

118TH CONGRESS
1ST SESSION

S. 3308

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

IN THE SENATE OF THE UNITED STATES

NOVEMBER 15, 2023

Mr. CASEY (for himself, Mr. BROWN, Ms. WARREN, and Mr. FETTERMAN) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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 2023”.

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) GENERAL SCHEDULE PAY LOCALITY DE-
19 FINED.—Section 5342(a) of title 5, United States Code,
20 is amended—

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

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

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

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

3 **SEC. 3. REGULATIONS.**

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

11 **SEC. 4. APPLICABILITY.**

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

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