



PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

JAN - 5 2021

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For Open Publication

10  
Feb 18, 2021

Department of Defense  
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

MEMORANDUM FOR CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF  
DEFENSE

SUBJECT: New Cyber Excepted Service Targeted Local Market Supplement for Positions in  
the Cyber Excepted Service Personnel System

This memorandum implements your request to establish new Targeted Local Market Supplements (TLMS) for Access Network Operator (FOUO), Security Control Assessor, Cyber Defense Analyst, System Security Analyst, Cyber Defense Incident Responder, Authorizing Official/Designating Representative and Software Developer Work Roles. The attached TLMS rates will be effective the first full pay period beginning January 3, 2021. These new rates will provide the additional compensation needed to better compete with the compensation and benefit packages offered by the private sector for these highly skilled individuals whose expertise is needed to meet our national and cyber security missions.

TLMS pay rates will be adjusted in accordance with paragraph 3.4 of Department of Defense (DoD) Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration." To be eligible for this TLMS, the incumbent must be in CES and the primary work role must be coded as one of the seven covered work roles. The TLMS will be subject to annual review by the DoD CIO Cyber Workforce Directorate to ensure the rates are still necessary to meet mission requirements. This information, along with staffing data, is to be shared with my office as requested.

My point of contact is Mr. Gary Kistner, who may be reached at (571) 372-1599 or gary.w.kistner.civ@mail.mil.

Matthew P. Donovan

Attachment:  
As stated

DOPSR Case 21-  
S-0994

Cyber WR A1													Cyber Excepted Service
													Targeted Local Market Supplement
													Effective Date: 03 JAN 2021
													Provides coverage for (321) Access Network Operator (FOUO) work role code
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 73,483	\$ 75,932	\$ 78,380	\$ 80,829	\$ 83,278	\$ 85,727	\$ 88,175	\$ 90,624	\$ 93,073	\$ 95,521	\$ 97,970	\$ 100,419	97%
GG - 08	\$ 78,902	\$ 81,532	\$ 84,162	\$ 86,792	\$ 89,422	\$ 92,052	\$ 94,683	\$ 97,313	\$ 99,943	\$ 102,573	\$ 105,203	\$ 107,833	91%
GG - 09	\$ 85,322	\$ 88,167	\$ 91,011	\$ 93,855	\$ 96,700	\$ 99,544	\$ 102,388	\$ 105,232	\$ 108,077	\$ 110,921	\$ 113,765	\$ 116,609	87%
GG - 10	\$ 89,438	\$ 92,419	\$ 95,401	\$ 98,382	\$ 101,364	\$ 104,345	\$ 107,327	\$ 110,308	\$ 113,290	\$ 116,271	\$ 119,253	\$ 122,234	78%
GG - 11	\$ 94,399	\$ 97,545	\$ 100,692	\$ 103,838	\$ 106,984	\$ 110,131	\$ 113,277	\$ 116,424	\$ 119,570	\$ 122,716	\$ 125,863	\$ 129,009	71%
GG - 12	\$ 106,529	\$ 110,081	\$ 113,632	\$ 117,184	\$ 120,736	\$ 124,287	\$ 127,839	\$ 131,390	\$ 134,942	\$ 138,494	\$ 142,045	\$ 145,597	61%
GG - 13	\$ 126,676	\$ 130,899	\$ 135,122	\$ 139,346	\$ 143,569	\$ 147,792	\$ 152,015	\$ 156,238	\$ 160,461	\$ 164,684	\$ 168,907	\$ 170,800	61%
GG - 14	\$ 136,676	\$ 141,232	\$ 145,787	\$ 150,343	\$ 154,898	\$ 159,454	\$ 164,009	\$ 168,565	\$ 170,800	\$ 170,800	\$ 170,800	\$ 170,800	47%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A2													Cyber Excepted Service
													Targeted Local Market Supplement
													Effective Date: 03 JAN 2021
													Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 57,817	\$ 59,743	\$ 61,670	\$ 63,597	\$ 65,523	\$ 67,450	\$ 69,376	\$ 71,303	\$ 73,230	\$ 75,156	\$ 77,083	\$ 79,010	55%
GG - 08	\$ 64,031	\$ 66,165	\$ 68,299	\$ 70,434	\$ 72,568	\$ 74,702	\$ 76,837	\$ 78,971	\$ 81,105	\$ 83,240	\$ 85,374	\$ 87,508	55%
GG - 09	\$ 70,722	\$ 73,079	\$ 75,437	\$ 77,795	\$ 80,152	\$ 82,510	\$ 84,867	\$ 87,225	\$ 89,582	\$ 91,940	\$ 94,297	\$ 96,655	55%
GG - 10	\$ 77,881	\$ 80,478	\$ 83,074	\$ 85,670	\$ 88,266	\$ 90,863	\$ 93,459	\$ 96,055	\$ 98,651	\$ 101,248	\$ 103,844	\$ 106,440	55%
GG - 11	\$ 88,326	\$ 91,270	\$ 94,214	\$ 97,158	\$ 100,102	\$ 103,046	\$ 105,990	\$ 108,934	\$ 111,878	\$ 114,822	\$ 117,766	\$ 120,710	60%
GG - 12	\$ 105,867	\$ 109,397	\$ 112,926	\$ 116,456	\$ 119,986	\$ 123,515	\$ 127,045	\$ 130,574	\$ 134,104	\$ 137,634	\$ 141,163	\$ 144,693	60%
GG - 13	\$ 124,316	\$ 128,460	\$ 132,605	\$ 136,749	\$ 140,893	\$ 145,038	\$ 149,182	\$ 153,326	\$ 157,471	\$ 161,615	\$ 165,759	\$ 169,904	58%
GG - 14	\$ 139,466	\$ 144,114	\$ 148,763	\$ 153,411	\$ 158,060	\$ 162,708	\$ 167,357	\$ 170,800	\$ 170,800	\$ 170,800	\$ 170,800	\$ 170,800	50%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A3													Cyber Excepted Service
													Targeted Local Market Supplement
													Effective Date: 03 JAN 2021
													Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 62,666	\$ 64,754	\$ 66,842	\$ 68,930	\$ 71,019	\$ 73,107	\$ 75,195	\$ 77,283	\$ 79,372	\$ 81,460	\$ 83,548	\$ 85,636	68%
GG - 08	\$ 70,640	\$ 72,995	\$ 75,349	\$ 77,704	\$ 80,059	\$ 82,413	\$ 84,768	\$ 87,123	\$ 89,477	\$ 91,832	\$ 94,187	\$ 96,541	71%
GG - 09	\$ 78,935	\$ 81,566	\$ 84,197	\$ 86,829	\$ 89,460	\$ 92,091	\$ 94,723	\$ 97,354	\$ 99,985	\$ 102,617	\$ 105,248	\$ 107,879	73%
GG - 10	\$ 86,926	\$ 89,823	\$ 92,721	\$ 95,619	\$ 98,517	\$ 101,414	\$ 104,312	\$ 107,210	\$ 110,108	\$ 113,005	\$ 115,903	\$ 118,801	73%
GG - 11	\$ 94,399	\$ 97,545	\$ 100,692	\$ 103,838	\$ 106,984	\$ 110,131	\$ 113,277	\$ 116,424	\$ 119,570	\$ 122,716	\$ 125,863	\$ 129,009	71%
GG - 12	\$ 102,559	\$ 105,978	\$ 109,397	\$ 112,817	\$ 116,236	\$ 119,655	\$ 123,075	\$ 126,494	\$ 129,913	\$ 133,333	\$ 136,752	\$ 140,171	55%
GG - 13	\$ 114,087	\$ 117,891	\$ 121,694	\$ 125,498	\$ 129,301	\$ 133,104	\$ 136,908	\$ 140,711	\$ 144,514	\$ 148,318	\$ 152,121	\$ 155,924	45%
GG - 14	\$ 130,168	\$ 134,506	\$ 138,845	\$ 143,184	\$ 147,522	\$ 151,861	\$ 156,199	\$ 160,538	\$ 164,877	\$ 169,215	\$ 170,800	\$ 170,800	40%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A4													Cyber Excepted Service
													Targeted Local Market Supplement
													Effective Date: 03 JAN 2021
													Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 57,817	\$ 59,743	\$ 61,670	\$ 63,597	\$ 65,523	\$ 67,450	\$ 69,376	\$ 71,303	\$ 73,230	\$ 75,156	\$ 77,083	\$ 79,010	55%
GG - 08	\$ 64,031	\$ 66,165	\$ 68,299	\$ 70,434	\$ 72,568	\$ 74,702	\$ 76,837	\$ 78,971	\$ 81,105	\$ 83,240	\$ 85,374	\$ 87,508	55%
GG - 09	\$ 76,197	\$ 78,737	\$ 81,277	\$ 83,817	\$ 86,357	\$ 88,897	\$ 91,438	\$ 93,978	\$ 96,518	\$ 99,058	\$ 101,598	\$ 104,138	67%
GG - 10	\$ 82,906	\$ 85,670	\$ 88,433	\$ 91,197	\$ 93,961	\$ 96,725	\$ 99,488	\$ 102,252	\$ 105,016	\$ 107,780	\$ 110,543	\$ 113,307	65%
GG - 11	\$ 88,326	\$ 91,270	\$ 94,214	\$ 97,158	\$ 100,102	\$ 103,046	\$ 105,990	\$ 108,934	\$ 111,878	\$ 114,822	\$ 117,766	\$ 120,710	60%
GG - 12	\$ 99,251	\$ 102,560	\$ 105,869	\$ 109,178	\$ 112,487	\$ 115,796	\$ 119,105	\$ 122,414	\$ 125,723	\$ 129,032	\$ 132,341	\$ 135,650	50%
GG - 13	\$ 114,087	\$ 117,891	\$ 121,694	\$ 125,498	\$ 129,301	\$ 133,104	\$ 136,908	\$ 140,711	\$ 144,514	\$ 148,318	\$ 152,121	\$ 155,924	45%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A5													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 58,563	\$ 60,514	\$ 62,466	\$ 64,417	\$ 66,369	\$ 68,320	\$ 70,272	\$ 72,223	\$ 74,175	\$ 76,126	\$ 78,078	\$ 80,029	57%
GG - 08	\$ 67,748	\$ 70,007	\$ 72,265	\$ 74,523	\$ 76,782	\$ 79,040	\$ 81,298	\$ 83,556	\$ 85,815	\$ 88,073	\$ 90,331	\$ 92,589	64%
GG - 09	\$ 76,197	\$ 78,737	\$ 81,277	\$ 83,817	\$ 86,357	\$ 88,897	\$ 91,438	\$ 93,978	\$ 96,518	\$ 99,058	\$ 101,598	\$ 104,138	67%
GG - 10	\$ 80,394	\$ 83,074	\$ 85,754	\$ 88,434	\$ 91,114	\$ 93,794	\$ 96,474	\$ 99,154	\$ 101,834	\$ 104,514	\$ 107,194	\$ 109,874	60%
GG - 11	\$ 96,055	\$ 99,257	\$ 102,458	\$ 105,660	\$ 108,861	\$ 112,063	\$ 115,265	\$ 118,466	\$ 121,668	\$ 124,869	\$ 128,071	\$ 131,273	74%
GG - 12	\$ 103,221	\$ 106,662	\$ 110,103	\$ 113,545	\$ 116,986	\$ 120,427	\$ 123,869	\$ 127,310	\$ 130,751	\$ 134,193	\$ 137,634	\$ 141,075	56%
GG - 13	\$ 110,940	\$ 114,639	\$ 118,337	\$ 122,036	\$ 125,734	\$ 129,432	\$ 133,131	\$ 136,829	\$ 140,528	\$ 144,226	\$ 147,925	\$ 151,623	41%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A6													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 55,952	\$ 57,816	\$ 59,681	\$ 61,545	\$ 63,410	\$ 65,274	\$ 67,139	\$ 69,003	\$ 70,868	\$ 72,732	\$ 74,597	\$ 76,461	50%
GG - 08	\$ 62,791	\$ 64,884	\$ 66,977	\$ 69,070	\$ 71,163	\$ 73,256	\$ 75,349	\$ 77,442	\$ 79,536	\$ 81,629	\$ 83,722	\$ 85,815	52%
GG - 09	\$ 72,091	\$ 74,494	\$ 76,897	\$ 79,300	\$ 81,703	\$ 84,107	\$ 86,510	\$ 88,913	\$ 91,316	\$ 93,719	\$ 96,122	\$ 98,526	58%
GG - 10	\$ 77,379	\$ 79,958	\$ 82,538	\$ 85,117	\$ 87,697	\$ 90,276	\$ 92,856	\$ 95,435	\$ 98,015	\$ 100,594	\$ 103,174	\$ 105,753	54%
GG - 11	\$ 86,118	\$ 88,989	\$ 91,859	\$ 94,729	\$ 97,600	\$ 100,470	\$ 103,341	\$ 106,211	\$ 109,081	\$ 111,952	\$ 114,822	\$ 117,693	56%
GG - 12	\$ 93,957	\$ 97,090	\$ 100,222	\$ 103,355	\$ 106,487	\$ 109,620	\$ 112,752	\$ 115,885	\$ 119,017	\$ 122,150	\$ 125,282	\$ 128,415	42%
GG - 13	\$ 110,153	\$ 113,826	\$ 117,498	\$ 121,170	\$ 124,842	\$ 128,514	\$ 132,187	\$ 135,859	\$ 139,531	\$ 143,203	\$ 146,875	\$ 150,548	40%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A7													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 50,729	\$ 52,420	\$ 54,110	\$ 55,801	\$ 57,491	\$ 59,182	\$ 60,872	\$ 62,563	\$ 64,253	\$ 65,944	\$ 67,634	\$ 69,325	36%
GG - 08	\$ 52,464	\$ 54,212	\$ 55,961	\$ 57,710	\$ 59,459	\$ 61,208	\$ 62,956	\$ 64,705	\$ 66,454	\$ 68,203	\$ 69,952	\$ 71,700	27%
GG - 09	\$ 60,228	\$ 62,235	\$ 64,243	\$ 66,251	\$ 68,259	\$ 70,266	\$ 72,274	\$ 74,282	\$ 76,289	\$ 78,297	\$ 80,305	\$ 82,313	32%
GG - 10	\$ 65,320	\$ 67,497	\$ 69,675	\$ 71,852	\$ 74,030	\$ 76,207	\$ 78,385	\$ 80,562	\$ 82,740	\$ 84,917	\$ 87,095	\$ 89,272	30%
GG - 11	\$ 72,869	\$ 75,298	\$ 77,727	\$ 80,156	\$ 82,584	\$ 85,013	\$ 87,442	\$ 89,871	\$ 92,300	\$ 94,728	\$ 97,157	\$ 99,586	32%
GG - 12	\$ 87,340	\$ 90,252	\$ 93,164	\$ 96,076	\$ 98,988	\$ 101,900	\$ 104,812	\$ 107,724	\$ 110,636	\$ 113,548	\$ 116,460	\$ 119,372	32%
GG - 13	\$ 99,138	\$ 102,443	\$ 105,748	\$ 109,053	\$ 112,358	\$ 115,663	\$ 118,968	\$ 122,273	\$ 125,578	\$ 128,883	\$ 132,188	\$ 135,493	26%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A8													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 51,475	\$ 53,191	\$ 54,906	\$ 56,621	\$ 58,337	\$ 60,052	\$ 61,767	\$ 63,483	\$ 65,198	\$ 66,913	\$ 68,629	\$ 70,344	38%
GG - 08	\$ 57,834	\$ 59,762	\$ 61,690	\$ 63,617	\$ 65,545	\$ 67,473	\$ 69,401	\$ 71,329	\$ 73,256	\$ 75,184	\$ 77,112	\$ 79,040	40%
GG - 09	\$ 63,878	\$ 66,007	\$ 68,137	\$ 70,266	\$ 72,395	\$ 74,525	\$ 76,654	\$ 78,784	\$ 80,913	\$ 83,042	\$ 85,172	\$ 87,301	40%
GG - 10	\$ 69,339	\$ 71,651	\$ 73,962	\$ 76,274	\$ 78,585	\$ 80,897	\$ 83,208	\$ 85,520	\$ 87,831	\$ 90,143	\$ 92,454	\$ 94,766	38%
GG - 11	\$ 76,182	\$ 78,721	\$ 81,260	\$ 83,799	\$ 86,338	\$ 88,878	\$ 91,417	\$ 93,956	\$ 96,495	\$ 99,034	\$ 101,574	\$ 104,113	38%
GG - 12	\$ 89,325	\$ 92,304	\$ 95,282	\$ 98,260	\$ 101,238	\$ 104,216	\$ 107,194	\$ 110,172	\$ 113,150	\$ 116,128	\$ 119,106	\$ 122,085	35%
GG - 13	\$ 99,925	\$ 103,256	\$ 106,587	\$ 109,919	\$ 113,250	\$ 116,581	\$ 119,912	\$ 123,243	\$ 126,575	\$ 129,906	\$ 133,237	\$ 136,568	27%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A9													Cyber Excepted Service
													Targeted Local Market Supplement
													Effective Date: 03 JAN 2021
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 56,325	\$ 58,201	\$ 60,078	\$ 61,955	\$ 63,832	\$ 65,709	\$ 67,586	\$ 69,463	\$ 71,340	\$ 73,217	\$ 75,094	\$ 76,971	51%
GG - 08	\$ 62,791	\$ 64,884	\$ 66,977	\$ 69,070	\$ 71,163	\$ 73,256	\$ 75,349	\$ 77,442	\$ 79,536	\$ 81,629	\$ 83,722	\$ 85,815	52%
GG - 09	\$ 68,897	\$ 71,193	\$ 73,490	\$ 75,787	\$ 78,084	\$ 80,380	\$ 82,677	\$ 84,974	\$ 87,270	\$ 89,567	\$ 91,864	\$ 94,161	51%
GG - 10	\$ 72,857	\$ 75,285	\$ 77,714	\$ 80,143	\$ 82,572	\$ 85,000	\$ 87,429	\$ 89,858	\$ 92,287	\$ 94,715	\$ 97,144	\$ 99,573	45%
GG - 11	\$ 76,182	\$ 78,721	\$ 81,260	\$ 83,799	\$ 86,338	\$ 88,878	\$ 91,417	\$ 93,956	\$ 96,495	\$ 99,034	\$101,574	\$104,113	38%
GG - 12	\$ 86,679	\$ 89,569	\$ 92,458	\$ 95,348	\$ 98,238	\$101,128	\$104,018	\$106,908	\$109,798	\$112,688	\$115,577	\$118,467	31%
GG - 13	\$ 96,778	\$100,004	\$103,230	\$106,457	\$109,683	\$112,909	\$116,135	\$119,362	\$122,588	\$125,814	\$129,041	\$132,267	23%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

OPM Locality	6 Work Role Group	321 Work Role
Alaska	A3	A1
Albany-Schenectady, NY-MA	A8	A1
Albuquerque-Santa Fe-Las Vegas, NM	A8	A1
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	A6	A1
Austin-Round Rock, TX	A8	A1
Birmingham-Hoover-Talladega, AL	A8	A1
Boston-Worcester-Providence, MA-RI-NH-ME	A6	A1
Buffalo-Cheektowaga, NY	A7	A1
Burlington-South Burlington, VT	A8	A1
Charlotte-Concord, NC-SC	A8	A1
Chicago-Naperville, IL-IN-WI	A5	A1
Cincinnati-Wilmington-Maysville, OH-KY-IN	A7	A1
Cleveland-Akron-Canton, OH	A7	A1
Colorado Springs, CO	A8	A1
Columbus-Marion-Zanesville, OH	A7	A1
Corpus Christi-Kingsville-Alice, TX	A8	A1
Dallas-Fort Worth, TX-OK	A6	A1
Davenport-Moline, IA-IL	A8	A1
Dayton-Springfield-Sidney, OH	A7	A1
Denver-Aurora, CO	A6	A1
Detroit-Warren-Ann Arbor, MI	A6	A1
Harrisburg-Lebanon, PA	A8	A1
Hartford-West Hartford, CT-MA	A6	A1
Hawaii	A9	A1
Houston-The Woodlands, TX	A4	A1
Huntsville-Decatur-Albertville, AL	A7	A1
Indianapolis-Carmel-Muncie, IN	A8	A1
Kansas City-Overland Park-Kansas City, MO-KS	A8	A1
Laredo, TX	A7	A1
Las Vegas-Henderson, NV-AZ	A8	A1
Los Angeles-Long Beach, CA	A5	A1
Miami-Fort Lauderdale-Port St. Lucie, FL	A6	A1
Milwaukee-Racine-Waukesha, WI	A7	A1
Minneapolis-St. Paul, MN-WI	A6	A1
New York-Newark, NY-NJ-CT-PA	A4	A1
Omaha-Council Bluffs-Fremont, NE-IA	A8	A1
Palm Bay-Melbourne-Titusville, FL	A8	A1
Philadelphia-Reading-Camden, PA-NJ-DE-MD	A6	A1
Phoenix-Mesa-Scottsdale, AZ	A7	A1
Pittsburgh-New Castle-Weirton, PA-OH-WV	A7	A1
Portland-Vancouver-Salem, OR-WA	A6	A1
Raleigh-Durham-Chapel Hill, NC	A7	A1
Rest of US	A8	A1
Richmond, VA	A7	A1
Sacramento-Roseville, CA-NV	A6	A1
San Antonio-New Braunfels-Pearsall, TX	A8	A1
San Diego-Carlsbad, CA	A5	A1
San Jose-San Francisco-Oakland, CA	A2	A1
Seattle-Tacoma, WA	A3	A1
St. Louis-St. Charles-Farmington, MO-IL	A8	A1
Tucson-Nogales, AZ	A8	A1
Virginia Beach-Norfolk, VA-NC	A8	A1
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	A4	A1