

National Environmental Policy Act

No environmental impact statement is required for this rule since section 702(d) of SMCRA (30 U.S.C. 1292(d)) provides that agency decisions on proposed State regulatory program provisions do not constitute major Federal actions within the meaning of section 102(2)(C) of the National Environmental Policy Act (42 U.S.C. 4332(2)(C)).

Paperwork Reduction Act

This rule does not contain information collection requirements that require approval by OMB under the Paperwork Reduction Act (44 U.S.C. 3507 *et seq.*).

Regulatory Flexibility Act

The Department of the Interior has determined that this rule will not have a significant economic impact on a substantial number of small entities under the Regulatory Flexibility Act (5 U.S.C. 601 *et seq.*). The State submittal which is the subject of this rule is based upon counterpart Federal regulations for which an economic analysis was prepared and certification made that such regulations would not have a significant economic effect upon a substantial number of small entities. Accordingly, this rule will ensure that existing requirements previously promulgated by OSM will be implemented by the State. In making the determination as to whether this rule would have a significant economic impact, the Department relied upon the data and assumptions for the counterpart Federal regulations.

Unfunded Mandates

This rule will not impose a cost of \$100 million or more in any given year on any governmental entity or the private sector.

List of Subjects in 30 CFR Part 917

Intergovernmental relations, Surface mining, Underground mining.

Dated: August 27, 1996.

Vann Weaver,

Acting Regional Director, Appalachian Regional Coordinating Center.

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DEPARTMENT OF HEALTH AND HUMAN SERVICES**Health Care Financing Administration****42 CFR Part 418**

[BPD-820-P]

RIN 0938-AG93

Medicare Program; Hospice Wage Index

AGENCY: Health Care Financing Administration (HCFA), HHS.

ACTION: Proposed rule.

SUMMARY: This proposed rule would establish a methodology to update the wage index used to adjust Medicare payment rates for hospice care. The wage index is used to reflect local differences in wage levels. A new wage index is needed because the index currently applied is based on 1981 wage and employment data and has not been updated since 1983. The methodology is based on the recommendations of a negotiated rulemaking advisory committee comprised of persons who represent interests affected by the hospice rules.

DATES: Comments will be considered if we receive them at the appropriate address, as provided below, no later than 5 p.m. on November 4, 1996.

ADDRESSES: Mail written comments (one original and three copies) to the following address: Health Care Financing Administration, Department of Health and Human Services, Attention: BPD-820-P, P.O. Box 7517, Baltimore, MD 21207-0519.

If you prefer, you may deliver your written comments (one original and three copies) to one of the following addresses: Room 309-G, Hubert H. Humphrey Building, 200 Independence Avenue, SW, Washington, DC 20201, or Room C5-09-26, 7500 Security Boulevard, Baltimore, MD 21244-1850.

Because of staffing and resource limitations, we cannot accept comments by facsimile (FAX) transmission. In commenting, please refer to file code BPD-820-P. Comments received timely will be available for public inspection as they are received, generally beginning approximately 3 weeks after publication of a document, in Room 309-G of the Department's offices at 200 Independence Avenue, SW., Washington, DC, on Monday through Friday of each week from 8:30 a.m. to 5 p.m. (phone: (202) 690-7890).

FOR FURTHER INFORMATION CONTACT: Jennifer Carter, (410) 786-4615.

SUPPLEMENTARY INFORMATION:**I. Background****A. Statute and Regulations**

Hospice care is an approach to treatment that recognizes that the impending death of an individual warrants a change in focus from curative care to palliative care (relief of pain and other uncomfortable symptoms). The goal of hospice care is to help terminally ill individuals continue life with minimal disruption to normal activities while remaining primarily in the home environment. A hospice uses an interdisciplinary approach to deliver medical, social, psychological, emotional, and spiritual services through the use of a broad spectrum of professional and other caregivers, with the goal of making the individual as physically and emotionally comfortable as possible. Counseling and respite services are available to the family of the hospice patient. Hospice programs consider both the patient and the family as a unit of care.

Section 122 of the Tax Equity and Fiscal Responsibility Act of 1982 (TEFRA) (Public Law 97-248) added section 1861(dd) to the Social Security Act (the Act) to provide coverage for hospice care for terminally ill Medicare beneficiaries who elect to receive care from a participating hospice. The statutory authority for payment to hospices participating in the Medicare program is contained in section 1814(i) of the Act.

On December 16, 1983, we published a final rule in the Federal Register (48 FR 56008) that, effective for hospice services furnished on or after November 1, 1983, established eligibility requirements and payment standards and procedures, defined covered services, and delineated the conditions a hospice must meet to be approved for participation in the Medicare program.

Regulations at 42 CFR part 418, subpart G, Payment for Hospice Care, provide for payment to hospices based on one of four prospectively determined rates for each day in which a qualified Medicare beneficiary is under the care of a hospice. The four rate categories are routine home care, continuous home care, inpatient respite care, and general inpatient care. Payment rates are established for each category.

The final rule of December 16, 1983 (48 FR 56034) included the following provisions with regard to payment:

- Provision for adjustment to the payment rates to reflect differences in area wage levels. Since hospice care is labor-intensive, adjustment was necessary to permit payment of higher

rates in areas with relatively high wage levels, and proportionately lower rates in areas with wage levels below the national average.

- Provision that the labor market areas be based on the definitions of Metropolitan Statistical Areas (MSAs) issued by the Office of Management and Budget (OMB).

- Provision that the wage index used to adjust the hospice payment rates was to be the wage index published in the Federal Register on September 1, 1983 (48 FR 39871) for purposes of determining Medicare inpatient hospital prospective payment rates. This hospital wage index, which is still in use for hospices, was based on calendar year 1981 hospital wage and employment data obtained from the Bureau of Labor Statistics' (BLS) ES 202 Employment, Wages and Contributions file for hospital workers.

- Provision that, in applying the hospital wage index to the hospice rates, we use an index value of 0.8 if the hospital wage index value were lower than 0.8. The use of a wage index "floor" reflected our belief that an index value below 0.8 would make payment levels very low. We believed this would unduly jeopardize the availability of the benefit in rural areas by discouraging participation in the Medicare hospice program by hospices that are located in these areas, and by inhibiting the ability of these rural hospices to attract and retain sufficient skilled staff.

The hospice wage index has not been updated since 1983. Over the ensuing years, we instituted many changes in the hospital wage index in order to ensure its continuing accuracy for hospitals. Since these changes have not been applied to hospices, there are widening differences between the existing hospice wage index and actual wage levels. The existing hospice wage index is based on 1981 BLS hospital data; however, BLS data are no longer used in determining the hospital wage index. Based on our concern that the BLS data did not accurately reflect hospital wages, we conducted a survey of hospital wage and wage related costs and, in fiscal year 1986, implemented a hospital wage index based solely on HCFA survey data. We repeated the survey in 1988 and implemented a revised hospital wage index during fiscal year 1991.

Additionally, in fiscal year 1991, we began adjusting the hospital wage index to take into account the geographic reclassification of hospitals in accordance with sections 1886(d)(8)(B) and 1886(d)(10) of the Act. Beginning in fiscal year 1994, in accordance with section 1886(d)(3)(E) of the Act, we have

updated the hospital wage index annually, based on a survey of wages and wage-related costs of short-term, acute care hospitals.

The most recent hospital wage index was published in the Federal Register on September 1, 1995 (60 FR 45778). It is based on the data collected from the Medicare cost reports submitted by hospitals for cost reporting periods beginning in fiscal year 1992.

B. The Negotiated Rulemaking Advisory Committee

The Negotiated Rulemaking Act of 1990 (Public Law 101-648), which encourages agencies to use negotiated rulemaking to enhance the informal rulemaking process, established a framework for the conduct of negotiated rulemaking. Negotiated rulemaking is a process by which a proposed rule is developed by a committee of representatives of interests that may be significantly affected by the rule, including a government representative. The goal of the process is to reach consensus on the text or content of the proposed rule, which then is published for public comment. The committee is assisted by a neutral facilitator (mediator). Consensus means unanimous concurrence of all committee members.

We chose to use the negotiated rulemaking process to update the hospice wage index for the following reasons:

- There was a general recognition by the hospice industry that the existing wage index is not satisfactory and that further inaction will likely widen the gap between the existing index and a revised index.

- Industry and consumer representatives exhibited a high degree of willingness to participate.

- There were opportunities for compromises among the various interests, as well as an opportunity for creative problemsolving that could lead to an acceptable result.

- Even if consensus were not achieved, acceptability of the resulting wage index would be enhanced by the type of information-sharing that would occur in the context of negotiation.

On October 14, 1994, we published in the Federal Register a notice of intent to establish an advisory committee under the Federal Advisory Committee Act to negotiate the hospice wage index (59 FR 52129). The purpose of this committee was to provide advice and make recommendations to the Secretary with respect to the text or content of a proposed rule on the wage index used to adjust payment rates for hospices under the Medicare program to reflect

local differences in area wage levels. The notice solicited public comment on the appropriateness of the negotiated rulemaking process for updating the hospice wage index and on whether we identified all of the interests that would be affected. As a result, we received eight public comments. The commenters supported our decision to establish a negotiating committee and utilize the negotiated rulemaking process for this purpose.

We published a notice in the Federal Register on December 29, 1994 to announce establishment of the Negotiated Rulemaking Advisory Committee on the Medicare Hospice Wage Index (59 FR 67264). The Committee represented interests that would be significantly affected by the adoption of a new wage index and included an appropriate mix of interests and backgrounds. Committee members included representatives of national hospice associations; rural, urban, large, and small hospices; multi-site hospices; and consumer groups. In addition, during the process, when the Committee identified large groups of hospices likely to suffer a significant negative impact as a result of the revised wage index, attempts were made to contact representatives of those groups for their input, as well as to provide them an opportunity to participate in the meetings and discussions.

C. Consensus Agreement

The Committee met five times from November 1994 to April 1995. Its deliberations focused on the following issues: the data source for the wage index; the budget neutrality adjustment; continued application of a wage index floor; the transition period; future updates; and the effective date of a revised index. The Committee reached consensus on a hospice wage index that results from the methodology described below. The Committee Statement is included as an addendum at the end of this proposed rule.

In the Agreement with which all Committee members concurred, HCFA agreed that it would, to the maximum extent possible and consistent with applicable legal obligations, draft a proposed rule consistent with the Committee Statement, and publish it as a Notice of Proposed Rulemaking. Accordingly, under the proposed rule, the revised hospice wage index will be calculated in a manner fully consistent with the negotiated rulemaking process and the Committee Statement. The one exception will be the wage index value for the Virgin Islands, as noted in section III.D of this preamble.

1. Data to be Used

A primary concern of the Committee was the data to be used to construct a revised hospice wage index. Options considered by the Committee included continued use of BLS data, updated hospital wage data, hospice-specific data, and data used for the physician payment system. The Committee considered the following criteria in evaluating the available data sources:

- Fundamental equity of the wage index.
- Data that reflected actual work performed by hospice personnel.
- Reliability of data.
- Variability of data (that is, fewer shifts in wage index values from year to year).
- Uniform treatment across MSAs.
- Compatibility with wage indices used by HCFA for other Medicare providers.
- Accuracy of data (that is, ability to eliminate data errors).
- Preserving access to hospice care.
- Minimizing losses in payment to a high percentage of hospices, or minimizing the total amount hospices would lose on an individual basis.
- Limitation of data to Medicare-certified agencies.
- Cost of data collection.
- Lack of bias against rural areas or urban areas.
- Availability of the data for timely implementation.

The Committee heard presentations about the different types of data available and determined that, since hospice-specific data are unavailable, the hospital wage index data best represents hospices.

The Committee agreed that the revised wage index would be based for each fiscal year on the most currently available data used by HCFA to construct a wage index for hospitals under the prospective payment system, before adjustments are made to take into account the geographic reclassification of hospitals in accordance with sections 1886(d)(8)(B) and (d)(10) of the Act. Among the reasons the Committee chose to recommend use of unadjusted hospital wage data was to avoid further reductions in certain rural statewide wage index values that result from reclassification. (Reductions occur because, when rural hospitals are reclassified to urban areas, the wage data from the affected hospitals are not included in determining the statewide rural rate.)

Each hospice's labor market area would be established by the MSA definitions issued by the OMB on December 28, 1992, based on the 1990

census, and updated periodically by OMB. Any changes to the MSA definitions would be effective annually and announced in the final rule updating the hospice wage index.

2. Budget Neutrality

Options considered by the Committee regarding budget neutrality included the following: (1) whether to apply a budget neutrality adjustment; (2) whether the adjustment would be applied equally to all wage index values; and (3) whether the budget neutrality adjustment would be applied after the transition period (see section I.C.4, of this preamble).

The Committee determined that, each year in updating the wage index, aggregate Medicare payments to hospices would remain the same, using the revised wage index as if the 1983 wage index had not been updated. Thus, although payments to individual hospice programs may change each year, overall Medicare payments to hospices would not be affected by updating the wage index, that is, budget neutrality will be maintained during and after the transition period.

In order to ensure budget neutrality, an adjustment would be made to the payments that would otherwise be made to individual hospices for the period beginning on the effective date of the final rule and ending September 30, 1997. We would determine the amount of the budget neutrality adjustment by first computing the amount of hospice payments that would have resulted from the hospice payment methodology using the 1983 hospice wage index. To perform this computation for this proposed rule, we obtained the 1995 December update of the national claims history file of all bills submitted during fiscal year 1995. We deleted all bills from hospices that have since closed. Then, we computed program expenditures using updated hospital wage data (that is, 1993 hospital wage data for fiscal year 1997). To achieve budget neutrality, we have determined that it would be necessary to apply a budget neutrality adjustment factor of 1.020702 to the wage portion of the payment rate. That is, an increase of 2 percent to the wage portion of the payment rate results in the same program expenditures as would have been realized had we continued to apply the 1983 hospice wage index. For fiscal year 1998 and subsequent years, a budget neutrality adjustment would be made using the most currently available HCFA hospital data. A budget neutrality adjustment factor would be calculated each year in order to maintain aggregate payments that would have been made under the 1983 wage index.

3. Wage Index Floor

The Committee discussed retention of the wage index floor in terms of its original intended purpose—allowing hospices in rural areas to recruit and retain staff. In addition, the Committee discussed transportation issues experienced by hospice programs in both rural and urban areas. Information was provided to the Committee illustrating those wage index areas that are protected by the current wage index floor. The Committee determined that in order to maintain the viability of the hospice programs in rural and other low wage index areas, it was appropriate to continue to assist those areas with wage index values below 0.8 by providing an adjustment to the wage component of the rate. In reaching consensus on the adjustment factor, the Committee considered alternatives such as retention of the 0.8 wage index floor, the impact of other floor values on the budget neutrality adjustment, and use of a two-tiered floor. The Committee reached consensus on a 15-percent increase adjustment for those wage areas below 0.8, up to a maximum of 0.8, to assist hospices in areas with low wage index values to continue to provide access to hospice care.

However, the Committee also agreed that hospices should not receive the benefit of both the budget neutrality adjustment and a wage index floor adjustment. Thus, for those wage areas below 0.8, the revised wage index for the area will be the greater of the following—

- The pre-reclassification hospital wage index value times a budget neutrality adjustment factor; or
- The pre-reclassification hospital wage index value multiplied by 1.15, but subject to a maximum wage index value of 0.8.

4. Transition Period

The revised wage index would not be fully implemented until October 1, 1998. For the transition period beginning on the effective date of the final rule and ending September 30, 1997, a blended index value would be calculated by adding two-thirds of the wage index value currently in effect for hospices in an area (the 1983 index) to one-third of the pre-reclassification hospital wage index value or the adjusted index value, as applicable. During the second year of the transition period, beginning October 1, 1997, the calculation would be similar, except that the blend would be one-third of the 1983 index value and two-thirds of the pre-reclassification or adjusted wage index value. A fully updated hospice

wage index, based on the most current hospital wage index, would be implemented beginning October 1, 1998.

The hospital wage index establishes a wage index value for each MSA and rural statewide values. However, because MSA definitions have changed since 1983, we also need to develop a methodology for setting wage index values for hospices in counties that are no longer in the same MSA as they were in 1983. The Committee agreed that the wage index value for hospices located in these counties for the first year of the transition would be calculated by adding two-thirds of the wage index value for the MSA to which the county was assigned in 1983 to one-third of the updated wage index value for the area to which the county is now assigned. Throughout the transition period, new hospices would be treated the same as existing hospices based in the same county.

5. Annual Updates

The revised hospice wage index would be updated annually, beginning on October 1, 1997, so that it is based on the most currently available HCFA hospital data, including any changes to the definitions of MSAs.

While Committee members supported the use of the most currently available data, the Committee determined that this must be balanced against the interest of allowing hospices sufficient time to adjust to shifts in wage index values. Accordingly, it was agreed by the Committee that HCFA would use the most current hospital cost report data available that would allow us to publish a proposed rule containing wage index values for hospices at least 4 months in advance of the effective date.

II. Current Payment Procedures for Hospice Care

A. Annual Increase in Payment Rates

Section 1814(i)(1)(C)(ii) of the Act provides for an annual increase in the hospice payment rates based on the rate of increase in the hospital market basket index used to adjust payments for

inpatient hospital services under the prospective payment system for hospitals. However, section 13504 of the Omnibus Budget Reconciliation Act of 1993 (Public Law 103-66) amended section 1814(i) of the Act to decrease the amount of the market basket percentage increase that is applied to hospice rates for fiscal years 1994 through 1997. For hospice payments in fiscal years 1996 and 1997, the market basket increase is reduced by 1.5 percent and 0.5 percent, respectively. For fiscal years after 1997, hospices receive the full hospital market basket increase. Following is a brief description of each level of care and the current daily payment rates for the period October 1, 1995 through September 30, 1996.

- *Routine Home Care*—As specified in § 418.302(d)(3) of the regulations, the payment rate for routine home care is paid to the hospice for each day during which a Medicare beneficiary is under the care of the hospice, and not receiving the care described under continuous home care, inpatient respite care, or general inpatient care, regardless of the volume and intensity of the services provided on any given day. The current routine home care rate is \$92.32.

- *Continuous Home Care*—The hospice is paid the continuous home care rate when, in order to maintain the terminally ill patient at home in a period of crisis, nursing care is required on a continuous basis. Either home health aide or homemaker services or both may also be provided. Medicare regulations at § 418.302(e)(4) specify that the hospice payment on a continuous home care day varies depending on the number of hours of continuous care. The continuous home care rate is divided by 24 to yield an hourly rate. The number of hours of continuous home care furnished during a continuous home care day is multiplied by the hourly rate to calculate the hospice payment amount for that day. The hospice must furnish a minimum of 8 hours of continuous home care on a particular day to qualify for the continuous home care daily rate.

The continuous home care rate is intended only for periods of crisis when predominantly skilled continuous care is necessary to achieve palliation or management of the patient's acute medical symptoms and only as necessary to maintain the patient at home. The current continuous home care hourly rate is \$22.45 and the daily payment rate is \$538.87.

- *Inpatient Respite Care*—The hospice is paid the inpatient respite care rate for each day the patient is in a Medicare or Medicaid approved inpatient facility receiving respite care. The inpatient respite rate applies specifically to situations where the patient's family members or other persons caring for the patient need a short period of relief. Payment is limited to no more than 5 consecutive days. Subsequent days of respite care are paid at the routine home care rate. The current daily payment rate for inpatient respite care is \$95.50.

- *General Inpatient Care*—The hospice is paid the general inpatient care rate for each day the patient is in a Medicare or Medicaid approved inpatient setting to receive services that are reasonable and necessary for the palliation or management of acute and severe clinical problems related to the terminal condition that cannot be managed in other settings. The current daily payment rate for general inpatient care is \$410.72.

B. Adjustment for Wage Variations

In adjusting the payment rates, we separate the national payment rates into components that reflect the estimated proportion of the rate that is attributable to wage and nonwage costs. We then multiply the wage component of each rate by the wage index value applicable to the area in which the hospice is located (adjusted wage component). The rate paid to a hospice is the sum of the non-wage component and the adjusted wage component.

The following table indicates the current hospice payment rates and the amount (in dollars) of each rate subject to adjustment by the wage index:

Payment category	National rate	Component subject to index	Nonwage component
Routine home	\$92.32	\$63.43	\$28.89
Continuous home	538.87	370.26	168.61
Inpatient respite	95.50	51.69	43.81
General inpatient	410.72	262.90	147.82

III. Proposed Hospice Wage Index

Existing hospice regulations at § 418.306(c) provide that the payment rates established by HCFA are adjusted by the intermediary to reflect local differences in wages. We are proposing to amend § 418.306(c) to add that:

- The hospice wage index is updated annually based on the most current available hospital wage data, and
- This data will include any changes to the definitions of Metropolitan Statistical Areas.

As noted above, the revised hospice wage index is based on the recommendations of a Negotiated Rulemaking Advisory Committee. In the Agreement concurred in by all Committee members, HCFA agreed that it would, to the maximum extent possible consistent with the applicable legal obligations, draft a proposed rule consistent with the Committee Statement and publish it as a Notice of Proposed Rulemaking. We intend to interpret and apply the proposed rule, if adopted in final form, in a manner fully consistent with the Committee Statement.

If the final rule were adopted without change from the proposed rule, the only difference between the final rule and the Committee Statement would be the calculation of the wage index value for the Virgin Islands, as noted in section III.D below. The wage index value for the Virgin Islands was not addressed by the Committee, since at the time of its meetings there were no certified hospices located in the Virgin Islands.

A. Computation of the Hospice Wage Index

The hospice wage index would be derived from the following 1993 hospital cost report data:

- Total short-term, acute care hospital salaries and hours.
- Home office costs and hours.
- Fringe benefits associated with hospital and home office salaries.
- Direct patient care related contract labor cost and hours.
- The exclusion of salaries and hours for nonhospital type services such as skilled nursing facility services, home health services, or other subprovider components that are not subject to the prospective payment system.

The raw hospital wage data would undergo a series of reviews and edits to verify the wage data from the Medicare cost report. A detailed description of this process is contained in the September 1, 1995 (60 FR 45778) hospital prospective payment final rule. A brief description of the process follows:

The wage data are reported electronically to HCFA through the Hospital Cost Report Information System (HCRIS). The HCRIS system includes several screens to identify unusual data. Then, we initiate an intensive review of the wage data by the fiscal intermediaries to ensure quality and accuracy. Finally, we subject the revised cost report data to several edit checks. Edit failures involve data that appear unusual and need to be verified by the intermediary.

The wage file that will be used to construct the fiscal year 1997 proposed hospital wage index will include data that we obtained in late January 1996 from the HCRIS database and subsequent changes that we received from intermediaries through March 1996. The intermediaries will be instructed to complete verification of questionable data elements and to transmit any changes to the wage data, through HCRIS, no later than mid-June 1996. We expect that all outstanding data elements will be resolved by then, so that we will be able to reflect the corrected data in the final hospital wage index.

In addition, in March 1996, we afforded hospitals an opportunity to evaluate the raw hospital wage data that would be used to construct the proposed fiscal year 1997 hospital wage index. Also, we will publish information in the fiscal year 1997 hospital prospective payment system proposed rule to enable hospitals to identify inconsistencies. To be reflected in the final hospital wage index, any wage data corrections must be reviewed by the intermediary and transmitted to HCFA through HCRIS by mid-June 1996.

We have created the process described above to resolve all substantive wage data correction disputes before we finalize the raw wage data for the fiscal year 1997 hospital wage index.

As noted above, we are proposing to base the fiscal year 1997 hospice wage index on hospital wage data reported on the fiscal year 1993 cost report prior to reclassification; that is, the hospital wage index will not be adjusted to take into account the geographic reclassification of hospitals in accordance with sections 1886(d)(8)(B) and 1886(d)(10) of the Act. The method used to compute the hospital wage index is as follows:

Step 1—We gather data from each of the non-Federal short-term, acute care hospitals for which data were reported on the Worksheet S-3, Part II of the Medicare cost report for the hospital's cost reporting periods beginning on or

after October 1, 1992, and before October 1, 1993.

Step 2—For each hospital, we subtract the excluded salaries (that is, direct salaries attributable to skilled nursing facility services, home health services, and other subprovider components not subject to the prospective payment system) from gross hospital salaries to determine net hospital salaries. To the net hospital salaries, we add hospital contract labor costs, hospital fringe benefits, and any home office salaries and fringe benefits reported by the hospital to determine total salaries plus fringe benefits.

Step 3—For each hospital, we inflate or deflate, as appropriate, the total salaries plus fringe benefits resulting from Step 2 to a common period to determine total adjusted salaries. A complete description of this step appeared in the September 1995 final Prospective Payment System regulation for fiscal year 1996 (60 FR 45792).

Step 4—For each hospital, we subtract the reported excluded hours from the gross hospital hours to determine net hospital hours. We increase the net hours by the addition of any reported contract labor hours and home office hours to determine total hours.

Step 5—As part of our editing process, we delete data for hospitals for which we lacked sufficient documentation to verify data that failed edits because the hospitals are no longer participating in the Medicare program or are in bankruptcy status. We retained the data for other hospitals that are no longer participating in the Medicare program because these hospitals contributed to the relative wage levels in their labor market areas during their fiscal year 1993 cost reporting period.

Step 6—Within each urban or rural labor market area, we add the total adjusted salaries plus fringe benefits obtained in Step 3 for all hospitals in that area to determine the total adjusted salaries plus fringe benefits for the labor market area.

Step 7—We divide the total adjusted salaries plus fringe benefits obtained in Step 6 by the sum of the total hours (from Step 4) for all hospitals in each labor market area to determine an average hourly wage for the area.

Step 8—We add the total adjusted salaries plus fringe benefits obtained in Step 3 for all hospitals in the nation and then divide the sum by the national sum of total hours from Step 4 to arrive at a national average hourly wage.

Step 9—For each urban or rural labor market area, we calculate the hospital wage index value by dividing the area average hourly wage obtained in Step 7

by the national average hourly wage computed in Step 8.

B. Budget Neutrality Adjustment and Application of Wage Index Floor for the Proposed Hospice Index

All hospice wage index values below 0.8 would receive the greater of the following:

- A 15 percent increase, subject to a maximum wage index value of 0.8; or
- An adjustment, by multiplying the hospice wage index value for a given area by the budget neutrality adjustment factor. In this way, wage areas with values below 0.8 would not receive both the wage index floor adjustment and the budget neutrality adjustment. All hospice wage index values of 0.8 or greater would receive a budget neutrality adjustment, which would be calculated by multiplying the hospice wage index value for a given area by the budget neutrality factor.

To determine a budget neutrality adjustment factor, we would establish the payments that would be made under the 1983 wage index. We would do this by calculating the labor-related payments for each of the four types of hospice services using patient bills for the most recent completed fiscal year (that is, fiscal year 1995 bills would be used to calculate the fiscal year 1997 index). That dollar amount would be the target for the budget neutrality calculation. Then payments would be calculated separately for the labor-related portion of the rates using the wage index proposed in this rule. The budget neutrality factor would be calculated as the multiplier by which labor-related payments using the proposed wage index must be adjusted to equal labor-related payments using the 1983 wage index. The calculation would be made taking into account the respective adjustments applicable to wage index values below, at, or above the 0.8 threshold described above. The payments would be for the total of labor-related payments for each of the four types of hospice services. The budget neutrality factor would then be applied to the wage index. To confirm the accuracy of the calculation, total payments would then be calculated by using the new budget neutrality adjusted wage index and would be compared to payments using the 1983 wage index.

The budget neutrality factor would be calculated and applied annually, both during and after the transition period.

C. Transition and Annual Updates

We are proposing a 3-year transition period with annual updates as noted in

sections I.C.4 and I.C.5 and in the Committee Statement.

D. Wage Index Value for the Virgin Islands

At the time of negotiations, there were no certified hospices located in the Virgin Islands. However, since that time, a hospice program has been certified to provide services under Medicare. Since the Virgin Islands is not an area designated under the prospective payment system for hospitals, there is no hospital wage index value for the Virgin Islands. Therefore, though this was not an issue discussed by the Committee, we are proposing that the methodology to calculate a wage index value for the Virgin Islands would be to gather information from the hospital cost report and compare hourly wages of the hospital located in the Virgin Islands to the national average. This would generate a wage index value of 0.6594.

IV. Regulatory Impact Statement

Consistent with the Regulatory Flexibility Act (RFA) (5 U.S.C. 601 through 612), we prepare a regulatory flexibility analysis unless we certify that a proposed rule would not have a significant economic impact on a substantial number of small entities. For purposes of the RFA, all hospices are considered to be small entities. Individuals and States are not included in the definition of a small entity.

In addition, section 1102(b) of the Act requires us to prepare a regulatory impact analysis if a proposed rule may have a significant impact on the operations of a substantial number of small rural hospitals. Such an analysis must conform to the provisions of section 603 of the RFA. For purposes of section 1102(b) of the Act, we define a small rural hospital as a hospital that is located outside of a Metropolitan Statistical Area and has fewer than 50 beds.

This impact analysis compares hospice payments under the current wage index (column 3 of the table) to the first transition year blend (column 4). The wage index blend for the first transition year of the 3 year transition is two-thirds of the current wage index added to one-third of the new wage index. The data used in developing the quantitative analysis for this proposed rule were obtained from the December 1995 update of the national claims history file of all bills submitted during fiscal year 1995. We deleted bills from hospices that have since closed.

The table demonstrates the results of our analysis. The table categorizes hospices by various geographic and

provider characteristics. The top row of the table demonstrates the neutral overall payment impact on 1,755 hospices included in the analysis. The next two rows of the table categorize hospices according to their geographic location (urban and rural). There are 1,143 hospices located in urban areas included in our analysis and 612 hospices located in rural areas. The next two groupings in the table indicate the number of hospices by census region, also broken down by urban and rural hospices. The next grouping shows the impact on hospices based on the size of the hospice's program. We determined that the majority of hospice payments are made at the routine home care rate; therefore, we based the size of each individual hospice's program on the number of routine home care days provided in 1995. The next grouping shows the impact on hospices by type of ownership. The final grouping shows the impact on hospices defined by whether they are provider-based or freestanding.

In column 2 of the table we indicate the number of routine home care days that were included in our analysis, although the analysis was performed on all types of hospice care. Columns 3 and 4 show the payments that would have been made to hospices under the 1983 wage index and payments that would be made under the 1997 wage index. As the first row in column 4 indicates, the wage index is budget neutral. The final column shows the percent change in hospice payments based on the category of the hospice.

The results of our analysis show that the greatest increases are for urban hospices in the New England and Pacific regions, 4.4 percent and 1.7 percent respectively. The greatest decreases, besides Puerto Rico, are the urban East South Central and West South Central regions with 1.6 percent and 1.4 percent respectively. The most dramatic shift occurs in Puerto Rico, where urban payments decrease by 7.3 percent and rural payments decrease by 8.5 percent. Since the wage index values for the Puerto Rico region are more than 15 percent below 0.8, this region is most affected by the revision to the wage index floor.

Small hospice programs show small decreases while larger programs show slight increases. Proprietary hospices show slight decreases in payment due to the wage index change while voluntary programs gain slightly. Finally, freestanding hospices show small decreases while provider-based hospice programs show small increases.

IMPACT OF PROPOSED HOSPICE WAGE INDEX CHANGE

	Number of hos- pices	Number of routine home care days (thousands)	Payments using old wage index (thousands)	Payments using new wage index first transition year blend (thousands)	Percent change in hospice pay- ments
	(1)	(2)	(3)	(4)	(5)
All Hospices	1,755	15,085	\$1,600,527	\$1,600,527	-0.0
Urban Hospices	1,143	12,995	1,415,499	1,416,030	0.0
Rural Hospices	612	2,090	185,028	184,497	-0.3
Region (Urban):					
New England	88	476	53,435	55,769	4.4
Middle Atlantic	155	1,453	164,613	165,971	0.8
South Atlantic	152	2,960	326,084	326,984	0.3
East North Cent	189	2,317	251,746	249,521	-0.9
East South Cent	76	549	59,309	58,359	-1.6
West North Cent	76	865	85,963	85,615	-0.4
West South Cent	148	1,693	168,385	165,986	-1.4
Mountain	68	702	84,373	83,439	-1.1
Pacific	162	1,842	210,740	214,321	1.7
Puerto Rico	29	138	10,852	10,065	-7.3
Region (Rural):					
New England	17	48	4,620	4,690	1.5
Middle Atlantic	33	138	13,438	13,310	-1.0
South Atlantic	102	450	39,330	39,165	-0.4
East North Cent	104	392	35,140	35,073	-0.2
East South Cent	65	282	23,743	23,656	-0.4
West North Cent	124	290	25,412	25,310	-0.4
West South Cent	66	212	17,756	17,688	-0.4
Mountain	57	137	12,343	12,273	-0.6
Pacific	41	129	12,289	12,456	1.4
Puerto Rico	3	12	957	876	-8.5
Size (Routine home care days):					
0-1,555 Days	438	315	32,087	32,077	-0.0
1,555-4,068 Days	439	1,164	113,549	113,134	-0.4
4,068-9,202 Days	439	2,770	273,259	273,948	0.3
9,202 + Days	439	10,836	1,181,632	1,181,367	-0.0
Unknown	0	0	0	0	0.0
Type of Ownership					
Voluntary	821	7,889	832,891	834,314	0.2
Proprietary	756	6,706	720,070	718,637	-0.2
Government	177	487	47,330	47,340	0.0
Unknown	1	3	236	236	0.2
Hospice Base:					
Freestanding	651	8,242	877,025	874,053	-0.3
Home Health Agency	651	4,073	428,636	430,987	0.5
Hospital	437	2,596	272,480	273,149	0.2
Unknown	16	174	22,386	22,337	-0.2

We have concluded that this regulation will have an impact on small hospices. However, the provisions of this regulation were determined by consensus through a negotiated rulemaking committee. Based on all of the options considered, the committee determined that the provisions proposed in this regulation were favorable for the hospice community as a whole, as well as for the beneficiaries that they serve.

We have also determined, and the Secretary certifies, that this proposed rule would not result in a significant economic impact on a substantial number of small entities and would not have a significant impact on the operations of a substantial number of

small rural hospitals. For these reasons, we are not preparing analyses for the RFA or section 1102(b) of the Act.

In accordance with the provisions of Executive Order 12866, this regulation was reviewed by the Office of Management and Budget.

V. Other Information

A. Response to Comments

Because of the large number of items of correspondence we normally receive on Federal Register documents published for comment, we are not able to acknowledge or respond to them individually. We will consider all comments we receive by the date and time specified in the **DATES** section of this preamble, and, if we proceed with

a subsequent document, we will respond to the comments in the preamble to that document.

B. Collection of Information Requirements

This document does not impose information collection and recordkeeping requirements. Consequently, it need not be reviewed by the Office of Management and Budget under the authority of the Paperwork Reduction Act of 1995 (44 U.S.C. 3501 et seq.).

List of Subjects in 42 CFR Part 418

Health facilities, Hospice care, Medicare, Reporting and recordkeeping requirements.

42 CFR part 418 would be amended as set forth below.

PART 418—HOSPICE CARE

1. The authority citation for part 418 continues to read as follows:

Authority: Secs. 1102 and 1871 of the Social Security Act (42 U.S.C. 1302 and 1395hh).

2. In § 418.306, paragraph (c) is revised to read as follows:

§ 418.306 Determination of payment amounts.

* * * * *

(c) *Adjustment for wage differences.* HCFA will publish annually, in the Federal Register, a hospice wage index based on the most current available HCFA hospital data, including any changes to the definitions of Metropolitan Statistical Areas. The payment rates established by HCFA are adjusted by the intermediary to reflect local differences in wages according to the revised wage index.

(Catalog of Federal Domestic Assistance Program No. 93.773, Medicare—Hospital Insurance; and Program No. 93.774, Medicare—Supplementary Medical Insurance Program)

Dated: May 16, 1996.

Bruce C. Vladeck,
Administrator, Health Care Financing
Administration.

Dated: June 27, 1996.

Donna E. Shalala,
Secretary.

Appendix—United States Department
of Health and Human Services
Negotiating Committee on the Medicare
Hospice Wage Index

Committee Statement

April 13, 1995

The Negotiating Committee on Medicare Hospice Wage Index has concurred in the following recommendations, considered as a whole, concerning the wage index used to adjust Medicare payment rates for hospice services to reflect geographic differences in wages:

A. Data to be Used

The wage index for hospices will be based on the wage index used by the Health Care Financing Administration (HCFA) for hospitals under the Medicare Prospective Payment System, prior to reclassification. This means that the hospital wage index will not be adjusted to take into account the geographic reclassification of hospitals in accordance with sections 1886(d)(8)(B) and 1886(d)(10) of the Social Security Act.

The hospital wage index prior to reclassification will be referred to in this statement as the Raw Index and will be adjusted as provided below to calculate what will be referred to as the Revised Wage Index.

Special provisions governing a transition period are described in paragraph D below.

B. Budget Neutrality

HCFA will determine a Budget Neutrality Factor that will be applied to achieve budget neutrality during and after the transition period. Budget neutrality means that, in a given year, estimated aggregate payments for Medicare hospice services using the Revised Wage Index will equal estimated payments that would have been made for the same services if the wage index adopted for hospices in 1983 (1983 Index) had remained in effect. HCFA will estimate aggregate payments for Medicare hospice services using the best available utilization data.

C. Adjustments

Each Raw Index value will be adjusted in one of two ways to determine the Revised Wage Index value applicable to each area.

(1) If the Raw Index value for any area is 0.8 or greater, the Revised Wage Index will be calculated by multiplying the Raw Index value for that area by the Budget Neutrality Factor.

(2) If the Raw Index value for any area is less than 0.8, the Revised Wage Index will be the greater of either:

(a) The Raw Index value for that area multiplied by the Budget Neutrality Factor; or

(b) The Raw Index value for that area multiplied by 1.15 (in effect, a 15-percent increase), but subject to a maximum index value of 0.8.

D. Transition Period

The Revised Wage Index will be implemented over a 3-year transition period beginning on or about October 1, 1996. For the first year of the transition period, a blended index will be calculated by adding two-thirds of each 1983 Index value for an area to one-third of the Revised Wage Index value for that area. During the second year of the transition period, the calculation will be similar, except that the blend will be one-third of the 1983 Index values and two-thirds of the Revised Wage Index values. During the third year the Revised Wage Index will be fully implemented.

Throughout the transition period, new hospices will be treated the same as existing hospices based in the same county.

E. Annual Updates

The Revised Wage Index will be updated annually, so that it is based on the most current available data used by HCFA to construct the hospital wage index, as well as on changes by the Office of Management and Budget to Metropolitan Statistical Areas as adopted by HCFA in calculating the hospital wage index.

HCFA will use the most current hospital cost report data available that allows HCFA to publish a proposed rule containing wage index values at least 4 months in advance of the effective date of each annual update to the Revised Wage Index.

F. Effective Date

The effective date of a final rule revising the wage index as stated above should be October 1, 1996.

G. Statement to Accompany Proposed and Final Hospice Wage Index Notice

The proposed rule is based upon a Committee Statement developed by a Negotiating Committee on the Medicare hospice wage index which was convened under the Negotiated Rulemaking Act. A new hospice wage index is needed because the existing hospice wage index is based on a 1983 wage index using 1981 Bureau of Labor Statistics (BLS) data which is inaccurate and outdated.

The Committee reached consensus; however, this means only that all Committee members could "live with" the agreement, considered as a whole, even if elements of that agreement were not the preferred choice of individual Committee members. The Committee Statement reflects those issues upon which the Committee ultimately concurred, but does not address many issues that were considered by the Committee.

The Committee considered the appropriate data to be used to construct a wage index, the appropriateness of retaining a 0.8 floor, budget neutrality, and how to structure a transition to timely update the index yet ensure access to hospice care. In particular, the Committee considered the problems faced by hospices that would receive significant decreases under the new wage indices, rural hospices, hospices with low wage indices, and hospices that may have disproportionately high non-wage costs.

The Committee received extensive information from experts who appeared before the Committee and from the hospice community, and sought public input. While considerable data were reviewed, the Committee acknowledges

that hospice data collection is maturing and encourages its continued development. In addition, while other issues were identified, the scope of the Committee's negotiations was limited by the Notice of Intent to Negotiate.

Given these constraints, and taking into account the differing and conflicting interests that would be significantly affected, the Committee sought to develop a wage index that would be as accurate, reliable, and equitable as possible, but would not threaten access to hospice care.

The Committee recognizes that hospice care is still not universally available. The Committee further recognizes that there may be geographic or other circumstances that inhibit the provision of hospice care. The Committee strongly requests that HCFA consider options to address these access problems.

Reaching consensus was a long and deliberative process. The Committee concurred that the wage index it recommends will be better both for the hospice community as a whole, and for the Medicare beneficiaries it serves, than a wage index developed by the traditional rulemaking process.

TABLE A.—WAGE INDEX FOR URBAN AREAS

Urban area (Constituent counties or county equivalents)	Wage index
Abilene, TX: Taylor, TX	0.9105
Aguadilla, PR:	
Aguada, PR	0.7032
Aguadilla, PR	0.7032
Moca, PR	0.7032
Akron, OH:	
Portage, OH	1.0664
Summit, OH	1.0664
Albany, GA:	
Dougherty, GA	0.8903
Lee, GA	0.8903
Albany-Schenectady-Troy, NY:	
Albany, NY	0.8969
Montgomery, NY	0.8969
Rensselaer, NY	0.8969
Saratoga, NY	0.8969
Schenectady, NY	0.8969
Schoharie, NY	0.8826
Albuquerque, NM:	
Bernalillo, NM	1.0392
Sandoval, NM	0.9517
Valencia, NM	0.9517
Alexandria, LA: Rapides, LA	0.9393
Allentown-Bethlehem-Easton, PA:	
Carbon, PA	1.0564
Lehigh, PA	1.0564
Northampton, PA	1.0564
Altoona, PA: Blair, PA	1.0217
Amarillo, TX:	
Potter, TX	0.9509
Randall, TX	0.9509
Anchorage, AK: Anchorage, AK	1.4483
Ann Arbor, MI:	
Lenawee, MI	1.0424

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Livingston, MI	1.2137
Washtenaw, MI	1.2204
Anniston, AL: Calhoun, AL	0.8539
Appleton-Oshkosh-Neenah, WI:	
Calumet, WI	0.9635
Outagamie, WI	0.9635
Winnebago, WI	0.9635
Arecibo, PR:	
Arecibo, PR	0.7109
Camuy, PR	0.7109
Hatillo, PR	0.7109
Asheville, NC:	
Buncombe, NC	0.9653
Madison, NC	0.8969
Athens, GA:	
Clarke, GA	0.9150
Madison, GA	0.9150
Oconee, GA	0.9150
Atlanta, GA:	
Barrow, GA	0.9841
Bartow, GA	0.9218
Carroll, GA	0.9218
Cherokee, GA	0.9841
Clayton, GA	0.9841
Cobb, GA	0.9841
Coweta, GA	0.9841
De Kalb, GA	0.9841
Douglas, GA	0.9841
Fayette, GA	0.9841
Forsyth, GA	0.9841
Fulton, GA	0.9841
Gwinnett, GA	0.9841
Henry, GA	0.9841
Newton, GA	0.9841
Paulding, GA	0.9841
Pickens, GA	0.9218
Rockdale, GA	0.9841
Spalding, GA	0.9841
Walton, GA	0.9841
Atlantic City-Cape May, NJ:	
Atlantic City, NJ	1.1024
Cape May, NJ	1.1024
Augusta-Aiken, GA-SC:	
Columbia, GA	0.9553
McDuffie, GA	0.9553
Richmond, GA	0.9553
Aiken, SC	0.9553
Edgefield, SC	0.8514
Austin-San Marcos, TX:	
Bastrop, TX	0.8675
Caldwell, TX	0.8675
Hays, TX	1.0354
Travis, TX	1.0354
Williamson, TX	1.0354
Bakersfield, CA: Kern, CA	1.1821
Baltimore, MD:	
Anne Arundel, MD	1.0731
Baltimore, MD	1.0731
Baltimore City, MD	1.0731
Carroll, MD	1.0731
Harford, MD	1.0731
Howard, MD	1.0731
Queen Annes, MD	1.0731
Bangor, ME: Penobscot, ME	0.9511
Barnstable-Yarmouth, MA:	
Barnstable, MA	1.1262
Baton Rouge, LA:	
Ascension, LA	0.9795
East Baton Rouge, LA	0.9795
Livingston, LA	0.9795

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
West Baton Rouge, LA	0.9795
Beaumont-Port Arthur, TX:	
Hardin, TX	0.9637
Jefferson, TX	0.9637
Orange, TX	0.9637
Bellingham, WA: Whatcom, WA	1.1034
Benton Harbor, MI: Berrien, MI	0.8838
Bergen-Passaic, NJ:	
Bergen, NJ	1.0989
Passaic, NJ	1.0989
Billings, MT: Yellowstone, MT	0.9594
Biloxi-Gulfport-Pascagoula, MS:	
Hancock, MS	0.8844
Harrison, MS	0.8844
Jackson, MS	0.9816
Binghamton, NY:	
Broome, NY	0.9490
Tioga, NY	0.9490
Birmingham, AL:	
Blount, AL	0.9915
Jefferson, AL	0.9915
St. Clair, AL	0.9915
Shelby, AL	0.9915
Bismarck, ND:	
Burleigh, ND	0.9400
Morton, ND	0.9400
Bloomington, IN: Monroe, IN	0.9154
Bloomington-Normal, IL: McLean, IL	0.9934
Boise City, ID:	
Ada, ID	1.0470
Canyon, ID	0.9277
Boston-Brockton-Nashua, MA-NH:	
Bristol, MA	1.0535
Essex, MA	1.1410
Middlesex, MA	1.1410
Norfolk, MA	1.1410
Plymouth, MA	1.1410
Suffolk, MA	1.1410
Worcester, MA	1.0607
Hillsborough, NH	1.0320
Merrimack, NH	1.0320
Rockingham, NH	0.9713
Strafford, NH	0.9713
Boulder-Longmont, CO: Boulder, CO	0.9985
Brazoria, TX: Brazoria, TX	0.8860
Bremerton, WA: Kitsap, WA	0.9834
Brownsville-Harlingen-San Benito, TX: Cameron, TX	0.9185
Bryan-College Station, TX: Brazos, TX	0.9157
Buffalo-Niagara Falls, NY:	
Erie, NY	0.9764
Niagara, NY	0.9052
Burlington, VT:	
Chittenden, VT	0.9674
Franklin, VT	0.9075
Grand Isle, VT	0.9674
Caguas, PR:	
Caguas, PR	0.7111
Cayey, PR	0.7111
Cidra, PR	0.7111
Gurabo, PR	0.7111
San Lorenzo, PR	0.7111
Canton-Massillon, OH:	
Carroll, OH	0.9615
Stark, OH	0.9615
Casper, WY: Natrona, WY	0.9986
Cedar Rapids, IA: Linn, IA	0.9266
Champaign-Urbana, IL: Champaign, IL	1.0174

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Charleston-North Charleston, SC:	
Berkeley, SC	1.0040
Charleston, SC	1.0040
Dorchester, SC	1.0040
Charleston, WV:	
Kanawha, WV	1.0756
Putnam, WV	1.0756
Charlotte-Gastonia-Rock Hill, NC-SC:	
Cabarrus, NC	0.9929
Gaston, NC	0.9929
Lincoln, NC	0.9929
Mecklenburg, NC	0.9929
Rowan, NC	0.9929
Union, NC	0.9929
York, SC	0.9929
Charlottesville, VA:	
Albemarle, VA	1.1917
Charlottesville City, VA	1.1917
Fluvanna, VA	1.1917
Greene, VA	1.1917
Chattanooga, TN-GA:	
Catoosa, GA	0.9598
Dade, GA	0.9598
Walker, GA	0.9598
Hamilton, TN	0.9598
Marion, TN	0.9598
Cheyenne, WY: Laramie, WY	0.9043
Chicago, IL:	
Cook, IL	1.1959
De Kalb, IL	0.9568
Du Page, IL	1.1959
Grundy, IL	1.1072
Kane, IL	1.0436
Kendall, IL	1.0436
Lake, IL	1.1203
McHenry, IL	1.1959
Will, IL	1.1072
Chico-Paradise, CA: Butte, CA	1.0737
Cincinnati, OH-KY-IN:	
Dearborn, IN	1.0409
Ohio, IN	0.9088
Boone, KY	1.0409
Campbell, KY	1.0409
Gallatin, KY	0.8773
Grant, KY	0.8773
Kenton, KY	1.0409
Pendleton, KY	0.8773
Brown, OH	0.9447
Clermont, OH	1.0409
Hamilton, OH	1.0409
Warren, OH	1.0409
Clarksville-Hopkinsville, TN-KY:	
Christian, KY	0.8228
Montgomery, TN	0.8228
Cleveland-Lorain-Elyria, OH:	
Ashtabula, OH	0.9594
Cuyahoga, OH	1.1556
Geauga, OH	1.1556
Lake, OH	1.1556
Lorain, OH	1.0549
Medina, OH	1.1556
Colorado Springs, CO: El Paso, CO	1.0749
Columbia, MO: Boone, MO	1.0763
Columbia, SC:	
Lexington, SC	0.9657
Richland, SC	0.9657
Columbus, GA-AL:	
Russell, AL	0.8799
Chattanooga, GA	0.8799

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Harris, GA	0.8335
Muscogee, GA	0.8799
Columbus, OH:	
Delaware, OH	1.0392
Fairfield, OH	1.0392
Franklin, OH	1.0392
Licking, OH	1.0392
Madison, OH	1.0392
Pickaway, OH	1.0392
Corpus Christi, TX:	
Nueces, TX	0.9505
San Patricio, TX	0.9505
Cumberland, MD-WV:	
Allegany, MD	0.9368
Mineral, WV	0.9368
Dallas, TX:	
Collin, TX	1.0574
Dallas, TX	1.0574
Denton, TX	1.0574
Ellis, TX	1.0574
Henderson, TX	0.8770
Hunt, TX	0.8770
Kaufman, TX	1.0574
Rockwall, TX	1.0574
Danville, VA:	
Danville City, VA	0.8818
Pittsylvania, VA	0.8818
Davenport-Rock Island-Moline, IA-IL:	
Scott, IA	0.9543
Henry, IL	0.9543
Rock Island, IL	0.9543
Dayton-Springfield, OH:	
Clark, OH	1.0825
Greene, OH	1.0825
Miami, OH	1.0825
Montgomery, OH	1.0825
Daytona Beach, FL:	
Flagler, FL	0.8959
Volusia, FL	0.9621
Decatur, AL:	
Lawrence, AL	0.8303
Morgan, AL	0.8303
Decatur, IL: Macon, IL	0.9366
Denver, CO:	
Adams, CO	1.1763
Arapahoe, CO	1.1763
Denver, CO	1.1763
Douglas, CO	1.1763
Jefferson, CO	1.1763
Des Moines, IA:	
Dallas, IA	1.0272
Polk, IA	1.0272
Warren, IA	1.0272
Detroit, MI:	
Lapeer, MI	1.1817
Macomb, MI	1.1817
Monroe, MI	1.1817
Oakland, MI	1.1817
St. Clair, MI	1.1817
Wayne, MI	1.1817
Dothan, AL:	
Dale, AL	0.8565
Houston, AL	0.8565
Dover, DE: Kent, DE	0.9202
Dubuque, IA: Dubuque, IA	0.9768
Duluth-Superior, MN-WI:	
St. Louis, MN	0.9440
Douglas, WI	0.9440
Dutchess County, NY: Dutchess, NY	1.1038

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Eau Claire, WI:	
Chippewa, WI	0.9562
Eau Claire, WI	0.9562
El Paso, TX: El Paso, TX	0.9346
Elkhart-Goshen, IN: Elkhart, IN	0.9062
Elmira, NY: Chemung, NY	0.9850
Enid, OK: Garfield, OK	0.8817
Erie, PA: Erie, PA	0.9864
Eugene-Springfield, OR: Lane, OR	1.0568
Evansville-Henderson, IN-KY:	
Posey, IN	0.9927
Vanderburgh, IN	0.9927
Warrick, IN	0.9927
Henderson, KY	0.9927
Fargo-Moorhead, ND-MN:	
Clay, MN	0.9905
Cass, ND	0.9905
Fayetteville, NC: Cumberland, NC ...	0.9416
Fayetteville-Springdale-Rogers, AR:	
Benton, AR	0.8000
Washington, AR	0.8205
Flagstaff, AZ-UT:	
Coconino, AZ	0.9165
Kane, UT	0.8697
Flint, MI: Genesee, MI	1.1676
Florence, AL:	
Colbert, AL	0.8222
Lauderdale, AL	0.8222
Florence, SC: Florence, SC	0.8424
Fort Collins-Loveland, CO: Larimer, CO	0.9929
Ft. Lauderdale, FL: Broward, FL	1.1146
Fort Myers-Cape Coral, FL: Lee, FL	0.9383
Fort Pierce-Port St. Lucie, FL:	
Martin, FL	1.0234
St. Lucie, FL	1.0234
Fort Smith, AR-OK:	
Crawford, AR	0.9286
Sebastian, AR	0.9286
Sequoyah, OK	0.9286
Fort Walton Beach, FL: Okaloosa, FL	0.8569
Fort Wayne, IN:	
Adams, IN	0.8864
Allen, IN	0.9428
De Kalb, IN	0.9428
Huntington, IN	0.8864
Wells, IN	0.8864
Whitley, IN	0.9428
Fort Worth-Arlington, TX:	
Hood, TX	0.8962
Johnson, TX	0.9750
Parker, TX	0.9750
Tarrant, TX	0.9750
Frenco, CA:	
Fresno, CA	1.1944
Madera, CA	1.0689
Gadsden, AL: Etowah, AL	0.9312
Gainesville, FL: Alachua, FL	0.9824
Galveston-Texas City, TX: Galveston, TX	1.1795
Gary, IN:	
Lake, IN	1.0917
Porter, IN	1.0917
Glens Falls, NY:	
Warren, NY	0.8909
Washington, NY	0.8909
Goldsboro, NC: Wayne, NC	0.8648
Grand Forks, ND-MN:	
Polk, MN	0.8918

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Grand Forks, ND	0.9716
Grand Junction, CO: Mesa, CO	0.8504
Grand Rapids-Muskegon-Holland, MI:	
Allegan, MI	0.9880
Kent, MI	1.0236
Muskegon, MI	0.9778
Ottawa, MI	1.0236
Great Falls, MT: Cascade, MT	0.9974
Greeley, CO: Weld, CO	1.0673
Green Bay, WI: Brown, WI	0.9869
Greensboro-Winston-Salem-High Point, NC:	
Alamance, NC	0.8944
Davidson, NC	0.9691
Davie, NC	0.9691
Forsyth, NC	0.9691
Guilford, NC	0.9691
Randolph, NC	0.9691
Stokes, NC	0.9691
Yadkin, NC	0.9691
Greenville, NC: Pitt, NC	0.8881
Greenville-Spartanburg-Anderson, SC:	
Anderson, SC	0.8995
Cherokee, SC	0.8547
Greenville, SC	0.9491
Pickens, SC	0.9491
Spartanburg, SC	0.9491
Hagerstown, MD: Washington, MD	0.9995
Hamilton-Middletown, OH: Butler, OH	1.0338
Harrisburg-Lebanon-Carlisle, PA:	
Cumberland, PA	1.0511
Dauphin, PA	1.0511
Lebanon, PA	1.0511
Perry, PA	1.0511
Hartford, CT:	
Hartford, CT	1.1493
Litchfield, CT	1.1493
Middlesex, CT	1.1493
Tolland, CT	1.1493
Hattiesburg, MS:	
Forrest, MS	0.8013
Lamar, MS	0.8013
Hickory-Morganton-Lenoir, NC:	
Alexander, NC	0.9408
Burke, NC	0.9408
Caldwell, NC	0.8728
Catawba, NC	0.9408
Honolulu, HI: Honolulu, HI	1.1714
Houma, LA:	
Lafourche, LA	0.9328
Terrebonne, LA	0.9328
Houston, TX:	
Chambers, TX	0.8858
Fort Bend, TX	1.0897
Harris, TX	1.0897
Liberty, TX	1.0897
Montgomery, TX	1.0897
Waller, TX	1.0897
Huntington-Ashland, WV-KY-OH:	
Boyd, KY	0.9803
Carter, KY	0.9803
Greenup, KY	0.9803
Lawrence, OH	0.9803
Cabell, WV	0.9803
Wayne, WV	0.9803
Huntsville, AL:	
Limestone, AL	0.8215

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Madison, AL	0.8889
Indianapolis, IN:	
Boone, IN	1.0568
Hamilton, IN	1.0568
Hancock, IN	1.0568
Hendricks, IN	1.0568
Johnson, IN	1.0568
Madison, IN	0.9979
Marion, IN	1.0568
Morgan, IN	1.0568
Shelby, IN	1.0568
Iowa City, IA: Johnson, IA	1.0965
Jackson, MI: Jackson, MI	1.0080
Jackson, MS:	
Hinds, MS	0.8872
Madison, MS	0.8872
Rankin, MS	0.8872
Jackson, TN: Madison, TN	0.8281
Jacksonville, FL:	
Clay, FL	0.9814
Duval, FL	0.9814
Nassau, FL	0.9814
St. Johns, FL	0.9814
Jacksonville, NC: Onslow, NC	0.8565
Jamestown, NY: Chautauqua, NY	0.8477
Janesville-Beloit, WI: Rock, WI	0.9009
Jersey City, NJ: Hudson, NJ	1.1307
Johnson City-Kingsport-Bristol, TN-VA:	
Carter, TN	0.9317
Hawkins, TN	0.9317
Sullivan, TN	0.9317
Unicoi, TN	0.9317
Washington, TN	0.9317
Bristol City, VA	0.9317
Scott, VA	0.9317
Washington, VA	0.9317
Johnstown, PA:	
Cambria, PA	0.9862
Somerset, PA	0.9862
Joplin, MO:	
Jasper, MO	0.9053
Newton, MO	0.9053
Kalamazoo-Battlecreek, MI:	
Calhoun, MI	1.0808
Kalamazoo, MI	1.1943
Van Buren, MI	1.0042
Kankakee, IL: Kankakee, IL	0.9283
Kansas City, KS-MO:	
Johnson, KS	0.9897
Leavenworth, KS	0.9897
Miami, KS	0.9897
Wyandotte, KS	0.9897
Cass, MO	0.9983
Clay, MO	0.9983
Clinton, MO	0.8886
Jackson, MO	0.9983
Lafayette, MO	0.9983
Platte, MO	0.9983
Ray, MO	0.9983
Kenosha, WI: Kenosha, WI	1.0545
Killeen-Temple, TX:	
Bell, TX	0.9941
Coryell, TX	0.9941
Knoxville, TN:	
Anderson, TN	0.9150
Blount, TN	0.9150
Knox, TN	0.9150
Loudon, TN	0.8343
Sevier, TN	0.9150

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Union, TN	0.9150
Kokomo, IN:	
Howard, IN	0.9468
Tipton, IN	0.9468
La Crosse, WI-MN:	
Houston, MN	0.8783
La Crosse, WI	0.9337
Lafayette, LA:	
Acadia, LA	0.8469
Lafayette, LA	0.9698
St. Landry, LA	0.8469
St. Martin, LA	0.9698
Lafayette, IN:	
Clinton, IN	0.8857
Tippecanoe, IN	0.9194
Lake Charles, LA: Calcasieu, LA	0.9505
Lakeland-Winter Haven, FL: Polk, FL	0.9304
Lancaster, PA: Lancaster, PA	1.0326
Lansing-East Lansing, MI:	
Clinton, MI	1.0562
Eaton, MI	1.0562
Ingham, MI	1.0562
Laredo, TX: Webb, TX	0.8374
Las Cruces, NM: Dona Ana, NM	0.8651
Las Vegas, NV-AZ:	
Mohave, AZ	0.9796
Clark, NV	1.2001
Nye, NV	1.0632
Lawrence, KS: Douglas, KS	0.9598
Lawton, OK: Comanche, OK	0.9149
Lewiston-Auburn, ME:	
Androscoggin, ME	0.9453
Lexington, KY:	
Bourbon, KY	0.9366
Clark, KY	0.9366
Fayette, KY	0.9366
Jessamine, KY	0.9366
Madison, KY	0.8400
Scott, KY	0.9366
Woodford, KY	0.9366
Lima, OH:	
Allen, OH	0.9774
Auglaize, OH	0.9774
Lincoln, NE: Lancaster, NE	0.9027
Little Rock-North Little Rock, AR:	
Faulkner, AR	0.9861
Lonoke, AR	0.9861
Pulaski, AR	0.9861
Saline, AR	0.9861
Longview-Marshall, TX:	
Gregg, TX	0.8763
Harrison, TX	0.8763
Upshur, TX	0.8465
Los Angeles-Long Beach, CA: Los Angeles, CA	1.3075
Louisville, KY-IN:	
Clark, IN	1.0599
Floyd, IN	1.0599
Harrison, IN	1.0599
Scott, IN	0.9077
Bullitt, KY	1.0599
Jefferson, KY	1.0599
Oldham, KY	1.0599
Lubbock, TX: Lubbock, TX	0.9764
Lynchburg, VA:	
Amherst, VA	0.9022
Bedford City, VA	0.8531
Bedford, VA	0.8531
Campbell, VA	0.9022

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Lynchburg City, VA	0.9022
Macon, GA:	
Bibb, GA	0.9709
Houston, GA	0.9709
Jones, GA	0.9709
Peach, GA	0.9709
Twiggs, GA	0.8792
Madison, WI : Dane, WI	1.0400
Mansfield, OH:	
Crawford, OH	0.9129
Richland, OH	0.9151
Mayaguez, PR:	
Anasco, PR	0.6938
Cabo Rojo, PR	0.6938
Hormigueros, PR	0.6938
Mayaguez, PR	0.6938
Sabana Grande, PR	0.6938
San German, PR	0.6938
McAllen-Edinburg-Mission, TX: Hidalgo, TX	0.8594
Medford-Ashland, OR: Jackson, OR	1.0138
Melbourne-Titusville-Palm Bay, FL: Brevard, FL	0.9443
Memphis, TN-AR-MS:	
Crittenden, AR	1.0110
De Soto, MS	1.0110
Fayette, TN	0.8229
Shelby, TN	1.0110
Tipton, TN	1.0110
Merced, CA: Merced, CA	1.0513
Miami, FL: Dade, FL	1.1198
Middlesex-Somerset-Hunterdon, NJ: Hunterdon, NJ	1.0911
Middlesex, NJ	1.0911
Somerset, NJ	1.0911
Milwaukee-Waukesha, WI:	
Milwaukee, WI	1.0449
Ozaukee, WI	1.0449
Washington, WI	1.0449
Waukesha, WI	1.0449
Minneapolis-St Paul, MN-WI:	
Anoka, MN	1.0659
Carver, MN	1.0659
Chisago, MN	1.0659
Dakota, MN	1.0659
Hennepin, MN	1.0659
Isanti, MN	1.0659
Ramsey, MN	1.0659
Scott, MN	1.0659
Sherburne, MN	0.9662
Washington, MN	1.0659
Wright, MN	1.0659
Pierce, WI	0.9319
St. Croix, WI	1.0659
Mobile, AL:	
Baldwin, AL	0.9070
Mobile, AL	0.9070
Modesto, CA: Stanislaus, CA	1.0960
Monmouth-Ocean, NJ:	
Monmouth, NJ	1.0400
Ocean, NJ	1.0400
Monroe, LA: Ouachita, LA	0.9300
Montgomery, AL:	
Autauga, AL	0.9323
Elmore, AL	0.9323
Montgomery, AL	0.9323
Muncie, IN: Delaware, IN	0.9970
Myrtle Beach, SC: Horry, SC	0.8058
Naples, FL: Collier, FL	0.9412
Nashville, TN:	

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Cheatham, TN	1.1445
Davidson, TN	1.1445
Dickson, TN	1.1445
Robertson, TN	1.1445
Rutherford TN	1.1445
Sumner, TN	1.1445
Williamson, TN	1.1445
Wilson, TN	1.1445
Nassau-Suffolk, NY:	
Nassau, NY	1.2838
Suffolk, NY	1.2838
New Haven-Bridgeport-Stamford-Danbury-Waterbury, CT:	
Fairfield, CT	1.2207
New Haven, CT	1.1591
New London-Norwich, CT: New London, CT	1.1440
New Orleans, LA:	
Jefferson, LA	1.0126
Orleans, LA	1.0126
Plaquemines, LA	0.8896
St. Bernard, LA	1.0126
St. Charles, LA	1.0126
St. James, LA	0.8896
St. John The Baptist, LA	1.0126
St. Tammany, LA	1.0126
New York, NY:	
Bronx, NY	1.4070
Kings, NY	1.4070
New York, NY	1.4070
Putnam, NY	1.4070
Queens, NY	1.4070
Richmond, NY	1.4070
Rockland, NY	1.4070
Westchester, NY	1.4070
Newark, NJ:	
Essex, NJ	1.1686
Morris, NJ	1.1686
Sussex, NJ	1.1686
Union, NJ	1.1686
Warren, NJ	1.1162
Newburgh, NY-PA:	
Orange, NY	1.0531
Pike, PA	1.0713
Norfolk-Virginia Beach-Newport News, VA-NC:	
Currituck, NC	0.8619
Chesapeake City, VA	0.9490
Gloucester, VA	0.9490
Hampton City, VA	0.9490
Isle of Wight, VA	0.8630
James City, VA	0.9490
Mathews, VA	0.8630
Newport News City, VA	0.9490
Norfolk City, VA	0.9490
Poquoson City, VA	0.9490
Portsmouth City, VA	0.9490
Suffolk City, VA	0.9490
Virginia Beach City VA	0.9490
Williamsburg City, VA	0.9490
York, VA	0.9490
Oakland, CA:	
Alameda, CA	1.3699
Contra Costa, CA	1.3699
Ocala, FL: Marion, FL	0.9934
Odessa-Midland, TX:	
Ector, TX	0.9545
Midland, TX	1.0230
Oklahoma City, OK:	
Canadian, OK	1.0074

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Cleveland, OK	1.0074
Logan, OK	1.0074
McClain, OK	1.0074
Oklahoma, OK	1.0074
Pottawatomie, OK	1.0074
Olympia, WA: Thurston, WA	1.0840
Omaha, NE-IA:	
Pottawattamie, IA	0.9293
Cass, NE	0.8650
Douglas, NE	0.9293
Sarpy, NE	0.9293
Washington, NE	0.9293
Orange County, CA: Orange, CA	1.2549
Orlando, FL:	
Lake, FL	0.9164
Orange, FL	1.0133
Osceola, FL	1.0133
Seminole, FL	1.0133
Owensboro, KY: Daviess, KY	0.8565
Panama City, FL: Bay, FL	0.8926
Parkersburg-Marietta, WV-OH:	
Washington, OH	0.9459
Wood, WV	0.9459
Pensacola, FL:	
Escambia, FL	0.8993
Santa Rosa, FL	0.8993
Peoria-Pekin, IL:	
Peoria, IL	1.0629
Tazewell, IL	1.0629
Woodford, IL	1.0629
Philadelphia, PA-NJ:	
Burlington, NJ	1.1812
Camden, NJ	1.1812
Gloucester, NJ	1.1812
Salem, NJ	1.1222
Bucks, PA	1.1812
Chester, PA	1.1812
Delaware, PA	1.1812
Montgomery, PA	1.1812
Philadelphia, PA	1.1812
Phoenix-Mesa, AZ:	
Maricopa, AZ	1.0913
Pinal, AZ	0.9435
Pine Bluff, AR: Jefferson, AR	0.8660
Pittsburgh, PA:	
Allegheny, PA	1.1058
Beaver, PA	1.0701
Butler, PA	1.0338
Fayette, PA	1.1058
Washington, PA	1.1058
Westmoreland, PA	1.1058
Pittsfield, MA: Berkshire, MA	1.0275
Ponce, PR:	
Guayanilla, PR	0.7058
Juana Diaz, PR	0.7058
Penuelas, PR	0.7058
Ponce, PR	0.7058
Villalba, PR	0.7058
Yauco, PR	0.7058
Portland, ME:	
Cumberland, ME	0.9841
Sagadahoc, ME	0.9841
York, ME	0.9841
Portland-Vancouver, OR-WA:	
Clackamas, OR	1.1451
Columbia, OR	1.0340
Multnomah, OR	1.1451
Washington, OR	1.1451
Yamhill, OR	1.1451
Clark, WA	1.1202

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Providence-Warwick, RI:	
Bristol, RI	1.0432
Kent, RI	1.0432
Newport, RI	1.0432
Providence, RI	1.0432
Washington, RI	1.0432
Provo-Orem, UT: Utah, UT	0.9894
Pueblo, CO: Pueblo, CO	1.0718
Punta Gorda, FL: Charlotte, FL	0.8753
Racine, WI: Racine, WI	0.9827
Raleigh-Durham-Chapel Hill, NC:	
Chatham, NC	0.9100
Durham, NC	1.0213
Franklin, NC	1.0213
Johnston, NC	0.9100
Orange, NC	1.0213
Wake, NC	1.0213
Rapid City, SD: Pennington, SD	0.8327
Reading, PA: Berks, PA	1.0220
Redding, CA: Shasta, CA	1.1132
Reno, NV: Washoe, NV	1.2595
Richland-Kennewick-Pasco, WA:	
Benton, WA	0.9896
Franklin, WA	0.9896
Richmond-Petersburg, VA:	
Charles City County, VA	0.9159
Chesterfield, VA	0.9159
Colonial Heights City, VA	0.9159
Dinwiddie, VA	0.9159
Goochland, VA	0.9159
Hanover, VA	0.9159
Henrico, VA	0.9159
Hopewell City, VA	0.9159
New Kent, VA	0.9159
Petersburg City, VA	0.9159
Powhatan, VA	0.9159
Prince George, VA	0.9159
Richmond City, VA	0.9159
Riverside-San Bernardino, CA:	
Riverside, CA	1.1875
San Bernardino, CA	1.1875
Roanoke, VA:	
Botetourt, VA	0.9785
Roanoke, VA	0.9785
Roanoke City, VA	0.9785
Salem City, VA	0.9785
Rochester, MN: Olmsted, MN	1.0534
Rochester, NY:	
Genesee, NY	0.9201
Livingston, NY	1.0333
Monroe, NY	1.0333
Ontario, NY	1.0333
Orleans, NY	1.0333
Wayne, NY	1.0333
Rockford, IL:	
Boone, IL	1.0166
Ogle, IL	0.8976
Winnebago, IL	1.0166
Rocky Mount, NC:	
Edgecombe, NC	0.8831
Nash, NC	0.8831
Sacramento, CA:	
El Dorado, CA	1.1985
Placer, CA	1.1985
Sacramento, CA	1.1985
Saginaw-Bay City-Midland, MI:	
Bay, MI	1.0692
Midland, MI	1.0692
Saginaw, MI	1.0692
St. Cloud, MN:	

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Benton, MN	0.9217
Stearns, MN	0.9217
St. Joseph, MO:	
Andrews, MO	0.8562
Buchanan, MO	0.9636
St. Louis, MO—IL:	
Clinton, IL	0.9649
Jersey, IL	0.9561
Madison, IL	0.9561
Monroe, IL	1.0329
St. Clair, IL	0.9649
Franklin, MO	1.0329
Jefferson, MO	1.0329
Lincoln, MO	0.8683
St. Charles, MO	1.0329
St. Louis, MO	1.0329
St. Louis City, MO	1.0329
Warren, MO	0.8683
Salem, OR:	
Marion, OR	1.0516
Polk, OR	1.0516
Salinas, CA: Monterey, CA	1.3392
Salt Lake City-Ogden, UT:	
Davis, UT	0.9872
Salt Lake, UT	0.9872
Weber, UT	0.9872
San Angelo, TX: Tom Green, TX	0.8859
San Antonio, TX:	
Bexar, TX	1.0003
Comal, TX	1.0003
Guadalupe, TX	1.0003
Wilson, TX	0.8373
San Diego, CA: San Diego, CA	1.2234
San Francisco, CA:	
Marin, CA	1.4361
San Francisco, CA	1.4361
San Mateo, CA	1.4361
San Jose, CA: Santa Clara, CA	1.3749
San Juan-Bayamon, PR:	
Aguas Buenas, PR	0.7103
Barceloneta, PR	0.7103
Bayamon, PR	0.7103
Canovanas, PR	0.7103
Carolina, PR	0.7103
Catano, PR	0.7103
Ceiba, PR	0.7103
Comerio, PR	0.7103
Corozal, PR	0.7103
Dorado, PR	0.7103
Fajardo, PR	0.7103
Florida, PR	0.7103
Guaynabo, PR	0.7103
Humacao, PR	0.7103
Juncos, PR	0.7103
Los Piedras, PR	0.7103
Loiza, PR	0.7103
Luguillo, PR	0.7103
Manati, PR	0.7103
Morovis, PR	0.7103
Naguabo, PR	0.7103
Naranjito, PR	0.7103
Rio Grande, PR	0.7103
San Juan, PR	0.7103
Toa Alta, PR	0.7103
Toa Baja, PR	0.7103
Trujillo Alto, PR	0.7103
Vega Alta, PR	0.7103
Vega Baja, PR	0.7103
Yabucoa, PR	0.7103

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
San Luis Obispo-Atascadero-Paso Robles, CA: San Luis Obispo, CA	1.0820
Santa Barbara-Santa Maria-Lompoc, CA: Santa Barbara, CA	1.1398
Santa Cruz-Watsonville, CA: Santa Cruz, CA	1.2359
Santa Fe, NM:	
Los Alamos, NM	1.0014
Santa Fe, NM	1.0014
Santa Rosa, CA: Sonoma, CA	1.2324
Sarasota-Bradenton, FL:	
Manatee, FL	0.9584
Sarasota, FL	1.0047
Savannah, GA:	
Bryan, GA	0.9218
Chatham, GA	0.9911
Effingham, GA	0.9911
Scranton—Wilkes-Barre—Hazleton, PA:	
Columbia, PA	0.9626
Lackawanna, PA	0.9626
Luzerne, PA	0.9626
Wyoming, PA	0.9626
Seattle-Bellevue-Everett, WA:	
Island, WA	1.0345
King, WA	1.1286
Snohomish, WA	1.1286
Sharon, PA: Mercer, PA	0.9555
Sheboygan, WI: Sheboygan, WI	0.8571
Sherman-Denison, TX: Grayson, TX	0.9072
Shreveport-Bossier City, LA:	
Bossier, LA	1.0442
Caddo, LA	1.0442
Webster, LA	0.8877
Sioux City, IA—NE:	
Woodbury, IA	0.9858
Dakota, NE	0.9858
Sioux Falls, SD:	
Lincoln, SD	0.8372
Minnehaha, SD	0.9357
South Bend, IN: St. Joseph, IN	0.9504
Spokane, WA: Spokane, WA	1.1205
Springfield, IL:	
Menard, IL	1.0757
Sangamon, IL	1.0757
Springfield, MO:	
Christian, MO	0.9157
Greene, MO	0.9157
Webster, MO	0.8313
Springfield, MA:	
Hampden, MA	1.0329
Hampshire, MA	1.0329
State College, PA: Centre, PA	1.0214
Steubenville-Weirton, OH—WV:	
Jefferson, OH	0.9448
Brooke, WV	0.9448
Hancock, WV	0.9448
Stockton-Lodi, CA: San Joaquin, CA	1.1789
Sumter, SC: Sumter, SC	0.8058
Syracuse, NY:	
Cayuga, NY	0.9131
Madison, NY	1.3105
Onondaga, NY	1.3105
Oswego, NY	1.3105
Tacoma, WA: Pierce, WA	1.0811
Tallahassee, FL:	
Gadsden, FL	0.9143
Leon, FL	0.9143
Tampa-St. Petersburg-Clearwater, FL:	

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Hernando, FL	0.9947
Hillsborough, FL	0.9947
Pasco, FL	0.9947
Pinellas, FL	0.9947
Terre Haute, IN:	
Clay, IN	0.8968
Vermillion, IN	0.8793
Vigo, IN	0.8968
Texarkana, AR-Texarkana, TX:	
Miller, AR	1.0438
Bowie, TX	1.0438
Toledo, OH:	
Fulton, OH	1.1242
Lucas, OH	1.1242
Wood, OH	1.1242
Topeka, KS: Shawnee, KS	1.1013
Trenton, NJ: Mercer, NJ	1.0664
Tucson, AZ: Pima, AZ	0.9990
Tulsa, OK:	
Creek, OK	0.9832
Osage, OK	0.9832
Rogers, OK	0.9832
Tulsa, OK	0.9832
Wagoner, OK	0.9832
Tuscaloosa, AL: Tuscaloosa, AL	0.9457
Tyler, TX: Smith, TX	1.0281
Utica-Rome, NY:	
Herkimer, NY	0.9228
Oneida, NY	0.9228
Vallejo-Fairfield-Napa, CA:	
Napa, CA	1.3804
Solano, CA	1.3804
Ventura, CA: Ventura, CA	1.2087
Victoria, TX: Victoria, TX	0.8760
Vineland-Millville-Bridgeton, NJ:	
Cumberland, NJ	0.9871
Visalia-Tulare-Porterville, CA:	
Tulare, CA	1.1188
Waco, TX: McLennan, TX	0.8220
Washington, DC—MD—VA—WV:	
District of Columbia, DC	1.1607
Calvert, MD	1.1607
Charles, MD	1.1607
Frederick, MD	1.1607
Montgomery, MD	1.1607
Prince Georges, MD	1.1607
Alexandria City, VA	1.1607
Arlington, VA	1.1607
Clarke, VA	0.9486
Culpepper, VA	0.9486
Fairfax, VA	1.1607
Fairfax City, VA	1.1607
Falls Church City, VA	1.1607
Fauquier, VA	0.9486
Fredericksburg City, VA	0.9486
King George, VA	0.9486
Loudoun, VA	1.1607
Manassas City, VA	1.1607
Manassas Park City, VA	1.1607
Prince William, VA	1.1607
Spotsylvania, VA	0.9486
Stafford, VA	1.1607
Warren, VA	0.9486
Berkeley, WV	0.9937
Jefferson, WV	0.9937
Waterloo-Cedar Falls, IA: Black Hawk, IA	0.9160
Wausau, WI: Marathon, WI	0.9859
West Palm Beach-Boca Raton, FL:	
Palm Beach, FL	1.0152

TABLE A.—WAGE INDEX FOR URBAN AREAS—Continued

Urban area (Constituent counties or county equivalents)	Wage index
Wheeling, OH—WV:	
Belmont, OH	0.9221
Marshall, WV	0.9221
Ohio, WV	0.9221
Wichita, KS:	
Butler, KS	1.0844
Harvey, KS	0.8750
Sedgwick, KS	1.0844
Wichita Falls, TX:	
Archer, TX	0.8273
Wichita, TX	0.8678
Williamsport, PA: Lycoming, PA	0.9871
Willington-Newark, DE—MD:	
New Castle, DE	1.1271
Cecil, MD	1.1271
Willington, NC:	
New Hanover, NC	0.8873
Brunswick, NC	0.9221
Yakima, WA: Yakima, WA	1.0250
Yolo, CA: Yolo, CA	1.1675
York, PA: York, PA	1.0118
Youngstown-Warren, OH:	
Columbiana, OH	0.9545
Mahoning, OH	1.0834
Trumbull, OH	1.0834
Yuba City, CA:	
Sutter, CA	1.0920
Yuba, CA	1.0920
Yuma, AZ: Yuma, AZ	0.9328

TABLE B.—WAGE INDEX FOR RURAL AREAS

Nonurban area	Wage index
Alabama:	
Barbour, AL	0.8000
Bibb, AL	0.8000
Bullock, AL	0.8000
Butler, AL	0.8000
Chambers, AL	0.8000
Cherokee, AL	0.8000
Chilton, AL	0.8000
Choctaw, AL	0.8000
Clarke, AL	0.8000
Clay, AL	0.8000
Clebune, AL	0.8000
Coffee, AL	0.8000
Conecuh, AL	0.8000
Coosa, AL	0.8000
Covington, AL	0.8000
Crenshaw, AL	0.8000
Cullman, AL	0.8000
Dallas, AL	0.8000
De Kalb, AL	0.8000
Escambia, AL	0.8000
Fayette, AL	0.8000
Franklin, AL	0.8000
Geneva, AL	0.8000
Greene, AL	0.8000
Hale, AL	0.8000
Henry, AL	0.8000
Jackson, AL	0.8000
Lamar, AL	0.8000
Lee, AL	0.8000
Lowndes, AL	0.8000
Macon, AL	0.8000
Marengo, AL	0.8000

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Marion, AL	0.8000
Marshall, AL	0.8000
Monroe, AL	0.8000
Perry, AL	0.8000
Pickens, AL	0.8000
Pike, AL	0.8000
Randolph, AL	0.8000
Sumter, AL	0.8000
Talladega, AL	0.8000
Tallapoosa, AL	0.8000
Walker, AL	0.9365
Washington, AL	0.8000
Wilcox, AL	0.8000
Winston, AL	0.8000
Alaska:	
Aleutians East, AK	1.3612
Aleutians West, AK	1.3612
Bethel, AK	1.3612
Bristol Bay Borough, AK	1.3612
Dillingham, AK	1.3612
Fairbanks North Star, AK	1.3612
Haines, AK	1.3612
Juneau, AK	1.3612
Kenai Peninsula	1.3612
Ketchikan Gateway, AK	1.3612
Kodiak Island, AK	1.3612
Lake and Peninsula, AK	1.3612
Matanuska-Susitna, AK	1.3612
Nome, AK	1.3612
North Slope, AK	1.3612
Northwest Arctic, AK	1.3612
Pr. of Wales-out Ketchikanak, AK	1.3612
Sitka, AK	1.3612
Skagway-Yakutat-Angoon, AK	1.3612
Southeast Fairbanks, AK	1.3612
Valdez-Cordova, AK	1.3612
Wade Hampton, AK	1.3612
Wrangell-Petersburg, AK	1.3612
Yukon-Koyukuk, AK	1.3612
Arizona:	
Apache, AZ	0.8793
Cochise, AZ	0.8793
Gila, AZ	0.8793
Graham, AZ	0.8793
Greenlee, AZ	0.8793
Lapaz, AZ	0.8793
Navajo, AZ	0.8793
Santa Cruz, AZ	0.8793
Yavapai, AZ	0.8793
Arkansas:	
Arkansas, AR	0.8000
Ashley, AR	0.8000
Baxter, AR	0.8000
Boone, AR	0.8000
Bradley, AR	0.8000
Calhoun, AR	0.8000
Carroll, AR	0.8000
Chicot, AR	0.8000
Clark, AR	0.8000
Clay, AR	0.8000
Clebune, AR	0.8000
Cleveland, AR	0.8000
Columbia, AR	0.8000
Conway, AR	0.8000
Craighead, AR	0.8000
Cross, AR	0.8000
Dallas, AR	0.8000
Desha, AR	0.8000
Drew, AR	0.8000

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Franklin, AR	0.8000
Fulton, AR	0.8000
Garland, AR	0.8000
Grant, AR	0.8000
Greene, AR	0.8000
Hempstead, AR	0.8000
Hot Spring, AR	0.8000
Howard, AR	0.8000
Independence, AR	0.8000
Izard, AR	0.8000
Jackson, AR	0.8000
Johnson, AR	0.8000
Lafayette, AR	0.8000
Lawrence, AR	0.8000
Lee, AR	0.8000
Lincoln, AR	0.8000
Little River, AR	0.8000
Logan, AR	0.8000
Madison, AR	0.8000
Marion, AR	0.8000
Mississippi, AR	0.8000
Monroe, AR	0.8000
Montgomery, AR	0.8000
Nevada, AR	0.8000
Newton, AR	0.8000
Ouachita, AR	0.8000
Perry, AR	0.8000
Phillips, AR	0.8000
Pike, AR	0.8000
Poinsett, AR	0.8000
Polk, AR	0.8000
Pope, AR	0.8000
Prairie, AR	0.8000
Randolph, AR	0.8000
St. Francis, AR	0.8000
Scott, AR	0.8000
Searcy, AR	0.8000
Sevier, AR	0.8000
Sharp, AR	0.8000
Stone, AR	0.8000
Union, AR	0.8000
Van Buren, AR	0.8000
White, AR	0.8000
Woodruff, AR	0.8000
Yell, AR	0.8000
California:	
Alpine, CA	1.0277
Amador, CA	1.0277
Calaveras, CA	1.0277
Colusa, CA	1.0277
Del Norte, CA	1.0277
Glenn, CA	1.0277
Humboldt, CA	1.0277
Imperial, CA	1.0277
Inyo, CA	1.0277
Kings, CA	1.0277
Lake, CA	1.0277
Lassen, CA	1.0277
Mariposa, CA	1.0277
Mendocino, CA	1.0277
Modoc, CA	1.0277
Mono, CA	1.0277
Nevada, CA	1.0277
Plumas, CA	1.0277
San Benito, CA	1.0277
Sierra, CA	1.0277
Siskiyou, CA	1.0277
Tehama, CA	1.0277
Trinity, CA	1.0277
Tuolumne, CA	1.0277

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Colorado:	
Alamosa, CO	0.8438
Archuleta, CO	0.8438
Baca, CO	0.8438
Bent, CO	0.8438
Chaffee, CO	0.8438
Cheyenne, CO	0.8438
Clear Creek, CO	0.8438
Conejos, CO	0.8438
Costilla, CO	0.8438
Crowley, CO	0.8438
Custer, CO	0.8438
Delta, CO	0.8438
Dolores, CO	0.8438
Eagle, CO	0.8438
Elbert, CO	0.8438
Fremont, CO	0.8438
Garfield, CO	0.8438
Gilpin, CO	0.8438
Grand, CO	0.8438
Gunnison, CO	0.8438
Hinsdale, CO	0.8438
Huerfano, CO	0.8438
Jackson, CO	0.8438
Kiowa, CO	0.8438
Kit Carson, CO	0.8438
Lake, CO	0.8438
La Plata, CO	0.8438
Las Animas, CO	0.8438
Lincoln, CO	0.8438
Logan, CO	0.8438
Mineral, CO	0.8438
Moffat, CO	0.8438
Montezuma, CO	0.8438
Montrose, CO	0.8438
Morgan, CO	0.8438
Otero, CO	0.8438
Ouray, CO	0.8438
Park, CO	0.8438
Phillips, CO	0.8438
Pitkin, CO	0.8438
Prowers, CO	0.8438
Rio Blanco, CO	0.8438
Rio Grande, CO	0.8438
Routt, CO	0.8438
Saguache, CO	0.8438
San Juan, CO	0.8438
San Miguel, CO	0.8438
Sedgwick, CO	0.8438
Summit, CO	0.8438
Teller, CO	0.8438
Washington, CO	0.8438
Yuma, CO	0.8438
Connecticut: Windham, CT	1.1137
Delaware: Sussex, DE	0.9354
Florida:	
Baker, FL	0.8887
Bradford, FL	0.9559
Calhoun, FL	0.8887
Citrus, FL	0.8887
Columbia, FL	0.8887
De Soto, FL	0.8887
Dixie, FL	0.8887
Franklin, FL	0.8887
Gilchrist, FL	0.8887
Glades, FL	0.8887
Gulf, FL	0.8887
Hamilton, FL	0.8887
Hardee, FL	0.8887
Hendry, FL	0.8887

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Highlands, FL	0.8887
Holmes, FL	0.8887
Indian River, FL	0.8887
Jackson, FL	0.8887
Jefferson, FL	0.8887
Lafayette, FL	0.8887
Levy, FL	0.8887
Liberty, FL	0.8887
Madison, FL	0.8887
Monroe, FL	0.8887
Okeechobee, FL	0.8887
Putnam, FL	0.8887
Sumter, FL	0.8887
Suwannee, FL	0.8887
Taylor, FL	0.8887
Union, FL	0.8887
Wakulla, FL	0.8887
Walton, FL	0.8887
Washington, FL	0.8887
Georgia:	
Appling, GA	0.8335
Atkinson, GA	0.8335
Bacon, GA	0.8335
Baker, GA	0.8335
Baldwin, GA	0.8335
Banks, GA	0.8335
Ben Hill, GA	0.8335
Berrien, GA	0.8335
Bleckley, GA	0.8335
Brantley, GA	0.8335
Brooks, GA	0.8335
Bulloch, GA	0.8335
Burke, GA	0.8335
Butts, GA	0.8945
Calhoun, GA	0.8335
Camden, GA	0.8335
Candler, GA	0.8335
Charlton, GA	0.8335
Chattooga, GA	0.8335
Clay, GA	0.8335
Clinch, GA	0.8335
Coffee, GA	0.8335
Colquitt, GA	0.8335
Cook, GA	0.8335
Crawford, GA	0.8335
Crisp, GA	0.8335
Dawson, GA	0.8335
Decatur, GA	0.8335
Dodge, GA	0.8335
Dooly, GA	0.8335
Early, GA	0.8335
Echols, GA	0.8335
Elbert, GA	0.8335
Emanuel, GA	0.8335
Evans, GA	0.8335
Fannin, GA	0.8335
Floyd, GA	0.8335
Franklin, GA	0.8335
Gilmer, GA	0.8335
Glascok, GA	0.8335
Glynn, GA	0.8335
Gordon, GA	0.8335
Grady, GA	0.8335
Greene, GA	0.8335
Habersham, GA	0.8335
Hall, GA	0.8335
Hancock, GA	0.8335
Haralson, GA	0.8335
Hart, GA	0.8335
Heard, GA	0.8335

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Irwin, GA	0.8335
Jackson, GA	0.8545
Jasper, GA	0.8335
Jeff Davis, GA	0.8335
Jefferson, GA	0.8335
Jenkins, GA	0.8335
Johnson, GA	0.8335
Lamar, GA	0.8335
Lanier, GA	0.8335
Laurens, GA	0.8335
Liberty, GA	0.8335
Lincoln, GA	0.8335
Long, GA	0.8335
Lowndes, GA	0.8335
Lumpkin, GA	0.8335
McIntosh, GA	0.8335
Macon, GA	0.8335
Marion, GA	0.8335
Meriwether, GA	0.8335
Miller, GA	0.8335
Mitchell, GA	0.8335
Monroe, GA	0.8335
Montgomery, GA	0.8335
Morgan, GA	0.8335
Murray, GA	0.8335
Oglethorpe, GA	0.8335
Pierce, GA	0.8335
Pike, GA	0.8335
Polk, GA	0.8335
Pulaski, GA	0.8335
Putnam, GA	0.8335
Quitman, GA	0.8335
Rabun, GA	0.8335
Randolph, GA	0.8335
Schley, GA	0.8335
Screven, GA	0.8335
Seminole, GA	0.8335
Stephens, GA	0.8335
Stewart, GA	0.8335
Sumter, GA	0.8335
Talbot, GA	0.8335
Taliaferro, GA	0.8335
Tattnall, GA	0.8335
Taylor, GA	0.8335
Telfair, GA	0.8335
Terrell, GA	0.8335
Thomas, GA	0.8335
Tift, GA	0.8335
Toombs, GA	0.8335
Towns, GA	0.8335
Treutlen, GA	0.8335
Troup, GA	0.8335
Turner, GA	0.8335
Union, GA	0.8335
Upson, GA	0.8335
Ware, GA	0.8335
Warren, GA	0.8335
Washington, GA	0.8335
Wayne, GA	0.8335
Webster, GA	0.8335
Wheeler, GA	0.8335
White, GA	0.8335
Whitfield, GA	0.8335
Wilcox, GA	0.8335
Wilkes, GA	0.8335
Wilkinson, GA	0.8335
Worth, GA	0.8335
Hawaii:	
Hawaii, HI	1.1503
Kalawao, HI	1.1503

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Kauai, HI	1.1503
Maui, HI	1.1503
Idaho:	
Adams, ID	0.8969
Bannock, ID	0.8969
Bear Lake, ID	0.8969
Benewah, ID	0.8969
Bingham, ID	0.8969
Blaine, ID	0.8969
Boise, ID	0.8969
Bonner, ID	0.8969
Bonneville, ID	0.8969
Boundary, ID	0.8969
Butte, ID	0.8969
Camas, ID	0.8969
Caribou, ID	0.8969
Cassia, ID	0.8969
Clark, ID	0.8969
Clearwater, ID	0.8969
Custer, ID	0.8969
Elmore, ID	0.8969
Franklin, ID	0.8969
Fremont, ID	0.8969
Gem, ID	0.8969
Gooding, ID	0.8969
Idaho, ID	0.8969
Jefferson, ID	0.8969
Jerome, ID	0.8969
Kootenai, ID	0.8969
Latah, ID	0.8969
Lemhi, ID	0.8969
Lewis, ID	0.8969
Lincoln, ID	0.8969
Madison, ID	0.8969
Minidoka, ID	0.8969
Nez Perce, ID	0.8969
Oneida, ID	0.8969
Owyhee, ID	0.8969
Payette, ID	0.8969
Power, ID	0.8969
Shoshone, ID	0.8969
Teton, ID	0.8969
Twin Falls, ID	0.8969
Valley, ID	0.8969
Washington, ID	0.8969
Illinois:	
Adams, IL	0.8455
Alexander, IL	0.8455
Bond, IL	0.8455
Brown, IL	0.8455
Bureau, IL	0.8455
Calhoun, IL	0.8455
Carroll, IL	0.8455
Cass, IL	0.8455
Christian, IL	0.8455
Clark, IL	0.8455
Clay, IL	0.8455
Coles, IL	0.8455
Crawford, IL	0.8455
Cumberland, IL	0.8455
De Witt, IL	0.8455
Douglas, IL	0.8455
Edgar, IL	0.8455
Edwards, IL	0.8455
Effingham, IL	0.8455
Fayette, IL	0.8455
Ford, IL	0.8455
Franklin, IL	0.8455
Fulton, IL	0.8455
Gallatin, IL	0.8455

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Greene, IL	0.8455
Hamilton, IL	0.8455
Hancock, IL	0.8455
Hardin, IL	0.8455
Henderson, IL	0.8455
Iroquois, IL	0.8455
Jackson, IL	0.8455
Jasper, IL	0.8455
Jefferson, IL	0.8455
Jo Daviess, IL	0.8455
Johnson, IL	0.8455
Knox, IL	0.8455
La Salle, IL	0.8455
Lawrence, IL	0.8455
Lee, IL	0.8455
Livingston, IL	0.8455
Logan, IL	0.8455
McDonough, IL	0.8455
Macoupin, IL	0.8455
Marion, IL	0.8455
Marshall, IL	0.8455
Mason, IL	0.8455
Massac, IL	0.8455
Mercer, IL	0.8455
Montgomery, IL	0.8455
Morgan, IL	0.8455
Moultrie, IL	0.8455
Perry, IL	0.8455
Piatt, IL	0.8455
Pike, IL	0.8455
Pope, IL	0.8455
Pulaski, IL	0.8455
Putnam, IL	0.8455
Randolph, IL	0.8455
Richland, IL	0.8455
Saline, IL	0.8455
Schuyler, IL	0.8455
Scott, IL	0.8455
Shelby, IL	0.8455
Stark, IL	0.8455
Stephenson, IL	0.8455
Union, IL	0.8455
Vermilion, IL	0.8455
Wabash, IL	0.8455
Warren, IL	0.8455
Washington, IL	0.8455
Wayne, IL	0.8455
White, IL	0.8455
Whiteside, IL	0.8455
Williamson, IL	0.8455
Indiana:	
Bartholomew, IN	0.8626
Benton, IN	0.8626
Blackford, IN	0.8626
Brown, IN	0.8626
Carroll, IN	0.8626
Cass, IN	0.8626
Crawford, IN	0.8626
Daviess, IN	0.8626
Decatur, IN	0.8626
Dubois, IN	0.8626
Fayette, IN	0.8626
Fountain, IN	0.8626
Franklin, IN	0.8626
Fulton, IN	0.8626
Gibson, IN	0.8626
Grant, IN	0.8626
Greene, IN	0.8626
Henry, IN	0.8626
Jackson, IN	0.8626

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Jasper, IN	0.8626
Jay, IN	0.8626
Jefferson, IN	0.8626
Jennings, IN	0.8626
Knox, IN	0.8626
Kosciusko, IN	0.8626
Lagrange, IN	0.8626
La porte, IN	0.8626
Lawrence, IN	0.8626
Marshall, IN	0.8626
Martin, IN	0.8626
Miami, IN	0.8626
Montgomery, IN	0.8626
Newton, IN	0.8626
Noble, IN	0.8626
Orange, IN	0.8626
Owen, IN	0.8626
Parke, IN	0.8626
Perry, IN	0.8626
Pike, IN	0.8626
Pulaski, IN	0.8626
Putnam, IN	0.8626
Randolph, IN	0.8626
Ripley, IN	0.8626
Rush, IN	0.8626
Spencer, IN	0.8626
Starke, IN	0.8626
Steuben, IN	0.8626
Sullivan, IN	0.8626
Switzerland, IN	0.8626
Union, IN	0.8626
Wabash, IN	0.8626
Warren, IN	0.8626
Washington, IN	0.8626
Wayne, IN	0.8626
White, IN	0.8626
Iowa:	
Adair, IA	0.8116
Adams, IA	0.8116
Allamakee, IA	0.8116
Appanoose, IA	0.8116
Audubon, IA	0.8116
Benton, IA	0.8116
Boone, IA	0.8116
Bremer, IA	0.8733
Buchanan, IA	0.8116
Buena Vista, IA	0.8116
Butler, IA	0.8116
Calhoun, IA	0.8116
Carroll, IA	0.8116
Cass, IA	0.8116
Cedar, IA	0.8116
Cerro Gordo, IA	0.8116
Cherokee, IA	0.8116
Chickasaw, IA	0.8116
Clarke, IA	0.8116
Clay, IA	0.8116
Clayton, IA	0.8116
Clinton, IA	0.8116
Crawford, IA	0.8116
Davis, IA	0.8116
Decatur, IA	0.8116
Delaware, IA	0.8116
Des Moines, IA	0.8116
Dickinson, IA	0.8116
Emmet, IA	0.8116
Fayette, IA	0.8116
Floyd, IA	0.8116
Franklin, IA	0.8116
Fremont, IA	0.8116

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Greene, IA	0.8116
Grundy, IA	0.8116
Guthrie, IA	0.8116
Hamilton, IA	0.8116
Hancock, IA	0.8116
Hardin, IA	0.8116
Harrison, IA	0.8116
Henry, IA	0.8116
Howard, IA	0.8116
Humboldt, IA	0.8116
Ida, IA	0.8116
Iowa, IA	0.8116
Jackson, IA	0.8116
Jasper, IA	0.8116
Jefferson, IA	0.8116
Jones, IA	0.8116
Keokuk, IA	0.8116
Kossuth, IA	0.8116
Lee, IA	0.8116
Louisa, IA	0.8116
Lucas, IA	0.8116
Lyons, IA	0.8116
Madison, IA	0.8116
Mahaska, IA	0.8116
Marion, IA	0.8116
Marshall, IA	0.8116
Mills, IA	0.8116
Mitchell, IA	0.8116
Monona, IA	0.8116
Monroe, IA	0.8116
Montgomery, IA	0.8116
Muscatine, IA	0.8116
O'Brien, IA	0.8116
Osceola, IA	0.8116
Page, IA	0.8116
Palo Alto, IA	0.8116
Plymouth, IA	0.8116
Pocahontas, IA	0.8116
Poweshiek, IA	0.8116
Ringgold, IA	0.8116
Sac, IA	0.8116
Shelby, IA	0.8116
Sioux, IA	0.8116
Story, IA	0.8116
Tama, IA	0.8116
Taylor, IA	0.8116
Union, IA	0.8116
Van Buren, IA	0.8116
Wapello, IA	0.8116
Washington, IA	0.8116
Wayne, IA	0.8116
Webster, IA	0.8116
Winnebago, IA	0.8116
Winneshiek, IA	0.8116
Worth, IA	0.8116
Wright, IA	0.8116
Kansas:	
Allen, KS	0.8090
Anderson, KS	0.8090
Atchison, KS	0.8090
Barber, KS	0.8090
Barton, KS	0.8090
Bourbon, KS	0.8090
Brown, KS	0.8090
Chase, KS	0.8090
Chautauqua, KS	0.8090
Cherokee, KS	0.8090
Cheyenne, KS	0.8090
Clark, KS	0.8090
Clay, KS	0.8090

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Cloud, KS	0.8090
Coffey, KS	0.8090
Comanche, KS	0.8090
Cowley, KS	0.8090
Crawford, KS	0.8090
Decatur, KS	0.8090
Dickinson, KS	0.8090
Doniphan, KS	0.8090
Edwards, KS	0.8090
Elk, KS	0.8090
Ellis, KS	0.8090
Ellsworth, KS	0.8090
Finney, KS	0.8090
Ford, KS	0.8090
Franklin, KS	0.8090
Geary, KS	0.8090
Gove, KS	0.8090
Graham, KS	0.8090
Grant, KS	0.8090
Gray, KS	0.8090
Greeley, KS	0.8090
Greenwood, KS	0.8090
Hamilton, KS	0.8090
Harper, KS	0.8090
Haskell, KS	0.8090
Hodgeman, KS	0.8090
Jackson, KS	0.8090
Jefferson, KS	0.8090
Jewell, KS	0.8090
Kearny, KS	0.8090
Kingman, KS	0.8090
Kiowa, KS	0.8090
Labette, KS	0.8090
Lane, KS	0.8090
Lincoln, KS	0.8090
Linn, KS	0.8090
Logan, KS	0.8090
Lyon, KS	0.8090
Mcpherson, KS	0.8090
Marion, KS	0.8090
Marshall, KS	0.8090
Meade, KS	0.8090
Mitchell, KS	0.8090
Montgomery, KS	0.8090
Morris, KS	0.8090
Morton, KS	0.8090
Nemaha, KS	0.8090
Neosho, KS	0.8090
Ness, KS	0.8090
Norton, KS	0.8090
Osage, KS	0.8090
Osborne, KS	0.8090
Ottawa, KS	0.8090
Pawnee, KS	0.8090
Phillips, KS	0.8090
Pottawatomie, KS	0.8090
Pratt, KS	0.8090
Rawlins, KS	0.8090
Reno, KS	0.8090
Republic, KS	0.8090
Rice, KS	0.8090
Riley, KS	0.8090
Rooks, KS	0.8090
Rush, KS	0.8090
Russell, KS	0.8090
Saline, KS	0.8090
Scott, KS	0.8090
Seward, KS	0.8090
Sheridan, KS	0.8090
Sherman, KS	0.8090

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Smith, KS	0.8090
Stafford, KS	0.8090
Stanton, KS	0.8090
Stevens, KS	0.8090
Sumner, KS	0.8090
Thomas, KS	0.8090
Trego, KS	0.8090
Wabaunsee, KS	0.8090
Wallace, KS	0.8090
Washington, KS	0.8090
Wichita, KS	0.8090
Wilson, KS	0.8090
Woodson, KS	0.8090
Kentucky:	
Adair, KY	0.8103
Allen, KY	0.8103
Anderson, KY	0.8103
Ballard, KY	0.8103
Barren, KY	0.8103
Bath, KY	0.8103
Bell, KY	0.8103
Boyle, KY	0.8103
Bracken, KY	0.8103
Breathitt, KY	0.8103
Breckinridge, KY	0.8103
Butler, KY	0.8103
Caldwell, KY	0.8103
Calloway, KY	0.8103
Carlisle, KY	0.8103
Carroll, KY	0.8103
Casey, KY	0.8103
Clay, KY	0.8103
Clinton, KY	0.8103
Crittenden, KY	0.8103
Cumberland, KY	0.8103
Edmonson, KY	0.8103
Elliott, KY	0.8103
Estill, KY	0.8103
Fleming, KY	0.8103
Floyd, KY	0.8103
Franklin, KY	0.8103
Fulton, KY	0.8103
Garrard, KY	0.8103
Graves, KY	0.8103
Grayson, KY	0.8103
Green, KY	0.8103
Hancock, KY	0.8103
Hardin, KY	0.8103
Harlan, KY	0.8103
Harrison, KY	0.8103
Hart, KY	0.8103
Henry, KY	0.8103
Hickman, KY	0.8103
Hopkins, KY	0.8103
Jackson, KY	0.8103
Johnson, KY	0.8103
Knott, KY	0.8103
Knox, KY	0.8103
Larue, KY	0.8103
Laurel, KY	0.8103
Lawrence, KY	0.8103
Lee, KY	0.8103
Leslie, KY	0.8103
Letcher, KY	0.8103
Lewis, KY	0.8103
Lincoln, KY	0.8103
Livingston, KY	0.8103
Logan, KY	0.8103
Lyon, KY	0.8103
McCracken, KY	0.8103

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
McCreary, KY	0.8103
McLean, KY	0.8103
Magoffin, KY	0.8103
Marion, KY	0.8103
Marshall, KY	0.8103
Martin, KY	0.8103
Mason, KY	0.8103
Meade, KY	0.8103
Menifee, KY	0.8103
Mercer, KY	0.8103
Metcalfe, KY	0.8103
Monroe, KY	0.8103
Montgomery, KY	0.8103
Morgan, KY	0.8103
Muhlenberg, KY	0.8103
Nelson, KY	0.8103
Nicholas, KY	0.8103
Ohio, KY	0.8103
Owen, KY	0.8103
Owsley, KY	0.8103
Perry, KY	0.8103
Pike, KY	0.8103
Powell, KY	0.8103
Pulaski, KY	0.8103
Robertson, KY	0.8103
Rockcastle, KY	0.8103
Rowan, KY	0.8103
Russell, KY	0.8103
Shelby, KY	0.9903
Simpson, KY	0.8103
Spencer, KY	0.8103
Taylor, KY	0.8103
Todd, KY	0.8103
Trigg, KY	0.8103
Trimble, KY	0.8103
Union, KY	0.8103
Warren, KY	0.8103
Washington, KY	0.8103
Wayne, KY	0.8103
Webster, KY	0.8103
Whitley, KY	0.8103
Wolfe, KY	0.8103
Louisiana:	
Allen, LA	0.8237
Assumption, LA	0.8237
Avoyelles, LA	0.8237
Beauregard, LA	0.8237
Bienville, LA	0.8237
Caldwell, LA	0.8237
Cameron, LA	0.8237
Catahoula, LA	0.8237
Claiborne, LA	0.8237
Concordia, LA	0.8237
De Soto, LA	0.8237
East Carroll, LA	0.8237
East Feliciana, LA	0.8237
Evangeline, LA	0.8237
Franklin, LA	0.8237
Grant, LA	0.8237
Iberia, LA	0.8237
Iberville, LA	0.8237
Jackson, LA	0.8237
Jefferson Davis, LA	0.8237
La Salle, LA	0.8237
Lincoln, LA	0.8237
Madison, LA	0.8237
Morehouse, LA	0.8237
Natchitoches, LA	0.8237
Pointe Coupee, LA	0.8237
Red River, LA	0.8237

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Richland, LA	0.8237
Sabine, LA	0.8237
St. Helena, LA	0.8237
St. Mary, LA	0.8237
Tangipahoa, LA	0.8237
Tensas, LA	0.8237
Union, LA	0.8237
Vermilion, LA	0.8237
Vernon, LA	0.8237
Washington, LA	0.8237
West Carroll, LA	0.8237
West Feliciana, LA	0.8237
Winn, LA	0.8237
Maine:	
Aroostook, ME	0.8737
Franklin, ME	0.8737
Hancock, ME	0.8737
Kennebec, ME	0.8737
Knox, ME	0.8737
Lincoln, ME	0.8737
Oxford, ME	0.8737
Piscataquis, ME	0.8737
Somerset, ME	0.8737
Waldo, ME	0.8737
Washington, ME	0.8737
Maryland:	
Caroline, MD	0.9212
Dorchester, MD	0.9212
Garrett, MD	0.9212
Kent, MD	0.9212
St. Marys, MD	0.9212
Somerset, MD	0.9212
Talbot, MD	0.9212
Wicomico, MD	0.9212
Worcester, MD	0.9212
Massachusetts:	
Dukes, MA	1.0280
Franklin, MA	1.0280
Nantucket, MA	1.0280
Michigan:	
Alcona, MI	0.9451.
Alger, MI	0.9451.
Alpena, MI	0.9451.
Antrim, MI	0.9451.
Arenac, MI	0.9451.
Baraga, MI	0.9451.
Barry, MI	0.9451.
Benzie, MI	0.9451.
Branch, MI	0.9451.
Cass, MI	0.9451.
Charlevoix, MI	0.9451.
Cheboygan, MI	0.9451.
Chippewa, MI	0.9451.
Clare, MI	0.9451.
Crawford, MI	0.9451.
Delta, MI	0.9451.
Dickinson, MI	0.9451.
Emmet, MI	0.9451.
Gladwin, MI	0.9451.
Gogebic, MI	0.9451.
Grand Traverse, MI	0.9451.
Gratiot, MI	0.9451.
Hillsdale, MI	0.9451.
Houghton, MI	0.9451.
Huron, MI	0.9451.
Ionia, MI	0.9451.
Iosco, MI	0.9451.
Iron, MI	0.9451.
Isabella, MI	0.9451.
Kalkaska, MI	0.9451.

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Keweenaw, MI	0.9451.
Lake, MI	0.9451.
Leelanau, MI	0.9451.
Luce, MI	0.9451.
Mackinac, MI	0.9451.
Manistee, MI	0.9451.
Marquette, MI	0.9451.
Mason, MI	0.9451.
Mecosta, MI	0.9451.
Menominee, MI	0.9451.
Missaukee, MI	0.9451.
Montcalm, MI	0.9451.
Montmorency, MI	0.9451.
Newaygo, MI	0.9451.
Oceana, MI	0.9451.
Ogemaw, MI	0.9451.
Ontonagon, MI	0.9451.
Osceola, MI	0.9451.
Oscoda, MI	0.9451.
Otsego, MI	0.9451.
Presque Isle, MI	0.9451.
Roscommon, MI	0.9451.
St. Joseph, MI	0.9451.
Sanilac, MI	0.9451.
Schoolcraft, MI	0.9451.
Shiawassee, MI	0.9451.
Tuscola, MI	0.9451.
Wexford, MI	0.9451.
Minnesota:	
Aitkin, MN	0.8621.
Becker, MN	0.8621.
Beltrami, MN	0.8621.
Big Stone, MN	0.8621.
Blue Earth, MN	0.8621.
Brown, MN	0.8621.
Carlton, MN	0.8621.
Cass, MN	0.8621.
Chippewa, MN	0.8621.
Clearwater, MN	0.8621.
Cook, MN	0.8621.
Cottonwood, MN	0.8621.
Crow Wing, MN	0.8621.
Dodge, MN	0.8621.
Douglas, MN	0.8621.
Faribault, MN	0.8621.
Fillmore, MN	0.8621.
Freeborn, MN	0.8621.
Goodhue, MN	0.8621.
Grant, MN	0.8621.
Hubbard, MN	0.8621.
Itasca, MN	0.8621.
Jackson, MN	0.8621.
Kanabec, MN	0.8621.
Kandiyohi, MN	0.8621.
Kittson, MN	0.8621.
Koochiching, MN	0.8621.
Lac Qui Parle, MN	0.8621.
Lake, MN	0.8621.
Lake of Woods, MN	0.8621.
Le Sueur, MN	0.8621.
Lincoln, MN	0.8621.
Lyon, MN	0.8621.
McLeod, MN	0.8621.
Mahnomen, MN	0.8621.
Marshall, MN	0.8621.
Martin, MN	0.8621.
Meeker, MN	0.8621.
Mille Lacs, MN	0.8621.
Morrison, MN	0.8621.
Mower, MN	0.8621.

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Murray, MN	0.8621
Nicollet, MN	0.8621
Nobles, MN	0.8621
Norman, MN	0.8621
Otter Tail, MN	0.8621
Pennington, MN	0.8621
Pine, MN	0.8621
Pipestone, MN	0.8621
Pope, MN	0.8621
Red Lake, MN	0.8621
Redwood, MN	0.8621
Renville, MN	0.8621
Rice, MN	0.8621
Rock, MN	0.8621
Roseau, MN	0.8621
Sibley, MN	0.8621
Steele, MN	0.8621
Stevens, MN	0.8621
Swift, MN	0.8621
Todd, MN	0.8621
Traverse, MN	0.8621
Wabasha, MN	0.8621
Wadena, MN	0.8621
Waseca, MN	0.8621
Watsonwan, MN	0.8621
Wilkin, MN	0.8621
Winona, MN	0.8621
Yellow Medicine, MN	0.8621
Mississippi:	
Adams, MS	0.7956
Alcorn, MS	0.7956
Amite, MS	0.7956
Attala, MS	0.7956
Benton, MS	0.7956
Bolivar, MS	0.7956
Calhoun, MS	0.7956
Carroll, MS	0.7956
Chickasaw, MS	0.7956
Choctaw, MS	0.7956
Claiborne, MS	0.7956
Clarke, MS	0.7956
Clay, MS	0.7956
Coahoma, MS	0.7956
Copiah, MS	0.7956
Covington, MS	0.7956
Franklin, MS	0.7956
George, MS	0.7956
Greene, MS	0.7956
Grenada, MS	0.7956
Holmes, MS	0.7956
Humphreys, MS	0.7956
Issaquena, MS	0.7956
Itawamba, MS	0.7956
Jasper, MS	0.7956
Jefferson, MS	0.7956
Jefferson Davis, MS	0.7956
Jones, MS	0.7956
Kemper, MS	0.7956
Lafayette, MS	0.7956
Lauderdale, MS	0.7956
Lawrence, MS	0.7956
Leake, MS	0.7956
Lee, MS	0.7956
Leflore, MS	0.7956
Lincoln, MS	0.7956
Lowndes, MS	0.7956
Marion, MS	0.7956
Marshall, MS	0.7956
Monroe, MS	0.7956
Montgomery, MS	0.7956

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Neshoba, MS	0.7956
Newton, MS	0.7956
Noxubee, MS	0.7956
Oktibbeha, MS	0.7956
Panola, MS	0.7956
Pearl River, MS	0.7956
Perry, MS	0.7956
Pike, MS	0.7956
Pontotoc, MS	0.7956
Prentiss, MS	0.7956
Quitman, MS	0.7956
Scott, MS	0.7956
Sharkey, MS	0.7956
Simpson, MS	0.7956
Smith, MS	0.7956
Stone, MS	0.7956
Sunflower, MS	0.7956
Tallahatchie, MS	0.7956
Tate, MS	0.7956
Tippah, MS	0.7956
Tishomingo, MS	0.7956
Tunica, MS	0.7956
Union, MS	0.7956
Walthall, MS	0.7956
Warren, MS	0.7956
Washington, MS	0.7956
Wayne, MS	0.7956
Webster, MS	0.7956
Wilkinson, MS	0.7956
Winston, MS	0.7956
Yalobusha, MS	0.7956
Yazoo, MS	0.7956
Missouri:	
Adair, MO	0.8198
Atchison, MO	0.8198
Audrain, MO	0.8198
Barry, MO	0.8198
Barton, MO	0.8198
Bates, MO	0.8198
Benton, MO	0.8198
Bollinger, MO	0.8198
Butler, MO	0.8198
Caldwell, MO	0.8198
Callaway, MO	0.8198
Camden, MO	0.8198
Cape Girardeau, MO	0.8198
Carroll, MO	0.8198
Carter, MO	0.8198
Cedar, MO	0.8198
Chariton, MO	0.8198
Clark, MO	0.8198
Cole, MO	0.8198
Cooper, MO	0.8198
Crawford, MO	0.8198
Dade, MO	0.8198
Dallas, MO	0.8198
Daviess, MO	0.8198
De Kalb, MO	0.8198
Dent, MO	0.8198
Douglas, MO	0.8198
Dunklin, MO	0.8198
Gasconade, MO	0.8198
Gentry, MO	0.8198
Grundy, MO	0.8198
Harrison, MO	0.8198
Henry, MO	0.8198
Hickory, MO	0.8198
Holt, MO	0.8198
Howard, MO	0.8198
Howell, MO	0.8198

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Iron, MO	0.8198
Johnson, MO	0.8198
Knox, MO	0.8198
Laclede, MO	0.8198
Lawrence, MO	0.8198
Lewis, MO	0.8198
Linn, MO	0.8198
Livingston, MO	0.8198
McDonald, MO	0.8198
Macon, MO	0.8198
Madison, MO	0.8198
Maries, MO	0.8198
Marion, MO	0.8198
Mercer, MO	0.8198
Miller, MO	0.8198
Mississippi, MO	0.8198
Moniteau, MO	0.8198
Monroe, MO	0.8198
Montgomery, MO	0.8198
Morgan, MO	0.8198
New Madrid, MO	0.8198
Nodaway, MO	0.8198
Oregon, MO	0.8198
Osage, MO	0.8198
Ozark, MO	0.8198
Pemiscot, MO	0.8198
Perry, MO	0.8198
Pettis, MO	0.8198
Phelps, MO	0.8198
Pike, MO	0.8198
Polk, MO	0.8198
Pulaski, MO	0.8198
Putnam, MO	0.8198
Ralls, MO	0.8198
Randolph, MO	0.8198
Reynolds, MO	0.8198
Ripley, MO	0.8198
St. Clair, MO	0.8198
St. Genevieve, MO	0.8198
St. Francois, MO	0.8198
Saline, MO	0.8198
Schuyler, MO	0.8198
Scotland, MO	0.8198
Scott, MO	0.8198
Shannon, MO	0.8198
Shelby, MO	0.8198
Stoddard, MO	0.8198
Stone, MO	0.8198
Sullivan, MO	0.8198
Taney, MO	0.8198
Texas, MO	0.8198
Vernon, MO	0.8198
Washington, MO	0.8198
Wayne, MO	0.8198
Worth, MO	0.8198
Wright, MO	0.8198
Montana:	
Beaverhead, MT	0.8689
Big Horn, MT	0.8689
Blaine, MT	0.8689
Broadwater, MT	0.8689
Carbon, MT	0.8689
Carter, MT	0.8689
Chouteau, MT	0.8689
Custer, MT	0.8689
Daniels, MT	0.8689
Dawson, MT	0.8689
Deer Lodge, MT	0.8689
Fallon, MT	0.8689
Fergus, MT	0.8689

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Flathead, MT	0.8689
Gallatin, MT	0.8689
Garfield, MT	0.8689
Glacier, MT	0.8689
Golden Valley, MT	0.8689
Granite, MT	0.8689
Hill, MT	0.8689
Jefferson, MT	0.8689
Judith Basin, MT	0.8689
Lake, MT	0.8689
Lewis and Clark, MT	0.8689
Liberty, MT	0.8689
Lincoln, MT	0.8689
McCone, MT	0.8689
Madison, MT	0.8689
Meagher, MT	0.8689
Mineral, MT	0.8689
Missoula, MT	0.8689
Musselshell, MT	0.8689
Park, MT	0.8689
Petroleum, MT	0.8689
Phillips, MT	0.8689
Pondera, MT	0.8689
Powder River, MT	0.8689
Powell, MT	0.8689
Prairie, MT	0.8689
Ravalli, MT	0.8689
Richland, MT	0.8689
Roosevelt, MT	0.8689
Rosebud, MT	0.8689
Sanders, MT	0.8689
Sheridan, MT	0.8689
Silver Bow, MT	0.8689
Stillwater, MT	0.8689
Sweet Grass, MT	0.8689
Teton, MT	0.8689
Toole, MT	0.8689
Treasure, MT	0.8689
Valley, MT	0.8689
Wheatland, MT	0.8689
Wibaux, MT	0.8689
Yellowstone Natl Park, MT	0.8689
Nebraska:	
Adams, NE	0.8000
Antelope, NE	0.8000
Arthur, NE	0.8000
Banner, NE	0.8000
Blaine, NE	0.8000
Boone, NE	0.8000
Box Butte, NE	0.8000
Boyd, NE	0.8000
Brown, NE	0.8000
Buffalo, NE	0.8000
Burt, NE	0.8000
Butler, NE	0.8000
Cedar, NE	0.8000
Chase, NE	0.8000
Cherry, NE	0.8000
Cheyenne, NE	0.8000
Clay, NE	0.8000
Colfax, NE	0.8000
Cuming, NE	0.8000
Custer, NE	0.8000
Dawes, NE	0.8000
Dawson, NE	0.8000
Deuel, NE	0.8000
Dixon, NE	0.8000
Dodge, NE	0.8000
Dundy, NE	0.8000
Fillmore, NE	0.8000

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Franklin, NE	0.8000
Frontier, NE,	0.8000
Furnas, NE	0.8000
Gage, NE	0.8000
Garden, NE	0.8000
Garfield, NE	0.8000
Gosper, NE	0.8000
Grant, NE	0.8000
Greeley, NE	0.8000
Hall, NE	0.8000
Hamilton, NE	0.8000
Harlan, NE	0.8000
Hayes, NE	0.8000
Hitchcock, NE	0.8000
Holt, NE	0.8000
Hooker, NE	0.8000
Howard, NE	0.8000
Jefferson, NE	0.8000
Johnson, NE	0.8000
Kearney, NE	0.8000
Keith, NE	0.8000
Keya Paha, NE	0.8000
Kimball, NE	0.8000
Knox, NE	0.8000
Lincoln, NE	0.8000
Logan, NE	0.8000
Loup, NE	0.8000
McPherson, NE	0.8000
Madison, NE	0.8000
Merrick, NE	0.8000
Morrill, NE	0.8000
Nance, NE	0.8000
Nemaha, NE	0.8000
Nuckolls, NE	0.8000
Otoe, NE	0.8000
Pawnee, NE	0.8000
Perkins, NE	0.8000
Phelps, NE	0.8000
Pierce, NE	0.8000
Platte, NE	0.8000
Polk, NE	0.8000
Red Willow, NE	0.8000
Richardson, NE	0.8000
Rock, NE	0.8000
Saline, NE	0.8000
Saunders, NE	0.8000
Scott Bluff, NE	0.8000
Seward, NE	0.8000
Sheridan, NE	0.8000
Sherman, NE	0.8000
Sioux, NE	0.8000
Stanton, NE	0.8000
Thayer, NE	0.8000
Thomas, NE	0.8000
Thurston, NE	0.8000
Valley, NE	0.8000
Wayne, NE	0.8000
Webster, NE	0.8000
Wheeler, NE	0.8000
York, NE	0.8000
Nevada:	
Churchill, NV	0.9918
Douglas, NV	0.9918
Elko, NV	0.9918
Esmeralda, NV	0.9918
Eureka, NV	0.9918
Humboldt, NV	0.9918
Lander, NV	0.9918
Lincoln, NV	0.9918
Lyon, NV	0.9918

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Mineral, NV	0.9918
Pershing, NV	0.9918
Storey, NV	0.9918
White Pine, NV	0.9918
Carson City, NV	0.9918
New Hampshire:	
Belknap, NH	1.0345
Carroll, NH	1.0345
Cheshire, NH	1.0345
Coos, NH	1.0345
Grafton, NH	1.0345
Sullivan, NH	1.0345
New Mexico:	
Catron, NM	0.9002
Chaves, NM	0.9002
Cibola, NM	0.9002
Colfax, NM	0.9002
Curry, NM	0.9002
De Baca, NM	0.9002
Eddy, NM	0.9002
Grant, NM	0.9002
Guadalupe, NM	0.9002
Harding, NM	0.9002
Hidalgo, NM	0.9002
Lea, NM	0.9002
Lincoln, NM	0.9002
Luna, NM	0.9002
McKinley, NM	0.9002
Mora, NM	0.9002
Otero, NM	0.9002
Quay, NM	0.9002
Rio Arriba, NM	0.9002
Roosevelt, NM	0.9002
San Juan, NM	0.9002
San Miguel, NM	0.9002
Sierra, NM	0.9002
Socorro, NM	0.9002
Taos, NM	0.9002
Torrance, NM	0.9002
Union, NM	0.9002
New York:	
Allegany, NY	0.8845
Cattaraugus, NY	0.8845
Chenango, NY	0.8845
Clinton, NY	0.8845
Columbia, NY	0.8845
Cortland, NY	0.8845
Delaware, NY	0.8845
Essex, NY	0.8845
Franklin, NY	0.8845
Fulton, NY	0.8845
Greene, NY	0.8845
Hamilton, NY	0.8845
Jefferson, NY	0.8845
Lewis, NY	0.8845
Otsego, NY	0.8845
St Lawrence, NY	0.8845
Schuyler, NY	0.8845
Seneca, NY	0.8845
Steuben, NY	0.8845
Sullivan, NY	0.8845
Tompkins, NY	0.8845
Ulster, NY	0.8845
Wyoming, NY	0.8845
Yates, NY	0.8845
North Carolina:	
Alleghany, NC	0.8488
Anson, NC	0.8488
Ashe, NC	0.8488
Avery, NC	0.8488

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Beaufort, NC	0.8488
Bertie, NC	0.8488
Bladen, NC	0.8488
Camden, NC	0.8488
Carteret, NC	0.8488
Caswell, NC	0.8488
Cherokee, NC	0.8488
Chowan, NC	0.8488
Clay, NC	0.8488
Cleveland, NC	0.8488
Columbus, NC	0.8488
Craven, NC	0.8488
Dare, NC	0.8488
Duplin, NC	0.8488
Gates, NC	0.8488
Graham, NC	0.8488
Granville, NC	0.8488
Greene, NC	0.8488
Halifax, NC	0.8488
Harnett, NC	0.8488
Haywood, NC	0.8488
Henderson, NC	0.8488
Hertford, NC	0.8488
Hoke, NC	0.8488
Hyde, NC	0.8488
Iredell, NC	0.8488
Jackson, NC	0.8488
Jones, NC	0.8488
Lee, NC	0.8488
Lenoir, NC	0.8488
McDowell, NC	0.8488
Macon, NC	0.8488
Martin, NC	0.8488
Mitchell, NC	0.8488
Montgomery, NC	0.8488
Moore, NC	0.8488
Northampton, NC	0.8488
Pamlico, NC	0.8488
Pasquotank, NC	0.8488
Pender, NC	0.8488
Perquimans, NC	0.8488
Person, NC	0.8488
Polk, NC	0.8488
Richmond, NC	0.8488
Robeson, NC	0.8488
Rockingham, NC	0.8488
Rutherford, NC	0.8488
Sampson, NC	0.8488
Scotland, NC	0.8488
Stanly, NC	0.8488
Surry, NC	0.8488
Swain, NC	0.8488
Transylvania, NC	0.8488
Tyrrell, NC	0.8488
Vance, NC	0.8488
Warren, NC	0.8488
Washington, NC	0.8488
Watauga, NC	0.8488
Wilkes, NC	0.8488
Wilson, NC	0.8488
Yancey, NC	0.8488
North Dakota:	
Adams, ND	0.8217
Barnes, ND	0.8217
Benson, ND	0.8217
Billings, ND	0.8217
Bottineau, ND	0.8217
Bowman, ND	0.8217
Burke, ND	0.8217
Cavalier, ND	0.8217

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Dickey, ND	0.8217
Divide, ND	0.8217
Dunn, ND	0.8217
Eddy, ND	0.8217
Emmons, ND	0.8217
Foster, ND	0.8217
Golden Valley, ND	0.8217
Grant, ND	0.8217
Griggs, ND	0.8217
Hettinger, ND	0.8217
Kidder, ND	0.8217
La Moure, ND	0.8217
Logan, ND	0.8217
McHenry, ND	0.8217
McIntosh, ND	0.8217
McKenzie, ND	0.8217
McLean, ND	0.8217
Mercer, ND	0.8217
Mountrail, ND	0.8217
Nelson, ND	0.8217
Oliver, ND	0.8217
Pembina, ND	0.8217
Pierce, ND	0.8217
Ramsey, ND	0.8217
Ransom, ND	0.8217
Renville, ND	0.8217
Richland, ND	0.8217
Rolette, ND	0.8217
Sargent, ND	0.8217
Sheridan, ND	0.8217
Sioux, ND	0.8217
Slope, ND	0.8217
Stark, ND	0.8217
Steele, ND	0.8217
Stutsman, ND	0.8217
Towner, ND	0.8217
Trail, ND	0.8217
Walsh, ND	0.8217
Ward, ND	0.8217
Wells, ND	0.8217
Williams, ND	0.8217
Ohio:	
Adams, OH	0.9063
Ashland, OH	0.9063
Athens, OH	0.9063
Champaign, OH	0.9063
Clinton, OH	0.9063
Coshocton, OH	0.9063
Darke, OH	0.9063
Defiance, OH	0.9063
Erie, OH	0.9063
Fayette, OH	0.9063
Gallia, OH	0.9063
Guernsey, OH	0.9063
Hancock, OH	0.9063
Hardin, OH	0.9063
Harrison, OH	0.9063
Henry, OH	0.9063
Highland, OH	0.9063
Hocking, OH	0.9063
Holmes, OH	0.9063
Huron, OH	0.9063
Jackson, OH	0.9063
Knox, OH	0.9063
Logan, OH	0.9063
Marion, OH	0.9063
Meigs, OH	0.9063
Mercer, OH	0.9063
Monroe, OH	0.9063
Morgan, OH	0.9063

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Morrow, OH	0.9063
Muskingum, OH	0.9063
Noble, OH	0.9063
Ottawa, OH	0.9063
Paulding, OH	0.9063
Perry, OH	0.9063
Pike, OH	0.9063
Preble, OH	0.9063
Putnam, OH	0.9063
Ross, OH	0.9063
Sandusky, OH	0.9063
Scioto, OH	0.9063
Seneca, OH	0.9063
Shelby, OH	0.9063
Tuscarawas, OH	0.9063
Union, OH	0.9933
Van Wert, OH	0.9063
Vinton, OH	0.9063
Wayne, OH	0.9063
Williams, OH	0.9063
Wyandot, OH	0.9063
Oklahoma:	
Adair, OK	0.8395
Alfalfa, OK	0.8395
Atoka, OK	0.8395
Beaver, OK	0.8395
Beckham, OK	0.8395
Blaine, OK	0.8395
Bryan, OK	0.8395
Caddo, OK	0.8395
Carter, OK	0.8395
Cherokee, OK	0.8395
Choctaw, OK	0.8395
Cimarron, OK	0.8395
Coal, OK	0.8395
Cotton, OK	0.8395
Craig, OK	0.8395
Custer, OK	0.8395
Delaware, OK	0.8395
Dewey, OK	0.8395
Ellis, OK	0.8395
Garvin, OK	0.8395
Grady, OK	0.8395
Grant, OK	0.8395
Greer, OK	0.8395
Harmon, OK	0.8395
Harper, OK	0.8395
Haskell, OK	0.8395
Hughes, OK	0.8395
Jackson, OK	0.8395
Jefferson, OK	0.8395
Johnston, OK	0.8395
Kay, OK	0.8395
Kingfisher, OK	0.8395
Kiowa, OK	0.8395
Latimer, OK	0.8395
Le Flore, OK	0.8395
Lincoln, OK	0.8395
Love, OK	0.8395
McCurtain, OK	0.8395
McIntosh, OK	0.8395
Major, OK	0.8395
Marshall, OK	0.8395
Mayes, OK	0.8395
Murray, OK	0.8395
Muskogee, OK	0.8395
Noble, OK	0.8395
Nowata, OK	0.8395
Okfuskee, OK	0.8395
Okmulgee, OK	0.8395

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Ottawa, OK	0.8395
Pawnee, OK	0.8395
Payne, OK	0.8395
Pittsburg, OK	0.8395
Pontotoc, OK	0.8395
Pushmataha, OK	0.8395
Roger Mills, OK	0.8395
Seminole, OK	0.8395
Stephens, OK	0.8395
Texas, OK	0.8395
Tillman, OK	0.8395
Washington, OK	0.8395
Washita, OK	0.8395
Woods, OK	0.8395
Woodward, OK	0.8395
Oregon:	
Baker, OR	0.9812
Benton, OR	0.9812
Clatsop, OR	0.9812
Coos, OR	0.9812
Crook, OR	0.9812
Curry, OR	0.9812
Deschutes, OR	0.9812
Douglas, OR	0.9812
Gilliam, OR	0.9812
Grant, OR	0.9812
Harney, OR	0.9812
Hood River, OR	0.9812
Jefferson, OR	0.9812
Josephine, OR	0.9812
Klamath, OR	0.9812
Lake, OR	0.9812
Lincoln, OR	0.9812
Linn, OR	0.9812
Malheur, OR	0.9812
Morrow, OR	0.9812
Sherman, OR	0.9812
Tillamook, OR	0.9812
Umatilla, OR	0.9812
Union, OR	0.9812
Wallowa, OR	0.9812
Wasco, OR	0.9812
Wheeler, OR	0.9812
Pennsylvania:	
Adams, PA	0.9895
Armstrong, PA	0.9910
Bedford, PA	0.9910
Bradford, PA	0.9910
Cameron, PA	0.9910
Clarion, PA	0.9910
Clearfield, PA	0.9910
Clinton, PA	0.9910
Crawford, PA	0.9910
Elk, PA	0.9910
Forest, PA	0.9910
Franklin, PA	0.9910
Fulton, PA	0.9910
Greene, PA	0.9910
Huntingdon, PA	0.9910
Indiana, PA	0.9910
Jefferson, PA	0.9910
Juniata, PA	0.9910
Lawrence, PA	0.9910
McKean, PA	0.9910
Mifflin, PA	0.9910
Monroe, PA	0.9524
Montour, PA	0.9910
Northumberland, PA	0.9910
Potter, PA	0.9910
Schuylkill, PA	0.9910

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Snyder, PA	0.9910
Sullivan, PA	0.9910
Tioga, PA	0.9910
Susquehanna, PA	0.9910
Union, PA	0.9910
Venango, PA	0.9910
Warren, PA	0.9910
Wayne, PA	0.9910
Puerto Rico:	
Adjuntas, PR	0.6936
Aibonito, PR	0.6936
Arroyo, PR	0.6936
Barranquitas, PR	0.6936
Ciales, PR	0.6936
Coamo, PR	0.6936
Culebra, PR	0.6936
Guanica, PR	0.6936
Guayama, PR	0.6936
Isabela, PR	0.6936
Jayuya, PR	0.6936
Lajas, PR	0.6936
Lares, PR	0.6936
Las Marias, PR	0.6936
Maricao, PR	0.6936
Maunabo, PR	0.6936
Orocovis, PR	0.6936
Patillas, PR	0.6936
Quebradillas, PR	0.6936
Rincon, PR	0.6936
Salinas, PR	0.6936
San Sebastian, PR	0.6936
Santa Isabel, PR	0.6936
Utua, PR	0.6936
Vieques, PR	0.6936
Puerto Rico, Nfd, PR	0.6936
South Carolina:	
Abbeville, SC	0.8058
Allendale, SC	0.8058
Bamberg, SC	0.8058
Barnwell, SC	0.8058
Beaufort, SC	0.8058
Calhoun, SC	0.8058
Chester, SC	0.8058
Chesterfield, SC	0.8058
Clarendon, SC	0.8058
Colleton, SC	0.8058
Darlington, SC	0.8058
Dillon, SC	0.8058
Fairfield, SC	0.8058
Georgetown, SC	0.8058
Greenwood, SC	0.8058
Hampton, SC	0.8058
Jasper, SC	0.8058
Kershaw, SC	0.8058
Lancaster, SC	0.8058
Laurens, SC	0.8058
Lee, SC	0.8058
McCormick, SC	0.8058
Marion, SC	0.8058
Marlboro, SC	0.8058
Newberry, SC	0.8058
Oconee, SC	0.8058
Orangeburg, SC	0.8058
Saluda, SC	0.8058
Union, SC	0.8058
Williamsburg, SC	0.8058
South Dakota:	
Aurora, SD	0.8000
Beadle, SD	0.8000
Bennett, SD	0.8000

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Bon Homme, SD	0.8000
Brookings, SD	0.8000
Brown, SD	0.8000
Brule, SD	0.8000
Buffalo, SD	0.8000
Butte, SD	0.8000
Campbell, SD	0.8000
Charles Mix, SD	0.8000
Clark, SD	0.8000
Clay, SD	0.8000
Codington, SD	0.8000
Corson, SD	0.8000
Custer, SD	0.8000
Davison, SD	0.8000
Day, SD	0.8000
Deuel, SD	0.8000
Dewey, SD	0.8000
Douglas, SD	0.8000
Edmunds, SD	0.8000
Fall River, SD	0.8000
Faulk, SD	0.8000
Grant, SD	0.8000
Gregory, SD	0.8000
Haakon, SD	0.8000
Hamlin, SD	0.8000
Hand, SD	0.8000
Hanson, SD	0.8000
Harding, SD	0.8000
Hughes, SD	0.8000
Hutchinson, SD	0.8000
Hyde, SD	0.8000
Jackson, SD	0.8000
Jerauld, SD	0.8000
Jones, SD	0.8000
Kingsbury, SD	0.8000
Lake, SD	0.8000
Lawrence, SD	0.8000
Lyman, SD	0.8000
McCook, SD	0.8000
McPherson, SD	0.8000
Marshall, SD	0.8000
Meade, SD	0.8000
Mellette, SD	0.8000
Miner, SD	0.8000
Moody, SD	0.8000
Perkins, SD	0.8000
Potter, SD	0.8000
Roberts, SD	0.8000
Sanborn, SD	0.8000
Shannon, SD	0.8000
Spink, SD	0.8000
Stanley, SD	0.8000
Sully, SD	0.8000
Todd, SD	0.8000
Tripp, SD	0.8000
Turner, SD	0.8000
Union, SD	0.8000
Walworth, SD	0.8000
Washabaugh, SD	0.8000
Yankton, SD	0.8000
Ziebach, SD	0.8000
Tennessee:	
Bedford, TN	0.8000
Benton, TN	0.8000
Bledsoe, TN	0.8000
Bradley, TN	0.8000
Campbell, TN	0.8000
Cannon, TN	0.8000
Carroll, TN	0.8000
Chester, TN	0.8000

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Claiborne, TN	0.8000
Clay, TN	0.8000
Cocke, TN	0.8000
Coffee, TN	0.8000
Crockett, TN	0.8000
Cumberland, TN	0.8000
Decatur, TN	0.8000
DeKalb, TN	0.8000
Dyer, TN	0.8000
Fentress, TN	0.8000
Franklin, TN	0.8000
Gibson, TN	0.8000
Giles, TN	0.8000
Grainger, TN	0.8791
Greene, TN	0.8000
Grundy, TN	0.8000
Hamblen, TN	0.8000
Hancock, TN	0.8000
Hardeman, TN	0.8000
Hardin, TN	0.8000
Haywood, TN	0.8000
Henderson, TN	0.8000
Henry, TN	0.8000
Hickman, TN	0.8000
Houston, TN	0.8000
Humphreys, TN	0.8000
Jackson, TN	0.8000
Jefferson, TN	0.8791
Johnson, TN	0.8000
Lake, TN	0.8000
Lauderdale, TN	0.8000
Lawrence, TN	0.8000
Lewis, TN	0.8000
Lincoln, TN	0.8000
McMinn, TN	0.8000
McNairy, TN	0.8000
Macon, TN	0.8000
Marshall, TN	0.8000
Maury, TN	0.8000
Meigs, TN	0.8000
Monroe, TN	0.8000
Moore, TN	0.8000
Morgan, TN	0.8000
Obion, TN	0.8000
Overton, TN	0.8000
Perry, TN	0.8000
Pickett, TN	0.8000
Polk, TN	0.8000
Putnam, TN	0.8000
Rhea, TN	0.8000
Roane, TN	0.8000
Scott, TN	0.8000
Sequatchie, TN	0.9114
Smith, TN	0.8000
Stewart, TN	0.8000
Trousdale, TN	0.8000
Van Buren, TN	0.8000
Warren, TN	0.8000
Wayne, TN	0.8000
Weakley, TN	0.8000
White, TN	0.8000
Texas:	
Anderson, TX	0.8082
Andrews, TX	0.8082
Angelina, TX	0.8082
Aransas, TX	0.8082
Armstrong, TX	0.8082
Atascosa, TX	0.8082
Austin, TX	0.8082
Bailey, TX	0.8082

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Bandera, TX	0.8082
Baylor, TX	0.8082
Bee, TX	0.8082
Blanco, TX	0.8082
Borden, TX	0.8082
Bosque, TX	0.8082
Brewster, TX	0.8082
Briscoe, TX	0.8082
Brooks, TX	0.8082
Brown, TX	0.8082
Burleson, TX	0.8082
Burnet, TX	0.8082
Calhoun, TX	0.8082
Callahan, TX	0.8082
Camp, TX	0.8082
Carson, TX	0.8082
Cass, TX	0.8082
Castro, TX	0.8082
Cherokee, TX	0.8082
Childress, TX	0.8082
Clay, TX	0.8082
Cochran, TX	0.8082
Coke, TX	0.8082
Coleman, TX	0.8082
Collingsworth, TX	0.8082
Colorado, TX	0.8082
Comanche, TX	0.8082
Concho, TX	0.8082
Cooke, TX	0.8082
Cottle, TX	0.8082
Crane, TX	0.8082
Crockett, TX	0.8082
Crosby, TX	0.8082
Culberson, TX	0.8082
Dallam, TX	0.8082
Dawson, TX	0.8082
Deaf Smith, TX	0.8082
Delta, TX	0.8082
De Witt, TX	0.8082
Dickens, TX	0.8082
Dimmit, TX	0.8082
Donley, TX	0.8082
Duval, TX	0.8082
Eastland, TX	0.8082
Edwards, TX	0.8082
Erath, TX	0.8082
Falls, TX	0.8082
Fannin, TX	0.8082
Fayette, TX	0.8082
Fisher, TX	0.8082
Floyd, TX	0.8082
Foard, TX	0.8082
Franklin, TX	0.8082
Freestone, TX	0.8082
Frio, TX	0.8082
Gaines, TX	0.8082
Garza, TX	0.8082
Gillespie, TX	0.8082
Glasscock, TX	0.8082
Goliad, TX	0.8082
Gonzales, TX	0.8082
Gray, TX	0.8082
Grimes, TX	0.8082
Hale, TX	0.8082
Hall, TX	0.8082
Hamilton, TX	0.8082
Hansford, TX	0.8082
Hardeman, TX	0.8082
Hartley, TX	0.8082
Haskell, TX	0.8082

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Hemphill, TX	0.8082
Hill, TX	0.8082
Hockley, TX	0.8082
Hopkins, TX	0.8082
Houston, TX	0.8082
Howard, TX	0.8082
Hudspeth, TX	0.8082
Hutchinson, TX	0.8082
Irion, TX	0.8082
Jack, TX	0.8082
Jackson, TX	0.8082
Jasper, TX	0.8082
Jeff Davis, TX	0.8082
Jim Hogg, TX	0.8082
Jim Wells, TX	0.8082
Jones, TX	0.8082
Karnes, TX	0.8082
Kendall, TX	0.8082
Kenedy, TX	0.8082
Kent, TX	0.8082
Kerr, TX	0.8082
Kimble, TX	0.8082
King, TX	0.8082
Kinney, TX	0.8082
Kleberg, TX	0.8082
Knox, TX	0.8082
Lamar, TX	0.8082
Lamb, TX	0.8082
Lampasas, TX	0.8082
La Salle, TX	0.8082
Lavaca, TX	0.8082
Lee, TX	0.8082
Leon, TX	0.8082
Limestone, TX	0.8082
Lipscomb, TX	0.8082
Live Oak, TX	0.8082
Llano, TX	0.8082
Loving, TX	0.8082
Lynn, TX	0.8082
McCulloch, TX	0.8082
McMullen, TX	0.8082
Madison, TX	0.8082
Marion, TX	0.8082
Martin, TX	0.8082
Mason, TX	0.8082
Matagorda, TX	0.8082
Maverick, TX	0.8082
Medina, TX	0.8082
Menard, TX	0.8082
Milam, TX	0.8082
Mills, TX	0.8082
Mitchell, TX	0.8082
Montague, TX	0.8082
Moore, TX	0.8082
Morris, TX	0.8082
Motley, TX	0.8082
Nacogdoches, TX,	0.8082
Navarro, TX	0.8082
Newton, TX	0.8082
Nolan, TX	0.8082
Ochiltree, TX	0.8082
Oldham, TX	0.8082
Palo Pinto, TX	0.8082
Panola, TX	0.8082
Parmer, TX	0.8082
Pecos, TX	0.8082
Polk, TX	0.8082
Presidio, TX	0.8082
Rains, TX	0.8082
Reagan, TX	0.8082

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Real, TX	0.8082
Red River, TX	0.8082
Reeves, TX	0.8082
Refugio, TX	0.8082
Roberts, TX	0.8082
Robertson, TX	0.8082
Runnels, TX	0.8082
Rusk, TX	0.8082
Sabine, TX	0.8082
San Augustine, TX	0.8082
San Jacinto, TX	0.8082
San Saba, TX	0.8082
Schleicher, TX	0.8082
Scurry, TX	0.8082
Shackelford, TX	0.8082
Shelby, TX	0.8082
Sherman, TX	0.8082
Somervell, TX	0.8082
Starr, TX	0.8082
Stephens, TX	0.8082
Sterling, TX	0.8082
Stonewall, TX	0.8082
Sutton, TX	0.8082
Swisher, TX	0.8082
Terrell, TX	0.8082
Terry, TX	0.8082
Throckmorton, TX	0.8082
Titus, TX	0.8082
Trinity, TX	0.8082
Tyler, TX	0.8082
Upton, TX	0.8082
Uvalde, TX	0.8082
Val Verde, TX	0.8082
Van Zandt, TX	0.8082
Walker, TX	0.8082
Ward, TX	0.8082
Washington, TX	0.8082
Wharton, TX	0.8082
Wheeler, TX	0.8082
Wilbarger, TX	0.8082
Willacy, TX	0.8082
Winkler, TX	0.8082
Wise, TX	0.8082
Wood, TX	0.8082
Yoakum, TX	0.8082
Young, TX	0.8082
Zapata, TX	0.8082
Zavala, TX	0.8082
Utah:	
Beaver, UT	0.8634
Box Elder, UT	0.8634
Cache, UT	0.8634
Carbon, UT	0.8634
Daggett, UT	0.8634
Duchesne, UT	0.8634
Emery, UT	0.8634
Garfield, UT	0.8634
Grand, UT	0.8634
Iron, UT	0.8634
Juab, UT	0.8634
Millard, UT	0.8634
Morgan, UT	0.8634
Piute, UT	0.8634
Rich, UT	0.8634
San Juan, UT	0.8634
Sanpete, UT	0.8634
Sevier, UT	0.8634
Summit, UT	0.8634
Tooele, UT	0.8634
Uintah, UT	0.8634

TABLE B.—WAGE INDEX FOR RURAL
AREAS—Continued

Nonurban area	Wage index
Wasatch, UT	0.8634
Washington, UT	0.8634
Wayne, UT	0.8634
Vermont:	
Addison, VT	0.9012
Bennington, VT	0.9012
Caledonia, VT	0.9012
Essex, VT	0.9012
Lamoille, VT	0.9012
Orange, VT	0.9012
Orleans, VT	0.9012
Rutland, VT	0.9012
Washington, VT	0.9012
Windham, VT	0.9012
Windsor, VT	0.9012
Virgin Islands	0.6594
Virginia:	
Accomack, VA	0.8346
Alleghany, VA	0.8346
Amelia, VA	0.8346
Appomattox, VA	0.8346
Augusta, VA	0.8346
Bath, VA	0.8346
Bland, VA	0.8346
Brunswick, VA	0.8346
Buchanan, VA	0.8346
Buckingham, VA	0.8346
Caroline, VA	0.8346
Carroll, VA	0.8346
Charlotte, VA	0.8346
Craig, VA	0.8346
Cumberland, VA	0.8346
Dickenson, VA	0.8346
Essex, VA	0.8346
Floyd, VA	0.8346
Franklin, VA	0.8346
Frederick, VA	0.8346
Giles, VA	0.8346
Grayson, VA	0.8346
Greensville, VA	0.8346
Halifax, VA	0.8346
Henry, VA	0.8346
Highland, VA	0.8346
King and Queen, VA	0.8346
King William, VA	0.8346
Lancaster, VA	0.8346
Lee, VA	0.8346
Louisa, VA	0.8346
Lunenburg, VA	0.8346
Madison, VA	0.8346
Mecklenburg, VA	0.8346
Middlesex, VA	0.8346
Montgomery, VA	0.8346
Nelson, VA	0.8346
Northampton, VA	0.8346
Northumberland, VA	0.8346
Nottoway, VA	0.8346
Orange, VA	0.8346
Page, VA	0.8346
Patrick, VA	0.8346
Prince Edward, VA	0.8346
Pulaski, VA	0.8346
Rappahannock, VA	0.8346
Richmond, VA	0.8346
Rockbridge, VA	0.8346
Rockingham, VA	0.8346
Russell, VA	0.8346
Shenandoah, VA	0.8346
Smyth, VA	0.8346
Southampton, VA	0.8346

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Surry, VA	0.8346
Sussex, VA	0.8346
Tazewell, VA	0.8346
Westmoreland, VA	0.8346
Wise, VA	0.8346
Wythe, VA	0.8346
Buena Vista City, VA	0.8346
Clifton Forge City, VA	0.8346
Covington City, VA	0.8346
Emporia City, VA	0.8346
Franklin City, VA	0.8346
Galax City, VA	0.8346
Harrisonburg City, VA	0.8346
Lexington City, VA	0.8346
Martinsville City, VA	0.8346
Nansemond City, VA	0.8346
Norton City, VA	0.8346
Radford City, VA	0.8346
South Boston City, VA	0.8346
Staunton City, VA	0.8346
Waynesboro City, VA	0.8346
Winchester City, VA	0.8346
Washington:	
Adams, WA	0.9850
Asotin, WA	0.9850
Chelan, WA	0.9850
Clallam, WA	0.9850
Columbia, WA	0.9850
Cowlitz, WA	0.9850
Douglas, WA	0.9850
Ferry, WA	0.9850
Garfield, WA	0.9850
Grant, WA	0.9850
Grays Harbor, WA	0.9850
Jefferson, WA	0.9850
Kittitas, WA	0.9850
Klickitat, WA	0.9850
Lewis, WA	0.9850
Lincoln, WA	0.9850
Mason, WA	0.9850
Okanogan, WA	0.9850
Pacific, WA	0.9850
Pend Oreille, WA	0.9850
San Juan, WA	0.9850
Skagit, WA	0.9850
Skamania, WA	0.9850
Stevens, WA	0.9850
Wahkiakum, WA	0.9850
Walla Walla, WA	0.9850
Whitman, WA	0.9850
West Virginia:	
Barbour, WV	0.8944
Boone, WV	0.8944
Braxton, WV	0.8944
Calhoun, WV	0.8944
Clay, WV	0.8944
Doddridge, WV	0.8944
Fayette, WV	0.8944
Gilmer, WV	0.8944
Grant, WV	0.8944
Greenbrier, WV	0.8944
Hampshire, WV	0.8944
Hardy, WV	0.8944
Harrison, WV	0.8944
Jackson, WV	0.8944
Lewis, WV	0.8944
Lincoln, WV	0.8944
Logan, WV	0.8944
McDowell, WV	0.8944
Marion, WV	0.8944

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Mason, WV	0.8944
Mercer, WV	0.8944
Mingo, WV	0.8944
Monongalia, WV	0.8944
Monroe, WV	0.8944
Morgan, WV	0.8944
Nicholas, WV	0.8944
Pendleton, WV	0.8944
Pleasants, WV	0.8944
Pocahontas, WV	0.8944
Preston, WV	0.8944
Raleigh, WV	0.8944
Randolph, WV	0.8944
Ritchie, WV	0.8944
Roane, WV	0.8944
Summers, WV	0.8944
Taylor, WV	0.8944
Tucker, WV	0.8944
Tyler, WV	0.8944
Upshur, WV	0.8944
Webster, WV	0.8944
Wetzel, WV	0.8944
Wirt, WV	0.8944
Wyoming, WV	0.8944
Wisconsin:	
Adams, WI	0.8524
Ashland, WI	0.8524
Barron, WI	0.8524
Bayfield, WI	0.8524
Buffalo, WI	0.8524
Burnett, WI	0.8524
Clark, WI	0.8524
Columbia, WI	0.8524
Crawford, WI	0.8524
Dodge, WI	0.8524
Door, WI	0.8524
Dunn, WI	0.8524
Florence, WI	0.8524
Fond Du Lac, WI	0.8524
Forest, WI	0.8524
Grant, WI	0.8524
Green, WI	0.8524
Green Lake, WI	0.8524
Iowa, WI	0.8524
Iron, WI	0.8524
Jackson, WI	0.8524
Jefferson, WI	0.8524
Juneau, WI	0.8524
Kewaunee, WI	0.8524
Lafayette, WI	0.8524
Langlade, WI	0.8524
Lincoln, WI	0.8524
Manitowoc, WI	0.8524
Marinette, WI	0.8524
Marquette, WI	0.8524
Menomonee, WI	0.8524
Monroe, WI	0.8524
Oconto, WI	0.8524
Oneida, WI	0.8524
Pepin, WI	0.8524
Polk, WI	0.8524
Portage, WI	0.8524
Price, WI	0.8524
Richland, WI	0.8524
Rusk, WI	0.8524
Sauk, WI	0.8524
Sawyer, WI	0.8524
Shawano, WI	0.8524
Taylor, WI	0.8524
Trempealeau, WI	0.8524

TABLE B.—WAGE INDEX FOR RURAL AREAS—Continued

Nonurban area	Wage index
Vernon, WI	0.8524
Vilas, WI	0.8524
Walworth, WI	0.8524
Washburn, WI	0.8524
Waupaca, WI	0.8524
Waushara, WI	0.8524
Wood, WI	0.8524
Wyoming:	
Albany, WY	0.9299
Big Horn, WY	0.9299
Campbell, WY	0.9299
Carbon, WY	0.9299
Converse, WY	0.9299
Crook, WY	0.9299
Fremont, WY	0.9299
Goshen, WY	0.9299
Hot Springs, WY	0.9299
Johnson, WY	0.9299
Lincoln, WY	0.9299
Niobrara, WY	0.9299
Park, WY	0.9299
Platte, WY	0.9299
Sheridan, WY	0.9299
Sublette, WY	0.9299
Sweetwater, WY	0.9299
Teton, WY	0.9299
Uinta, WY	0.9299
Washakie, WY	0.9299
Weston, WY	0.9299

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FEDERAL COMMUNICATIONS COMMISSION**47 CFR Part 1****[CS Docket No. 96-83; IB Docket No. 95-59; FCC 96-328]****Telecommunications Act of 1996; Preemption of Restrictions on Over-the-Air Reception Devices****AGENCY:** Federal Communications Commission.**ACTION:** Proposed rule.

SUMMARY: This Further Notice of Proposed Rulemaking seeks comment on the implementation of Section 207 as it relates to nongovernmental restrictions on property not within the exclusive use or control of the viewer and/or in which the viewer may not have a direct or indirect ownership interest. Section 207 directs that the Commission shall: "pursuant to Section 303 of the Communications Act, promulgate regulations to prohibit restrictions that impair a viewer's ability to receive video programming services through devices designed for over-the-air reception of television broadcast signals, multichannel multipoint