seq.*) requires most final rules to be submitted to Congress before taking effect. OPM will submit to Congress and the Comptroller General of the United States a report regarding the issuance of this rule before its effective date. The Office of Information and Regulatory Affairs in the Office of Management and Budget has determined that this rule is not a major rule as defined by the CRA (5 U.S.C. 804).

### Paperwork Reduction Act

This rule does not impose any reporting or record-keeping requirements subject to the Paperwork Reduction Act.

### List of Subjects in 5 CFR Part 532

Administrative practice and procedure, Freedom of information, Government employees, Reporting and recordkeeping requirements, Wages.

Office of Personnel Management.

**Kayyonne Marston,**  
Federal Register Liaison.

Accordingly, OPM amends 5 CFR part 532 as follows:

**PART 532—PREVAILING RATE SYSTEMS**

■ 1. The authority citation for part 532 continues to read as follows:

**Authority:** 5 U.S.C. 5343, 5346; § 532.707 also issued under 5 U.S.C. 552.

■ 2. In Appendix D to subpart B, amend the table by revising the wage area listing for the States of Michigan, New York, Pennsylvania, and Virginia to read as follows:

**Appendix D to Subpart B of Part 532—Nonappropriated Fund Wage and Survey Areas**

**Definitions of Wage Areas and Wage Area Survey Areas**

\* \* \* \* \*

**MICHIGAN**

**Macomb**

*Survey Area*

Michigan:  
Macomb

*Area of Application. Survey area plus:*

Michigan:  
Alpena  
Calhoun  
Crawford  
Grand Traverse  
Huron  
Iosco  
Kent  
Leelanau  
Ottawa  
Saginaw  
Washtenaw  
Wayne

Ohio:  
Cuyahoga  
Lucas  
Ottawa

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**NEW YORK**

**Jefferson**

*Survey Area*

New York:  
Jefferson

*Area of Application. Survey area plus:*

New York:  
Albany  
Oneida  
Onondaga  
Ontario  
Schenectady  
Steuben

**Kings-Queens**

*Survey Area*

New York:

Kings  
Queens

*Area of Application. Survey area plus:*

New Jersey:  
Essex  
Hudson  
New York:  
Bronx  
Nassau  
New York  
Richmond  
Suffolk

**Niagara**

*Survey Area*

New York:  
Niagara

*Area of Application. Survey area plus:*

New York:  
Erie  
Genesee  
Ohio:  
Trumbull  
Pennsylvania:  
Erie

**Orange**

*Survey Area*

New York:  
Orange

*Area of Application. Survey area plus:*

New York:  
Dutchess  
Westchester  
\* \* \* \* \*

**PENNSYLVANIA**

**Cumberland**

*Survey Area*

Pennsylvania:  
Cumberland

*Area of Application. Survey area plus:*

Pennsylvania:  
Allegheny  
Blair  
Butler  
Franklin

**York**

*Survey Area*

Pennsylvania:  
York

*Area of Application. Survey area plus:*

Pennsylvania:  
Lebanon  
\* \* \* \* \*

**VIRGINIA**

**Alexandria-Arlington-Fairfax**

*Survey Area*

Virginia (city):  
Alexandria  
Virginia (counties):  
Arlington  
Fairfax

*Area of Application. Survey area.*

**Chesterfield-Richmond**

*Survey Area*

Virginia (city):  
Richmond  
Virginia (county):  
Chesterfield

*Area of Application. Survey area plus:*

Virginia (cities):  
Bedford  
Charlottesville  
Salem  
Virginia (counties):  
Caroline  
Nottoway  
Prince George

West Virginia:  
Pendleton

**Hampton-Newport News**

*Survey Area*

Virginia (cities):  
Hampton  
Newport News

*Area of Application. Survey area plus:*

Virginia (city):  
Williamsburg  
Virginia (county):  
York

**Norfolk-Portsmouth-Virginia Beach**

*Survey Area*

Virginia (cities):  
Norfolk  
Portsmouth  
Virginia Beach

*Area of Application. Survey area plus:*

North Carolina:  
Pasquotank  
Virginia (cities):  
Chesapeake  
Suffolk  
Virginia (counties):  
Accomack  
Northampton

**Prince William**

*Survey Area*

Virginia:  
Prince William

*Area of Application. Survey area plus:*

Virginia:  
Fauquier  
West Virginia:  
Harrison  
\* \* \* \* \*