

117TH CONGRESS
1ST SESSION

H. R. 3086

To amend title 5, United States Code, to limit the number of local wage areas allowable within a General Schedule pay locality.

IN THE HOUSE OF REPRESENTATIVES

MAY 11, 2021

Mr. CARTWRIGHT (for himself and Mr. CARSON) introduced the following bill;
which was referred to the Committee on Oversight and Reform

A BILL

To amend title 5, United States Code, to limit the number of local wage areas allowable within a General Schedule pay locality.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Locality Pay Equity
5 Act of 2021”.

6 **SEC. 2. LIMITING THE NUMBER OF LOCAL WAGE AREAS DE-**
7 **FINED WITHIN A GENERAL SCHEDULE PAY**
8 **LOCALITY.**

9 (a) LOCAL WAGE AREA LIMITATION.—Section
10 5343(a) of title 5, United States Code, is amended—

1 (1) in paragraph (1)(B)(i), by striking “(but
2 such” and all that follows through “are employed”;

3 (2) in paragraph (4), by striking “and” after
4 the semicolon;

5 (3) in paragraph (5), by striking the period
6 after “Islands” and inserting “; and”; and

7 (4) by adding at the end the following:

8 “(6) the Office of Personnel Management shall
9 define not more than 1 local wage area within a pay
10 locality, except that this paragraph shall not apply
11 to the pay locality designated as ‘Rest of United
12 States’.”.

13 (b) GENERAL SCHEDULE PAY LOCALITY DE-
14 FINED.—Section 5342(a) of title 5, United States Code,
15 is amended—

16 (1) in paragraph (2)(C), by striking “and”
17 after the semicolon;

18 (2) in paragraph (3), by striking the period
19 after “employee” and inserting “; and”; and

20 (3) by adding at the end the following:

21 “(4) ‘pay locality’ has the meaning given that
22 term under section 5302.”.

23 **SEC. 3. REGULATIONS.**

24 The Director of the Office of Personnel Management
25 shall prescribe any regulations necessary to carry out the

1 purpose of this Act, including regulations to ensure that
2 the enactment of this Act shall not have the effect of re-
3 ducing any rate of basic pay payable to any individual who
4 is serving as a prevailing rate employee (as defined under
5 section 5342(a)(2) of title 5, United States Code).

6 **SEC. 4. APPLICABILITY.**

7 The amendments made by this Act shall apply on and
8 after the first day of the first full pay period beginning
9 at least 180 days after the date of enactment of this Act.

○