

115TH CONGRESS  
1ST SESSION

# H. R. 4039

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

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## IN THE HOUSE OF REPRESENTATIVES

OCTOBER 12, 2017

Mr. CARTWRIGHT (for himself and Ms. BROWNLEY of California) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## 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”.

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

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

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

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

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

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

13 “(6) the Office of Personnel Management shall  
14 define not more than 1 local wage area within a pay  
15 locality, except that this paragraph shall not apply  
16 to the pay locality designated as ‘Rest of United  
17 States’.”.

18 (b) PAY LOCALITY DEFINED.—Section 5342(a) of  
19 title 5, United States Code, is amended—

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

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

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

25 “(4) ‘pay locality’ has the same meaning as is  
26 given such term in section 5302(5).”.

1 **SEC. 3. REGULATIONS.**

2       The Director of the Office of Personnel Management  
3 shall prescribe any regulations necessary to carry out the  
4 purpose of this Act, including regulations to ensure that  
5 the enactment of this Act shall not have the effect of re-  
6 ducing any rate of basic pay payable to any individual who  
7 is serving as a prevailing rate employee (as defined by sec-  
8 tion 5342(a)(2) of title 5, United States Code).

9 **SEC. 4. EFFECTIVE DATE.**

10       This Act and the amendments made by this Act shall  
11 take effect at the start of the first full pay period begin-  
12 ning at least 180 days after the date of enactment of this  
13 Act.

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