

Appendix P: Participation Goals for Minorities and Females

For federal and federally assisted construction contractors, goals for minorities and females are established as a percentage utilization or participation rate. The percentage goal a contractor establishes for minority participation must be at least equal to the percentage established for that geographic area as outlined in the list on the following pages. Contractors may establish higher goals if they desire. Although a contractor is required to make good faith efforts to meet its goals, the goals are not quotas, and no sanctions are imposed solely for failure to meet them. The following factors explain the difference between permissible goals and unlawful preferences.

Participation rate goals are not designed to permit, nor may they properly or lawfully be interpreted as permitting, unlawful preferential treatment or quotas on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin.

Goals are not quotas, set-asides, or a device to achieve proportional representation or equal results. Rather, the goal-setting process is used to target and measure the effectiveness of affirmative action efforts to eradicate and prevent barriers to equal employment opportunity.

Goals under Executive Order 11246, as amended, do not require that any specific position be filled by a person of a particular sex, race, or ethnicity. Instead, the requirement is that contractors engage in outreach and other efforts to broaden the pool of qualified candidates to include minorities and women.

The use of goals is consistent with principles of merit, because goals do not require an employer to hire a person who does not have the qualifications needed to perform the job successfully, hire an unqualified person in preference to another applicant who is qualified, or hire a less qualified person in preference to a more qualified person.

Goals may not be treated as a ceiling or a floor for the employment of members of particular groups.

A contractor's compliance is measured by whether it has made good faith efforts to meet its goals and failure to meet goals, by itself, is not a violation of Executive Order 11246.

These goals apply to all of a contractor's construction work sites in the geographic area (whether or not these sites are also the result of a federal contract or are federally assisted contract). The goals apply to the contractor's total on-site construction workforce, regardless of whether or not part of that workforce is performing work on a federal or federally assisted contract or subcontract.

To assist contractors, the participation goals listed in this appendix have been reproduced from the original Federal Register notices from 1980. OFCCP has corrected spelling and punctuation errors in this guide.

The text of the original Federal Register notices for minorities and women respectively can be viewed at:

Federal Register, Vol. 45, No. 194, at 65976-65991 (October 3, 1980)

Federal Register, Vol. 45, No. 251, at 85750-85751 (December 30, 1980)

The contractor’s compliance with Executive Order 11246 and the regulations in 41 CFR Part 60-4 will be assessed based on its implementation of the equal opportunity clause and its good faith efforts to meet the goals by undertaking the specific affirmative action obligations required by the specifications outlined in 41 CFR 60-4.3(a). Each goal is a target percentage of hours to be worked by minorities or women. The hours of minority and female employment and training must be substantially uniform throughout the length of the contract, and in each trade, and the contractor must make a good faith effort to employ minorities and women evenly on each of its projects. The transfer of minority or female employees or trainees from contractor to contractor or from project to project for the sole purpose of meeting the contractor’s goals is a violation of the contract, Executive Order 11246, and the regulations in 41 CFR Part 60-4.

The following goals for minority and female participation in each construction craft and trade must be included in all federal and federally assisted construction contracts and subcontracts more than \$10,000. This appendix includes the original goals as printed in the Federal Register. The footnotes in this appendix were not part of the original publication; OFCCP added them for this technical assistance guide to assist contractors in identifying their goals. The footnotes correct mistakes and clarify where geographical information has changed since the original publication. They do not change which goal applies to the area.

The goals are organized by economic area codes (established by the U.S. Department of Commerce's Bureau of Economic Analysis), starting with Bangor, Maine (001), and ending with Honolulu, Hawaii (183). OFCCP created the below chart to assist contractors in finding the correct goals for their areas. The chart lists states alphabetically and provides all the economic area codes associated with each state. Some counties may be included in a different state’s economic area. For instance, Rockingham County, New Hampshire, is part of the Boston, Massachusetts, economic area.

State	Economic Area Code(s)
Alabama	037; 047-051
Alaska	182
Arizona	161-162
Arkansas	109-111; 119
California	174-181
Colorado	156-159
Connecticut	006; 012
Delaware	018
District of Columbia	020
Florida	041-046
Georgia	035-041; 051
Hawaii	183
Idaho	165-168
Illinois	080-081; 083-088; 098-099; 107
Indiana	057; 067; 075-083
Iowa	098-104
Kansas	105; 108; 139-141

State	Economic Area Code(s)
Kentucky	053-054; 056-058; 067; 080
Louisiana	113-118
Maine	001-002
Maryland	016; 018-020
Massachusetts	004; 006
Michigan	070-075; 094-095
Minnesota	096-104
Mississippi	013-014; 047; 055; 112
Missouri	086; 099; 105-108
Montana	152-155
Nebraska	142-145
Nevada	163-164
New Hampshire	003-004; 006
New Jersey	012; 018
New Mexico	133; 160
New York	006-012
North Carolina	023-030; 031
North Dakota	149-152
Ohio	059; 062; 064-070; 076
Oklahoma	108-110; 125; 135-138
Oregon	167; 169; 172-173
Pennsylvania	010-018
Rhode Island	005
South Carolina	025; 031-035; 39
South Dakota	103; 146-148
Tennessee	050-055
Texas	119-135
Utah	159; 163; 165
Vermont	003; 006-007
Virginia	019-023; 052
Washington	168-172
West Virginia	016; 020-021; 052; 059-063
Wisconsin	083; 088-096; 098
Wyoming	145-146; 155-156; 165-166

GOAL FOR FEMALES

Nationwide Goal _____ **6.9%**

GOALS FOR MINORITIES

ECONOMIC AREAS

STATE _____ **GOAL (percent)**

Maine

001 Bangor, ME:

Non-SMSA Counties _____ **0.8**
 ME Aroostook; ME Hancock; ME Penobscot; ME Piscataquis; ME Waldo; ME Washington.

002 Portland - Lewiston, ME:

SMSA Counties:

4243 Lewiston - Auburn, ME _____ **0.5**
 ME Androscoggin.

6403 Portland, ME _____ **0.6**
 ME Cumberland; ME Sagadahoc.

Non-SMSA Counties _____ **0.5**
 ME Franklin; ME Kennebec; ME Knox; ME; Lincoln; ME Oxford; ME Somerset; ME York.

Vermont

003 Burlington, VT:

Non-SMSA Counties _____ **0.8**
 NH Coos; NH Grafton; NH Sullivan; VT Addison; VT Caledonia; VT Chittenden; VT Essex; VT Franklin; VT Grand Isle; VT Lamoille; VT Orange; VT Orleans; VT Rutland; VT Washington; VT Windsor.

Massachusetts

004 Boston, MA:

SMSA Counties:

1123 Boston - Lowell - Brockton - Lawrence - Haverhill, MA-NH _____ **4.0**
 MA Essex; MA Middlesex; MA Norfolk; MA Plymouth; MA Suffolk; NH Rockingham.

4763 Manchester-Nashua, NH _____ **0.7**
 NH Hillsborough.

5403 Fall River - New Bedford, MA _____ **1.6**
 MA Bristol.

9243 Worcester - Fitchburg - Leominster, MA _____ **1.6**
 MA Worcester.

Non-SMSA Counties _____ **3.6**
 MA Barnstable; MA Dukes; MA Nantucket, NH Belknap; NH Carroll; NH Merrimack; NH Strafford.

Rhode Island

005 Providence - Warwick - Pawtucket, RI:

SMSA Counties:

6483 Providence - Warwick - Pawtucket RI _____	3.0
RI Bristol; RI Kent; RI Providence; RI Washington.	
Non-SMSA Counties _____	3.1
RI Newport.	

Connecticut (Massachusetts)

006 Hartford - New Haven - Springfield, CT-MA:

SMSA Counties:

3 283 Hartford - New Britain - Bristol, CT _____	6.9
CT Hartford; CT Middlesex; CT Tolland.	
5 483 New Haven - Waterbury - Meriden, CT _____	9.0
CT New Haven.	
5 523 New London - Norwich, CT _____	4.5
CT New London.	
6 323 Pittsfield, MA _____	1.6
MA Berkshire.	
8 003 Springfield - Chicopee - Holyoke. MA-CT _____	4.8
MA Hampden; MA Hampshire.	

Non-SMSA Counties _____	5.9
CT Litchfield; CT Windham; MA Franklin; NH Cheshire; VT Windham.	

New York

007 Albany - Schenectady - Troy, NY:

SMSA Counties:

0 160 Albany - Schenectady - Troy, NY _____	3.2
NY Albany; NY Montgomery, NY Rensselaer, NY Saratoga; NY Schenectady.	

Non-SMSA Counties _____	2.6
NY Clinton; NY Columbia; NY Essex; NY Fulton; NY Greene; NY Hamilton, NY Schoharie NY Warren; NY Washington; VT Bennington.	

008 Syracuse - Utica, NY:

SMSA Counties:

8 160 Syracuse _____	3.8
NY Madison; NY Onondaga; NY Oswego.	
8 680 Utica -Rome, NY _____	2.1
NY Herkimer; NY Oneida.	

Non-SMSA Counties _____	2.5
NY Cayuga; NY Cortland; NY Franklin; NY Jefferson; NY Lewis; NY St. Lawrence.	

009 Rochester, NY:

SMSA Counties:

6 840 Rochester, NY _____	5.3
NY Livingston; NY Monroe; NY Ontario; NY Orleans; NY Wayne.	

Non-SMSA Counties _____	5.9
NY Genesee; NY Seneca; NY Yates.	

010 Buffalo, NY:

SMSA Counties:

1 280 Buffalo, NY _____	7.7
NY Erie; NY Niagara.	

Non-SMSA Counties	6.3
NY Allegany; NY Cattaraugus; NY Chautauqua; NY Wyoming; PA McKean; PA Potter.	
011 Binghamton - Elmira, NY:	
SMSA Counties:	
0960 Binghamton, NY - PA	1.1
NY Broome; NY Tioga; PA Susquehanna.	
2335 Elmira, NY	2.2
NY Chemung.	
Non-SMSA Counties	1.2
NY Chenango; NY Delaware; NY Otsego; NY Schuylar; NY Steuben; NY Tompkins; PA Bradford; PA Tioga.	
012 New York, NY:	
SMSA Counties:	
1163 Bridgeport - Stamford - Norwalk - Danbury, CT	10.2
CT Fairfield.	
3640 Jersey City, NJ	12.8
NJ Hudson.	
4410 Long Branch - Asbury Park, NJ	9.5
NJ Monmouth.	
5380 Nassau - Suffolk, NY	5.8
NY Nassau; NY Suffolk.	
5460 New Brunswick - Perth Amboy - Sayreville, NJ	5.8
NJ Middlesex.	
5600 New York NY, NJ	22.6
NJ Bergen; NY Putnam; NY Rockland; NY Westchester.	

The following goal ranges are applicable to the indicated trades in the counties of Bronx, Kings, New York, Queens, and Richmond.

Electricians	9.0 to 10.2
Carpenters	27.6 to 32.0
Steam fitters	12.2 to 13.5
Metal lathers	24.6 to 25.6
Painters	28.6 to 26.0
Operating Engineers	25.6 to 26.0
Plumbers	12.0 to 14.5
Iron workers (struct)	25.9 to 32.0
Elevator constructors	5.5 to 6.5
Bricklayers	13.4 to 15.5
Asbestos workers	22.8 to 28.0
Roofers	6.3 to 7.5
Iron workers (ornamental)	22.4 to 23.0
Cement masons	23.0 to 27.0
Glaziers	16.0 to 20.0
Plasterers	15.8 to 18.0
Teamsters	22.0 to 22.5
Boilermakers	13.0 to 15.5
All others	16.4 to 17.5

5640 Newark, NJ _____	17.3
NJ Essex; NJ Morris; NJ Somerset; NJ Union.	
6040 Paterson - Clifton - Passaic, NJ _____	12.9
NJ Passaic.	
6460 Poughkeepsie, NY _____	6.4
NY Dutchess.	
Non-SMSA Counties _____	17.0
NJ Hunterdon; NJ Ocean; NJ Sussex; NY Orange; NY Sullivan; NY Ulster; PA Pike.	

Pennsylvania

013 Scranton - Wilkes - Barre, PA:

SMSA Counties	
5745 Northeast Pennsylvania _____	0.6
PA Lackawanna; PA Luzerne; PA Monroe.	
Non-SMSA Counties _____	0.5
PA Columbia; PA Wayne; PA Wyoming.	

014 Williamsport, PA:

SMSA Counties	
9140 Williamsport, PA _____	1.0
PA Lycoming.	
Non-SMSA Counties PA _____	0.7
PA Cameron; PA Centre; PA Clearfield; PA Clinton; PA Elk; PA Jefferson; PA Montour; PA Northumberland; PA Snyder; PA Sullivan; PA Union.	

015 Erie, PA:

SMSA Counties:	
2360 Erie, PA _____	2.8
PA Erie.	
Non-SMSA Counties _____	1.8
PA Clarion; PA Crawford; PA Forest; PA Venango; PA Warren.	

016 Pittsburgh, PA:

SMSA Counties:	
0280 Altoona, PA _____	1.0
PA Blair.	
3680 Johnson, PA _____	1.3
PA Cambria; PA Somerset.	
6280 Pittsburgh, PA _____	6.3
PA Allegheny; PA Beaver; PA Washington; PA Westmoreland.	
Non-SMSA Counties _____	4.8
MD Allegany; MD Garrett; PA Armstrong; PA Bedford; PA Butler; PA Fayette; PA Greene; PA Indiana; WV Mineral.	

017 Harrisburg - York - Lancaster, PA:

SMSA Counties	
3240 Harrisburg PA _____	6.2
PA Cumberland; PA Dauphin; PA Perry.	
4000 Lancaster, PA _____	2.0
PA Lancaster.	
9280 York, PA _____	2.2
PA Adams; PA York.	
Non-SMSA-Counties _____	3.1
PA Franklin; PA Fulton; PA Huntingdon; PA Juniata; PA Lebanon; PA Mifflin.	

018 Philadelphia, PA:

SMSA Counties:

0240 Allentown - Bethlehem - Easton, PA-NJ _____	1.6
NJ Warren; PA Carbon; PA Lehigh; PA Northampton.	
0560 Atlantic City, NJ _____	18.2
NJ Atlantic.	
6160 Philadelphia, PA-NJ _____	17.3
NJ Burlington; NJ Camden; NJ Gloucester; PA Bucks; PA Chester; PA Delaware; PA Montgomery; PA Philadelphia.	
8680 Reading, PA _____	2.5
PA Berks.	
8480 Trenton, NJ _____	16.4
NJ Mercer.	
8760 Vineland - Millville - Bridgeton, NJ _____	16.0
NJ Cumberland.	
9160 Wilmington, DE-NJ-MD _____	12.3
DE New Castle; MD Cecil; NJ Salem.	
Non-SMSA Counties _____	14.5
DE Kent; DE Sussex; NJ Cape May; PA Schuylkill.	

Maryland

019 Baltimore, MD:

SMSA Counties:

0720 Baltimore MD _____	23.0
MD Anne Arundel; MD Baltimore; MD Carroll; MD Harford; MD Howard; MD Baltimore City.	

Non-SMSA Counties _____	23.6
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MD Caroline; MD Dorchester; MD Kent; MD Queen Annes; MD Somerset;
MD Talbot; MD Wicomico; MD Worcester; VA Accomack; VA Northampton.

Washington DC

020 Washington DC:

SMSA Counties:

8840 Washington, DC-MD-VA _____	28.0
DC District of Columbia; MD Charles; Montgomery; MD Prince Georges; VA Arlington; VA Fairfax; VA Loudoun; VA Prince William; VA Alexandria; VA Fairfax City; VA Falls Church.	

Non-SMSA Counties _____	25.2
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MD Calvert; MD Frederick; MD St. Marys; MD Washington; VA Clarke;
VA Culpeper; VA Fauquier; VA Frederick; VA King George; VA Page; VA
Rappahannock; VA Shenandoah; VA Spotsylvania; VA Stafford; VA Warren; VA
Westmoreland; VA Fredericksburg; VA Winchester; WV Berkeley; WV Grant; WV
Hampshire; WV Hardy; WV Jefferson; WV Morgan.

Virginia

021 Roanoke - Lynchburg, VA:

SMSA Counties:

4640 Lynchburg, VA _____	19.3
VA Amherst; VA Appomattox; VA Campbell; VA Lynchburg.	

6800 Roanoke, VA _____	10.2
VA Botetourt; VA Craig; VA Roanoke VA; VA Roanoke City; VA Salem.	
Non-SMSA Counties _____	12.0
VA Alleghany; VA Augusta; VA Bath; VA Bedford; VA Bland; VA Carroll; VA Floyd; VA Franklin; VA Giles; VA Grayson; VA Henry; VA Highland; VA Montgomery; VA Nelson; VA Patrick; VA Pittsylvania; VA Pulaski; VA Rockbridge; VA Rockingham; VA Wythe; VA Bedford City; VA Buena Vista City; VA Clifton Forge; ¹ VA Covington; VA Danville; VA Galax City; VA Harrisonburg; VA Lexington; VA Martinsville; VA Radford; VA Staunton; VA Waynesboro; WV Pendleton.	
022 Richmond, VA:	
SMSA Counties:	
6140 Petersburg - Colonial Heights - Hopewell, VA _____	30.6
VA Dinwiddie; VA Prince George; VA Colonial Heights; VA Hopewell; VAPetersburg.	
6760 Richmond, VA _____	24.9
VA Charles City; VA Chesterfield; VA Goochland; VA Hanover; VA Henrico; VA New Kent; VA Powhatan; VA Richmond.	
Non-SMSA Counties _____	27.9
VA Albemarle; VA Amelia; VA Brunswick; VA Buckingham; VA Caroline; VA Charlotte; VA Cumberland; VA Essex; VA Fluvanna; VA Greene; VA Greensville; VA Halifax; VA King and Queen; VA King William; VA Lancaster; VA Louisa; VA Lunenburg; VA Madison; VA Mecklenburg; VA Northumberland; VA Nottoway; VA Orange; VA Prince Edward; VA Richmond; VA Sussex; VA Charlottesville; VA Emporia City; VA South Boston. ²	
023 Norfolk - Virginia Beach - Newport News, VA:	
SMSA Counties:	
5680 Newport News - Hampton, VA _____	27.1
VA Gloucester, VA James City; VA York; VA Hampton; VA Newport News; VA Williamsburg.	
5720 Norfolk - Virginia Beach - Portsmouth VA-NC _____	26.6
NC Currituck; VA Chesapeake; VA Norfolk; VA Portsmouth; VA Suffolk; VA Virginia Beach.	
Non-SMSA Counties _____	29.7
NC Bertie; NC Camden; NC Chowan; NC Gates; NC Hertford; NC Pasquotank; NC Perquimans; VA Isle of Wight; VA Matthews; VA Middlesex; VA Southampton; VA Surry; VA Franklin.	

North Carolina

024 Rocky Mount - Wilson - Greenville, NC:	
Non-SMSA Counties _____	31.7
NC Beaufort; NC Carteret; NC Craven; NC Dare; NC Edgecombe; NC Greene; NC Halifax; NC Hyde; NC Jones; NC Lenoir; NC Martin; NC Nash; NC Northampton; NC Pamlico; NC Pitt; NC Tyrrell; NC Washington; NC Wayne; NC Wilson.	

1 Clifton Forge, VA, is now part of Alleghany County, VA.
2 South Boston, VA, is now part of Halifax County, VA.

025	Wilmington, NC:	
	SMSA Counties:	
	9200 Wilmington, NC _____	20.7
	NC Brunswick; NC New Hanover.	
	Non-SMSA counties _____	23.5
	NC Columbus; NC Duplin; NC Onslow; NC Pender.	
026	Fayetteville, NC:	
	SMSA Counties:	
	2560 Fayetteville, NC _____	26.2
	NC Cumberland.	
	Non-SMSA Counties _____	33.5
	NC Bladen; NC Hoke; NC Richmond; NC Robeson; NC Sampson; NC Scotland.	
027	Raleigh - Durham, NC:	
	SMSA Counties:	
	6640 Raleigh - Durham _____	22.8
	NC Durham; NC Orange; NC Wake.	
	Non-SMSA Counties _____	24.7
	NC Chatham; NC Franklin; NC Granville; NC Harnett; NC Johnston; NC Lee; NC Person; NC Vance; NC Warren.	
028	Greensboro - Winston Salem - High Point, NC:	
	SMSA Counties:	
	1300 Burlington, NC _____	16.2
	NC Alamance.	
	3120 Greensboro - Winston Salem - High Point NC _____	16.4
	NC Davidson; NC Forsyth; NC Guilford; NC Randolph; NC Stokes; NC Yadkin.	
	Non-SMSA Counties _____	15.5
	NC Alleghany; NC Ashe; NC Caswell; NC Davie; NC Montgomery; NC Moore; NC Rockingham; NC Surry; NC Watauga; NC Wilkes.	
029	Charlotte, NC:	
	SMSA Counties:	
	1520 Charlotte - Gastonia, NC _____	18.5
	NC Gaston; NC Mecklenburg; NC Union.	
	Non-SMSA Counties _____	15.7
	NC Alexander; NC Anson; NC Burke; NC Cabarrus; NC Caldwell; NC Catawba; NC Cleveland; NC Iredell; NC Lincoln; NC Rowan; NC Rutherford; NC Stanly; SC Chester; SC Lancaster; SC York.	
030	Asheville, NC	
	Non-SMSA Counties:	
	0480 Asheville, NC _____	8.5
	NC Buncombe; NC Madison.	
	Non-SMSA Counties _____	6.3
	NC Avery; NC Cherokee; NC Clay; NC Graham; NC Haywood; NC Henderson; NC Jackson; NC McDowell; NC Macon; NC Mitchell; NC Swain; NC Transylvania; NC Yancey.	

South Carolina

031 Greenville - Spartanburg, SC:

SMSA Counties:

3 160 Greenville - Spartanburg, SC _____ 16.0
 SC Greenville; SC Pickens; SC Spartanburg.

Non-SMSA Counties _____ 17.8
 SC Polk;³ SC Abbeville; SC Anderson; SC Cherokee; SC Greenwood; SC Laurens; SC Oconee; SC Union.

032 Columbia, SC:

SMSA Counties:

1 760 Columbia, SC _____ 23.4
 SC Lexington; SC Richland.

Non-SMSA Counties _____ 32.0
 SC Calhoun SC Clarendon; SC Fairfield; SC Kershaw; SC Lee; SC Newberry; SC Orangeburg; SC Saluda; SC Sumter.

033 Florence, SC:

Non-SMSA Counties _____ 33.0
 SC Chesterfield; SC Darlington; SC Dillon; SC Florence; SC Georgetown; SC Horry; SC Marion; SC Marlboro; SC Williamsburg.

034 Charleston - North Charleston, SC:

SMSA Counties

1 440 Charleston - North Charleston, SC _____ 30.0
 SC Berkeley; SC Charleston; SC Dorchester.

Non-SMSA Counties _____ 30.7
 SC Colleton.

Georgia

035 Augusta, GA:

SMSA Counties:

0 600 Augusta, GA - SC _____ 27.2
 GA Columbia; GA Richmond; SC Aiken.

Non-SMSA Counties _____ 32.8
 GA Burke; GA Emanuel; GA Glascock; GA Jefferson; GA Jenkins; GA Lincoln; GA McDuffie; GA Taliaferro; GA Warren; GA Wilkes; SC Allendale, SC Bamberg; SC Barnwell; SC Edgefield; SC McCormick.

036 Atlanta, GA:

SMSA Counties:

0 520 Atlanta _____ 21.2
 GA Butts; GA Cherokee; GA Clayton; GA Cobb; GA DeKalb; GA Douglas; GA Fayette; GA Forsyth; GA Fulton; GA Gwinnett; GA Henry, GA Newton; GA Paulding; GA Rockdale; GA Walton.

Non-SMSA Counties _____ 19.5
 GA Banks; GA Barrow; GA Bartow; GA Carroll; GA Clarke; GA Coweta; GA Dawson; GA Elbert; GA Fannin; GA Floyd; GA Franklin; GA Gilmer; GA Gordon; GA Greene; GA Habersham; GA Hall; GA Haralson; GA Hart; GA Heard; GA Jackson; GA Jasper; GA Lamar, GA Lumpkin; GA Madison, GA Morgan; GA Oconee, GA Oglethorpe; GA Pickens; GA Pike; GA Polk; GA Rabun, GA Spalding; GA Stephens;

³ OFCCP notes an error in the original publication. This entry should be for Polk County, North Carolina.

GA Towns; GA Union; GA Upson; GA White.	
037	Columbus, GA:
	SMSA Counties:
	1800 Columbus _____ 29.6
	AL Russell; GA Chattahoochee; GA Columbus. ⁴
	Non-SMSA Counties _____ 31.6
	AL Chambers; AL Lee; GA Harris; GA Marion; GA Meriwether; GA Quitman; GA Schley; GA Stewart; GA Sumter; GA Talbot; GA Troup; GA Webster.
038	Macon, GA:
	SMSA Counties
	4660 Macon, GA _____ 27.5
	GA Bibb; GA Houston; GA Jones; GA Twiggs.
	Non-SMSA Counties _____ 31.7
	GA Baldwin; GA Bleckley; GA Crawford; GA Crisp; GA Dodge; GA Dooly; GA Hancock; GA Johnson; GA Laurens; GA Macon; GA Monroe; GA Peach; GA Pulaski; GA Putnam; GA Taylor; GA Telfair; GA Treutlen; GA Washington; GA Wheeler; GA Wilcox; GA Wilkinson.
039	Savannah, GA:
	SMSA Counties:
	7520 Savannah, GA _____ 30.6
	GA Bryan; GA Chatham; GA Effingham.
	Non-SMSA Counties _____ 29.8
	GA Appling; GA Atkinson; GA Bacon; GA Bulloch; GA Candler; GA Coffee; GA Evans; GA Jeff Davis; GA Liberty; GA Long; GA McIntosh; GA Montgomery; GA Screven; GA Tattnall; GA Toombs; GA Wayne; SC Beaufort; SC Hampton; SC Jasper.
040	Albany, GA:
	SMSA Counties:
	0120 Albany, GA _____ 32.1
	GA Dougherty; GA Lee.
	Non-SMSA Counties _____ 31.1
	GA Baker; GA Ben Hill; GA Berrien; GA Brooks; GA Calhoun; GA Clay; GA Clinch; GA Colquitt; GA Cook; GA Decatur; GA Early; GA Echols; GA Grady; GA Irwin; GA Lanier; GA Lowndes; GA Miller; GA Mitchell; GA Randolph; GA Seminole, GA Terrell; GA Thomas; GA Tift; GA Turner; GA Worth.
Florida	
041	Jacksonville, FL:
	SMSA Counties
	2900 Gainesville, FL _____ 20.6
	FL Alachua.
	3600 Jacksonville, FL _____ 21.8
	FL Baker; FL Clay; FL Duval; FL Nassau; FL St. Johns.
	Non-SMSA Counties _____ 22.2
	FL Bradford; FL Columbia; FL Dade; FL Gilchrist; FL Hamilton; FL Lafayette; FL Levy; FL Marion; FL Putnam; FL Suwannee; FL Union; GA Brantley; GA Camden; GA Charlton; GA Glynn; GA Pierce; GA Ware.

⁴ OFCCP notes that Columbus, GA, is located in Muscogee County.

042 Orlando - Melbourne - Daytona Beach, FL:

SMSA Counties:

2020 Daytona Beach, FL _____	15.7
FL Volusia.	
4900 Melbourne - Titusville - Cocoa, FL _____	10.7
FL Brevard.	
5960 Orlando, FL _____	15.5
FL Orange; FL Osceola; FL Seminole.	

Non-SMSA Counties _____	14.9
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FL Flagler; FL Lake; FL Sumter.

043 Miami - Fort Lauderdale, FL:

SMSA Counties:

2680 Fort Lauderdale - Hollywood, FL _____	15.5
FL Broward.	
5000 Miami, FL _____	39.5
FL Dade. ⁵	
8960 West Palm Beach - Boca Raton, FL _____	22.4
FL Palm Beach.	

Non-SMSA Counties _____	30.4
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FL Glades; FL Hendry; FL Indian River; FL Martin; FL Monroe; FL Okeechobee; FL St. Lucie.

044 Tampa - St Petersburg, FL:

SMSA Counties:

1140 Bradenton, FL _____	15.9
FL Manatee.	
2700 Fort Myers, FL _____	15.3
FL Lee.	
3980 Lakeland - Winter Haven, FL _____	18.0
FL Polk.	
7510 Sarasota, FL _____	10.5
FL Sarasota.	
8280 Tampa - St. Petersburg, FL _____	17.9
FL Hillsborough; FL Pasco; FL Pinellas.	

Non-SMSA Counties _____	17.1
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FL Charlotte; FL Citrus; FL Collier, FL Desoto; FL Hardee; FL Hernando; FL Highlands.

045 Tallahassee, FL:

SMSA Counties:

8240 Tallahassee, FL _____	24.3
FL Leon; FL Wakulla.	

⁵ OFCCP notes that this county is now Miami-Dade County.

Non-SMSA Counties:	29.5
FL Calhoun; FL Franklin; FL Gadsden; FL Jackson; FL Jefferson; FL Liberty; FL Madison; FL Taylor.	
046 Pensacola - Panama City, FL:	
SMSA Counties:	
8615 Panama City, FL	14.1
FL Bay.	
6080 Pensacola, FL	18.3
FL Escambia; FL Santa Rosa.	
Non-SMSA Counties	15.4
FL Gulf; FL Holmes; FL Okaloosa; FL Walton; FL Washington.	

Alabama

047 Mobile, AL:	
SMSA Counties:	
5160 Mobile, AL	25.9
AL Baldwin; AL Mobile.	
6026 Pascagoula - Moss, Point MS	16.9
MS Jackson.	
Non-SMSA Counties	26.4
AL Choctaw; AL Clarke; AL Conecuh; AL Escambia; AL Monroe; AL Washington; AL Wilcox; MS George; MS Greene.	
048 Montgomery, AL:	
SMSA Counties:	
5240 Montgomery, AL	29.9
AL Autauga; AL Elmore; AL Montgomery.	
Non-SMSA Counties	29.9
AL Barbour; AL Bullock; AL Butler; AL Coffee; AL Coosa; AL Covington; AL Crenshaw; AL Dale; AL Dallas; AL Geneva; AL Henry; AL Houston; AL Lowndes; AL Macon; AL Perry; AL Pike; AL Tallapoosa.	
049 Birmingham, AL:	
SMSA Counties:	
0450 Anniston, AL	14.3
AL Calhoun.	
1000 Birmingham, AL	24.9
AL Jefferson; AL St. Clair; AL Shelby; AL Walker; AL Etowah.	
8600 Tuscaloosa, AL	20.6
AL Tuscaloosa.	
Non-SMSA Counties	20.7
AL Bibb; AL Blount; AL Cherokee; AL Chilton; AL Clay; AL Cleburne; AL Cullman; AL Fayette; AL Greene; AL Hale; AL Lamar; AL Marion; AL Pickens; AL Randolph; AL Sumter; AL Talladega; AL Winston.	
050 Huntsville - Florence, AL:	
SMSA Counties:	
2650 Florence, AL	11.9
AL Colbert; AL Lauderdale.	
3440 Huntsville, AL	12.0
AL Limestone; AL Madison; AL Marshall.	

Non-SMSA Counties	11.2
AL Franklin; AL Lawrence AL Morgan; TN Lincoln.	

Tennessee

051 Chattanooga, TN:

SMSA Counties:

1560 Chattanooga, TN - GA	12.5
GA Catoosa; GA Dade; GA Walker; TN Hamilton; TN Marion; TN Sequatchie.	

Non-SMSA Counties	8.6
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AL DeKalb; AL Jackson; GA Chattooga; GA Murray; GA Whitfield; TN Bledsoe; TN Bradley; TN Grundy; TN McMinn; TN Meigs; TN Monroe; TN Polk; TN Rhea.

052 Johnson City - Kingsport - Bristol, TN-VA:

SMSA Counties:

3660 Johnson City - Kingsport - Bristol. TN - VA	2.6
TN Carter; TN Hawkins; TN Sullivan; TN Unicoi; TN Washington; VA Scott; VA Washington; VA Bristol.	

Non-SMSA Counties	3.2
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TN Greene; TN Hancock; TN Johnson; VA Buchanan; VA Dickenson; VA Lee; VA Russell; VA Smyth; VA Tazewell; VA Wise; VA Norton; WV McDowell, WV Mercer.

053 Knoxville, TN

SMSA Counties:

3840 Knoxville, TN	6.6
TN Anderson; TN Blount; TN Knox; TN Union.	

Non-SMSA Counties	4.5
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KY Bell; KY Harlan; KY Knox; KY Laurel; KY McCreary; KY Wayne; KY Whitley; TN Campbell; TN Claiborne; TN Cocke; TN Cumberland; TN Fentress; TN Grainger; TN Hamblen; TN Jefferson; TN Loudon; TN Morgan; TN Roane; TN Scott; TN Sevier.

054 Nashville, TN:

SMSA Counties:

1660 Clarksville - Hopkinsville, TN - KY	18.2
KY Christian; TN Montgomery.	

5360 Nashville - Davidson, TN	15.8
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TN Cheatham, TN Davidson; TN Dickson; TN Robertson; TN Rutherford; TN Sumner; TN Williamson; TN Wilson.

Non-SMSA Counties	12.0
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KY Allen; KY Barren; KY Butler; KY Clinton; KY Cumberland; KY Edmonson; KY Logan; KY Metcalfe; KY Monroe; KY Simpson; KY Todd; KY Trigg; KY Warren; TN Bedford; TN Cannon; TN Clay; TN Coffee; TN DeKalb; TN Franklin; TN Giles; TN Hickman; TN Houston; TN Humphreys; TN Jackson; TN Lawrence; TN Lewis; TN Macon; TN Marshall; TN Maury; TN Moore; TN Overton; TN Perry; TN Pickett; TN Putnam; TN Smith; TN Stewart; TN Trousdale; TN Van Buren; TN Warren; TN Wayne; TN White.

055 Memphis, TN:

SMSA Counties:

4920 Memphis, TN-AR-MS	32.3
AR Crittenden; MS De Soto; TN Shelby; TN Tipton.	

Non-SMSA Counties	26.5
AR Clay; AR Craighead; AR Cross; AR Greene; AR Lawrence; AR Lee; AR Mississippi; AR Phillips; AR Poinsett; AR Randolph; AR St. Francis; MS Alcorn; MS Benton; MS Bolivar; MS Calhoun; MS Carroll; MS Chickasaw, MS Clay; MS Coahoma; MS Grenada; MS Itawamba; MS Lafayette; MS Lee; MS Leflore; MS Marshall; MS Monroe; MS Montgomery; MS Panola; MS Pontotoc; MS Prentiss; MS Quitman; MS Sunflower; MS Tallahatchie; MS Tate; MS Tippah; MS Tishomingo; MS Union; MS Washington; MS Webster; MS Yalobusha; MO Dunklin; MO New Madrid; MO Pemiscot; TN Benton; TN Carroll; TN Chester; TN Crockett; TN Decatur; TN Dyer; TN Fayette; TN Gibson; TN Hardeman; TN Hardin; TN Haywood; TN Henderson; TN Henry; TN Lake; TN Lauderdale; TN McNairy; TN Madison; TN Obion; TN Weakley.	

Kentucky

056 Paducah, KY:

Non-SMSA Counties	5.2
IL Hardin; IL Massac; IL Pope; KY Ballard; KY Caldwell; KY Calloway; KY Carlisle; KY Crittenden; KY Fulton; KY Graves; KY Hickman; KY Livingston; KY Lyon; KY McCracken; KY Marshall.	

057 Louisville, KY:

SMSA Counties:

4520 Louisville, KY-IN	11.2
IN Clark; IN Floyd; KY Bullitt; KY Jefferson; KY Oldham.	

Non-SMSA Counties	9.6
IN Crawford; IN Harrison; IN Jefferson; IN Orange; IN Scott; IN Washington; KY Breckinridge; KY Grayson; KY Hardin; KY Hart; KY Henry; KY Larue; KY Marion; KY Meade; KY Nelson; KY Shelby; KY Spencer; KY Trimble; KY Washington.	

058 Lexington, KY:

SMSA Counties:

4280 Lexington-Fayette, KY	10.8
KY Bourbon; KY Clark; KY Fayette; KY Jessamine; KY Scott; KY Woodford.	

Non-SMSA Counties	7.0
KY Adair KY Anderson; KY Bath; KY Boyle; KY Breathitt; KY Casey; KY Clay; KY Estill; KY Franklin; KY Garrard; KY Green; KY Harrison; KY Jackson; KY Knott; KY Lee; KY Leslie; KY Letcher; KY Lincoln; KY Madison; KY Magoffin; KY Menifee; KY Mercer; KY Montgomery; KY Morgan; KY Nicholas; KY Owsley; KY Perry; KY Powell; KY Pulaski; KY Rockcastle; KY Russell; KY Taylor; KY Wolfe.	

West Virginia

059 Huntington, WV:

SMSA Counties:

3400 Huntington - Ashland, WV-KY-OH	2.9
KY Boyd; KY Greenup; OH Lawrence; WV Cabell; WV Wayne.	

Non-SMSA Counties	2.5
KY Carter; KY Elliott; KY Floyd; KY Johnson; KY Lawrence; KY Martin; KY Pike; KY Rowan; OH Gallia; WV Lincoln; WV Logan; WV Mason; WV Mingo.	

060 Charleston, WV:
 SMSA Counties:
 1480 Charleston, WV 4.9
 WV Kanawha; WV Putnam.
 Non-SMSA Counties 4.2
 WV Boone; WV Braxton; WV Calhoun; WV Clay; Fayette; WV Gilmer;
 WV Greenbrier; WV Jackson; WV Monroe; WV Nicholas; WV Pocahontas;
 WV Raleigh; WV Roane; WV Summers; WV Webster; WV Wyoming.

061 Morgantown - Fairmont, WV:
 Non-SMSA Counties 2.1
 WV Barbour; WV Doddridge; WV Harrison; WV Lewis; WV Marion; WV
 Monongalia; WV Preston; WV Randolph; WV Taylor; WV Tucker, WV Upshur.

062 Parkersburg, WV:
 SMSA Counties:
 6020 Parkersburg-Marietta. WV-OH 1.1
 OH Washington; WV Wirt; WV Wood.
 Non-SMSA Counties 1.2
 WV Pleasants; WV Ritchie.

063 Wheeling - Steubenville - Weirton, WV-OH:
 SMSA Counties:
 8080 Steubenville - Weirton, OH-WV 4.3
 OH Jefferson; WV Brooke; WV Hancock.
 9000 Wheeling, WV-OH 2.4
 OH Belmont; WV Marshall; WV Ohio.
 Non-SMSA Counties 3.0
 OH Harrison; OH Monroe; WV Tyler; WV Wetzel.

Ohio

064 Youngstown-Warren, OH:
 SMSA Counties:
 9320 Youngstown - Warren, OH 9.4
 OH Mahoning; OH Trumbull.
 Non-SMSA Counties 6.7
 OH Columbiana; PA Lawrence; PA Mercer.

065 Cleveland, OH:
 SMSA Counties:
 0080 Akron, OH 7.8
 OH Portage; OH Summit.
 1320 Canton, OH 6.1
 OH Carroll; OH Stark.
 1680 Cleveland, OH 16.1
 OH Cuyahoga; OH Geauga; OH Lake; OH Medina.
 4440 Lorain-Elyria, OH 9.3
 OH Lorain.
 4800 Mansfield, OH 6.3
 OH Richland.
 Non-SMSA Counties:
 OH Ashland; OH Ashtabula; OH Coshocton; OH Crawford; OH Erie; OH Holmes;
 OH Huron; OH Tuscarawas; OH Wayne.

066 Columbus, OH:	
SMSA Counties:	
1840 Columbus, OH _____	10.6
OH Delaware; OH Fairfield; Franklin; OH Madison; OH Pickaway.	
Non-SMSA Counties _____	7.3
OH Athens; OH Fayette; OH Guernsey; OH Hocking; OH Jackson; OH Knox;	
OH Licking; OH Marion; OH Meigs; OH Morgan; OH Morrow; OH Muskingum;	
OH Noble; OH Perry OH Pike; OH Ross; OH Scioto; OH Union; OH Vinton.	
067 Cincinnati, OH:	
SMSA Counties:	
1640 Cincinnati, OH-KY-IN _____	11.0
IN Dearborn; KY Boone; KY Campbell; KY Kenton; OH Clermont; OH Hamilton;	
OH Warren.	
3200 Hamilton - Middletown, OH _____	5.0
OH Butler.	
Non-SMSA Counties _____	9.2
IN Franklin; IN Ohio; IN Ripley; IN Switzerland; KY Bracken; KY Carroll;	
KY Fleming; KY Gallatin; KY Grant; KY Lewis; KY Mason; KY Owen;	
KY Pendleton; KY Robertson; OH Adams; OH Brown; OH Clinton; OH Highland.	
068 Dayton, OH:	
SMSA Counties:	
2000 Dayton, OH _____	11.5
OH Greene; ON Miami; OH Montgomery; OH Preble.	
7960 Springfield, OH _____	7.8
OH Champaign; OH Clark.	
Non-SMSA Counties _____	9.9
OH Darke; OH Logan; ON Shelby.	
069 Lima, OH:	
SMSA Counties:	
4320 Lima, OH _____	4.4
OH Allen; OH Auglaize; OH Putnam; OH Van Wert.	
Non-SMSA Counties _____	3.5
OH Hardin; OH Mercer.	
070 Toledo, OH:	
SMSA Counties:	
8400 Toledo, OH-MI _____	8.8
MI Monroe; OH Fulton; OH Lucas; OH Ottawa; OH Wood.	
Non-SMSA Counties _____	7.3
MI Lenawee; OH Hancock; OH Henry; OH Sandusky; OH Seneca; OH Wyandot.	

Michigan

071 Detroit, MI:	
SMSA Counties:	
0440 Ann Arbor, MI _____	8.5
MI Washtenaw.	
2160 Detroit, MI _____	17.7
MI Lapeer; MI Livingston; MI Macomb; MI Oakland; MI St. Clair; MI Wayne.	
2640 Flint, MI _____	12.6
MI Genesee; MI Shiawassee.	

Non-SMSA Counties	16.7
MI Sanilac.	
072 Saginaw, MI:	
SMSA Counties:	
0800 Bay City, MI	2.2
MI Bay.	
6960 Saginaw, MI	14.3
MI Saginaw.	
Non-SMSA Counties	5.2
MI Alcona; MI Alpena; MI Arenac; MI Cheboygan; MI Chippewa; MI Clare;	
MI Crawford; MI Gladwin; MI Gratiot; MI Huron; MI Iosco; MI Isabella;	
MI Luce; MI Mackinac; MI Midland; MI Montmorency; MI Ogemaw; MI Oscoda;	
MI Otsego; MI Presque Isle; MI Roscommon; MI Tuscola.	
073 Grand Rapids, MI:	
SMSA Counties:	
3000 Grand Rapids, MI	5.2
MI Kent; MI Ottawa.	
5320 Muskegon - Norton Shores - Muskegon Heights, MI	9.7
MI Muskegon; MI Oceana.	
Non-SMSA Counties	4.9
MI Allegan; MI Antrim; MI Benzie; MI Charlevoix; MI Emmet; MI Grand Traverse;	
MI Kalkaska; MI Lake; MI Leelanau; MI Manistee; MI Mason; MI Mecosta; MI	
Missaukee; MI Montcalm; MI Newaygo; MI Osceola; MI Wexford.	
074 Lansing - Kalamazoo, MI:	
SMSA Counties:	
0780 Battle Creek, MI	7.2
MI Barry; MI Calhoun.	
3520 Jackson, MI	5.1
MI Jackson.	
3720 Kalamazoo - Portage, MI	5.9
MI Kalamazoo; MI Van Buren.	
4040 Lansing - East Lansing, MI	5.5
MI Clinton; MI Eaton; MI Ingham; MI Ionia.	
Non-SMSA Counties	5.5
MI Branch; MI Hillsdale.	

Indiana

075 South Bend, IN:	
SMSA Counties:	
7800 South Bend, IN	7.1
IN Marshall; IN St. Joseph.	
2330 Elkhart IN	4.0
IN Elkhart.	
Non-SMSA Counties	6.2
IN Fulton; IN Kosciusko; IN Lagrange; MI Berrien; MI Cass; MI St. Joseph.	
076 Fort Wayne, IN:	
Non-SMSA Counties	4.4
IN Allen; IN DeKalb; IN Wells; IN Huntington; IN Noble; IN Steuben; IN Whitley;	
OH Defiance; OH Paulding; OH Williams.	

077 Kokomo - Marion, IN:	
SMSA Counties:	
3850 Kokomo, IN _____	4.4
IN Howard; IN Tipton.	
Non-SMSA Counties _____	3.7
IN Cass; IN Grant; IN Miami; IN Wabash.	
078 Anderson - Muncie, IN:	
SMSA Counties:	
0400 Anderson, IN _____	4.9
IN Madison.	
5280 Muncie, IN _____	5.3
IN Delaware.	
Non-SMSA Counties _____	3.9
IN Blackford; IN Fayette; IN Henry; IN Jay; IN Randolph; IN Union; IN Wayne.	
079 Indianapolis, IN:	
SMSA Counties:	
1020 Bloomington, IN _____	3.1
IN Monroe.	
3480 Indianapolis, IN _____	12.5
IN Boone; IN Hamilton; IN Hendricks; IN Johnson; IN Marion; IN Morgan; IN Shelby.	
Non-SMSA Counties _____	9.7
IN Bartholomew; IN Brown; IN Daviess; IN Decatur; IN Greene; IN Jackson; IN Jennings; IN Lawrence; IN Martin; IN Owen; IN Putnam; IN Rush.	
080 Evansville, IN:	
SMSA Counties	
2440 Evansville, IN-KY _____	4.8
IN Gibson; IN Posey; IN Vanderburgh; IN Warrick; KY Henderson.	
5990 Owensboro, KY _____	4.7
KY Daviess.	
Non-SMSA Counties _____	3.5
IL Edwards; IL Gallatin; IL Hamilton; IL Lawrence; IL Saline; IL Wabash; IL White; IN Dubois; IN Knox; IN Perry; IN Pike; IN Spencer; KY Hancock; KY Hopkins; KY McLean; KY Muhlenberg; KY Ohio; KY Union; KY Webster.	
081 Terre Haute, IN:	
SMSA Counties:	
8320 Terre Haute, IN _____	3.1
IN Clay; IN Sullivan; IN Vermillion; IN Vigo.	
Non-SMSA Counties _____	2.5
IL Clark; IL Crawford; IN Parke.	
082 Lafayette, IN:	
SMSA Counties:	
3920 Lafayette - West Lafayette, IN _____	2.7
IN Tippecanoe.	
Non-SMSA Counties _____	1.5
IN Benton; IN Carroll; IN Clinton; IN Fountain; IN Montgomery; IN Warren; IN White.	

Illinois

083 Chicago, IL:

SMSA Counties:

1600 Chicago, IL 19.6

IL Cook; IL DuPage; IL Kane; IL Lake; IL McHenry; IL Will.

2960 Gary - Hammond - East Chicago, IN 20.9

IN Lake; IN Porter.

3740 Kankakee. IL 9.1

IL Kankakee.

3800 Kenosha, WI 3.0

WI Kenosha.

Non-SMSA Counties 18.4

IL Bureau; IL DeKalb; IL Grundy; IL Iroquois; IL Kendall; IL La Salle; IL Livingston;

IL Putnam; IL Jasper; IN La Porte; IN Newton; IN Pulaski; IN Starke.

084 Champaign-Urbana, IL:

SMSA Counties:

1400 Champaign - Urbana - Rantoul, IL 7.8

IL Champaign.

Non-SMSA Counties 4.8

IL Coles; IL Cumberland; IL Douglas; IL Edgar; IL Ford; IL Piatt; IL Vermilion.

085 Springfield-Decatur, IL:

SMSA Counties:

2040 Decatur, IL 7.6

IL Macon.

7880 Springfield, IL 4.5

IL Menard; IL Sangamon.

Non-SMSA Counties 4.0

IL Cass; IL Christian; IL Dewitt; IL Logan; IL Morgan; IL Moultrie; IL Scott;

IL Shelby.

086 Quincy, IL:

Non-SMSA Counties 3.1

IL Adams; IL Brown; IL Pike; MO Lewis; MO Marion; MO Pike; MO Ralls.

087 Peoria, IL:

SMSA Counties

1040 Bloomington - Normal, IL 2.5

IL McLean.

8120 Peoria, IL 4.4

IL Peoria; IL Tazewell; IL Woodford.

Non-SMSA Counties 3.3

IL Fulton; IL Knox; IL McDonough; IL Marshall; IL Mason; IL Schuyler; IL Stark;

IL Warren.

088 Rockford, IL:

SMSA Counties:

6880 Rockford, IL 6.3

IL Boone; IL Winnebago.

3620 Janesville - Beloit WI 3.1

WI Rock.

Non-SMSA Counties 4.6

IL Lee; IL Ogle; IL Stephenson.

Wisconsin

089 Milwaukee, WI:

SMSA Counties:

5080 Milwaukee, WI _____ 8.0
 WI Milwaukee; WI Ozaukee; WI Washington; WI Waukesha.

6600 Racine, WI _____ 8.4
 WI Racine.

Non-SMSA Counties _____ 7.0
 WI Dodge; WI Jefferson; WI Sheboygan; WI Walworth.

090 Madison, WI:

SMSA Counties:

4720 Madison, WI _____ 2.2
 WI Dane.

Non-SMSA Counties _____ 1.7
 WI Adams; WI Columbia; WI Green; WI Iowa; WI Marquette; WI Richland;
 WI Sauk.

091 La Crosse, WI:

SMSA Counties:

3870 La Crosse, WI _____ 0.9

Non-SMSA Counties _____ 0.6
 MN Houston; MN Winona; WI Buffalo; WI Jackson; WI Juneau; WI Monroe;
 WI Trempealeau; WI Vernon.

092 Eau Claire, WI:

SMSA Counties:

2290 Eau Claire, WI _____ 0.5
 WI Chippewa; WI Eau Claire.

Non-SMSA Counties _____ 0.6
 WI Barron; WI Dunn; WI Pepin; WI Rusk; WI Sawyer; WI Washburn.

093 Wausau, WI:

Non-SMSA Counties _____ 0.6
 WI Clark; WI Langlade; WI Lincoln; WI Marathon; WI Oneida; WI Portage;
 WI Price; WI Taylor; WI Vilas; WI Wood.

094 Appleton - Green Bay - Oshkosh, WI:

SMSA Counties:

0460 Appleton-Oshkosh, WI _____ 0.9
 WI Calumet; WI Outagamie; WI Winnebago.

3080 Green Bay, WI _____ 1.3
 WI Brown.

Non-SMSA Counties _____ 1.0
 MI Alger; MI Baraga; MI Delta; MI Dickinson; MI Houghton; MI Iron;
 MI Keweenaw; MI Marquette; MI Menominee; MI Schoolcraft; WI Door;
 WI Florence; WI Fond du Lac; WI Forest WI Green Lake; WI Kewaunee;
 WI Manitowoc; WI Marinette; WI Menominee; WI Oconto; WI Shawano;
 WI Waupaca; Waushara.

095 Duluth, MN:

SMSA Counties:

2240 Duluth - Superior, MN-WI _____ 1.0
 MN St. Louis; WI Douglas.

Non-SMSA Counties	1.2
MI Gogebic; MI Ontonagon; MN Carlton; MN Cook; MN Itasca; MN Koochiching; MN Lake; WI Ashland; WI Bayfield; WI Iron.	

Minnesota

096 Minneapolis-St. Paul, MN:

SMSA Counties:

5 120 Minneapolis - St. Paul, MN-WI	2.9
MN Anoka; MN Carver; MN Chisago; MN Dakota; MN Hennepin; MN Ramsey; MN Scott; MN Washington; MN Wright; MN St. Croix. ⁶	

6980 St. Cloud, MN	0.5
MN Benton; MN Sherburne; MN Stearns.	

Non-SMSA Counties	2.2
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MN Aitkin; MN Big Stone; MN Blue Earth; MN Brown; MN Cass; MN Chippewa;
MN Crow Wing; MN Douglas; MN Faribault; MN Goodhue; MN Grant; MN Isanti;
MN Kanabec; MN Kandiyohi; MN Lac Qui Parle; MN Le Sueur; MN McLeod;
MN Martin; MN Meeker; MN Mille Lacs; MN Morrison; MN Nicollet; MN Pine;
MN Pope; MN Renville; MN Rice; MN Sibley; MN Stevens; MN Swift; MN Todd;
MN Traverse; MN Wadena; MN Waseca; MN Watonwan; MN Yellow Medicine;
WI Burnett; WI Pierce; WI Polk.

097 Rochester, MN:

SMSA Counties:

6820 Rochester, MN	1.4
MN Olmsted.	

Non-SMSA Counties	0.9
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MN Dodge; MN Fillmore; MN Freeborn; MN Mower; MN Steele; MN Wabasha.

098 Dubuque, IA:

SMSA Counties:

2200 Dubuque, IA	0.6
IA Dubuque.	

Non-SMSA Counties	0.5
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IL Jo Daviess; IA Allamakee; IA Clayton; IA Delaware, IA Jackson; IA Winneshiek;
WI Crawford; WI Grant; WI Lafayette.

099 Davenport-Rock Island-Moline, IA-IL:

SMSA Counties:

1960 Davenport - Rock Island - Moline, IA-IL	4.6
IL Henry; IL Rock Island; IA Scott.	

Non-SMSA Counties	3.4
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IL Carroll; IL Hancock; IL Henderson; IL Mercer; IL Whiteside; IA Clinton; IA Des
Moines; IA Henry; IA Lee; IA Louisa; IA Muscatine; MO Clark.

100 Cedar Rapids, IA:

SMSA Counties:

1360 Cedar Rapids, IA	1.7
IA Linn.	

Non-SMSA Counties	1.5
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IA Benton; IA Cedar; IA Iowa; IA Johnson; IA Jones; IA Washington.

⁶ OFCCP notes an error in the original publication. Though correctly listed as part of the Minneapolis-St. Paul SMSA, St. Croix County is actually located in Wisconsin, not Minnesota.

101 Waterloo, IA:
 SMSA Counties:
 8920 Waterloo-Cedar Falls, IA 4.7
 IA Black Hawk.
 Non-SMSA Counties 2.0
 IA Bremer; IA Buchanan; IA Butler; IA Cerro Gordo; IA Chickasaw; IA Fayette;
 IA Floyd; IA Franklin; IA Grundy; IA Hancock; IA Hardin; IA Howard; IA Mitchell;
 IA Winnebago; IA Worth.

102 Fort Dodge, IA:
 Non-SMSA Counties 0.4
 IA Buena Vista; IA Calhoun; IA Carroll; IA Clay; IA Dickinson; IA Emmet;
 IA Greene; IA Hamilton; IA Humboldt; IA Kossuth; IA Palo Alto; IA Pocahontas;
 IA Sac; IA Webster; IA Wright.

103 Sioux City, IA:
 SMSA Counties:
 7720 Sioux City, IA-NE 1.9
 IA Woodbury; NE Dakota.
 Non-SMSA Counties 1.2
 IA Cherokee, IA Crawford; IA Ida; IA Monona; IA O'Brien; IA Plymouth; IA. Sioux;
 NE Antelope; NE Cedar; NE Cuming; NE Dixon; NE Knox; NE Madison; NE Pierce;
 NE Stanton; NE Thurston; NE Wayne; SD Bon Homme; SD Clay; SD Union;
 SD Yankton.

104 Des Moines, IA:
 SMSA Counties:
 2120 Des Moines, IA 4.5
 IA Polk; IA Warren.
 Non-SMSA Counties 2.4
 IA Adair; IA Appanoose; IA Boone; IA Clarke; IA Dallas; IA Davis; IA Decatur; IA
 Guthrie; IA Jasper; IA Jefferson; IA Keokuk; IA Lucas; IA Madison; IA Mahaska; IA
 Marion; IA Marshall; IA Monroe; IA Poweshiek; IA Ringgold; IA Story; IA Tama;
 IA Union; IA Van Buren; IA Wapello; IA Wayne.

Missouri

105 Kansas City, MO:
 SMSA Counties:
 3760 Kansas City, MO-KS 12.7
 KS Johnson; KS Wyandotte; MO Cass; MO Clay; MO Jackson; MO Platte; MO Ray.
 4150 Lawrence, KS⁷ 7.2
 7000 St Joseph, MO 3.2
 MO Andrew; MO Buchanan.

⁷ OFCCP notes that Lawrence, KS, is in Douglas County.

Non-SMSA Counties	10.0
KS Anderson; KS Atchison; KS Brown; KS Doniphan; KS Franklin; KS Leavenworth; KS Linn; KS Miami; MO Atchison; MO Bates; MO Benton; MO Caldwell; MO Carroll; MO Clinton; MO Daviess; MO DeKalb; MO Gentry; MO Grundy; MO Harrison; MO Henry; MO Holt; MO Johnson; MO Lafayette; MO Livingston; MO Mercer; MO Nodaway; MO Pettis; MO Saline; MO Worth.	
106 Columbia, MO:	
SMSA Counties:	
1740 Columbia, MO;	6.3
MO Boone.	
Non-SMSA Counties	4.0
MO Adair; MO Audrain; MO Callaway; MO Camden; MO Chariton; MO Cole; MO Cooper; MO Howard; MO Knox; MO Linn; MO Macon; MO Miller; MO Moniteau; MO Monroe; MO Morgan; MO Osage; MO Putnam; MO Randolph; MO Schuyler; MO Scotland; MO Shelby; MO Sullivan.	
107 St. Louis, MO:	
SMSA Counties:	
7040 St. Louis, MO-IL	14.7
IL Clinton; IL Madison; IL Monroe; IL St. Clair; MO Franklin; MO Jefferson; MO St. Charles; MO St. Louis; MO St. Louis City.	
Non-SMSA Counties	11.4
IL Alexander IL Bond; IL Calhoun; IL Clay; IL Effingham; IL Fayette; IL Franklin; IL Greene; IL Jackson; IL Jasper; IL Jefferson; IL Jersey; IL Johnson; IL Macoupin; IL Marion; IL Montgomery; IL Perry; IL Pulaski; IL Randolph; IL Richland; IL Union; IL Washington; IL Wayne; IL Williamson; MO Bollinger; MO Butler; MO Cape Girardeau; MO Carter; MO Crawford; MO Dent; MO Gasconade; MO Iron; MO Lincoln; MO Madison; MO Maries; Mississippi; MO Montgomery; MO Perry; MO Phelps; MO Reynolds; MO Ripley; MO St. Francois; MO St. Genevieve; MO Scott; MO Stoddard; MO Warren; MO Washington; MO Wayne.	
108 Springfield, MO:	
SMSA Counties:	
7920 Springfield, MO	2.0
MO Christian; MO Greene.	
Non-SMSA Counties	2.3
KS Allen; KS Bourbon; KS Cherokee; KS Crawford; KS Labette; KS Montgomery; KS Neosho; KS Wilson; KS Woodson; MO Barry; MO Barton; MO Cedar; MO Dade; MO Dallas; MO Douglas; MO Hickory; MO Howell; MO Jasper; MO Laclede; MO Lawrence; MO McDonald; MO Newton; MO Oregon; MO Ozark; MO Polk; MO Pulaski; MO St. Clair; MO Shannon; MO Stone; MO Taney; MO Texas; MO Vernon; MO Webster; MO Wright; OK Craig; OK Ottawa.	
Arkansas	
109 Fayetteville, AR:	
Non-SMSA Counties	3.3
AR Baxter; AR Benton; AR Boone; AR Carroll; AR Madison; AR Marion; AR Newton; AR Searcy; AR Washington; OK Adair; OK Delaware.	

110 Fort Smith, AR:

SMSA Counties:

2720 Fort Smith, AR-OK 5.6

AR Crawford; AR Sebastian; OK Le Flore; OK Sequoyah.

Non-SMSA Counties 6.6

AR Franklin; AR Logan; AR Polk; AR Scott; OK Choctaw; OK Haskell; OK Latimer;
OK McCurtain; OK Pittsburg; OK Pushmataha.

111 Little Rock-North Little Rock, AR:

SMSA Counties:

4400 Little Rock-North Little Rock, AR 15.7

AR Pulaski; AR Saline.

6240 Pine Bluff, AR 31.2

AR Jefferson.

Non-SMSA Counties 16.4

AR Arkansas; AR Ashley; AR Bradley; AR Calhoun; AR Chicot; AR Clark;
AR Calhoun; AR Cleveland; AR Conway; AR Dallas; AR Desha; AR Drew;
AR Faulkner; AR Fulto; AR Garland; AR Grant; AR Hot Spring; AR Independence;
AR Izard; AR Jackson; AR Johnson; AR Lincoln; AR Lonoke; AR Monroe;
AR Montgomery; AR Ouachita; AR Perry, AR Pope; AR Prairie; AR Sharp;
AR Stone; AR Union; AR Van Buren; AR White; AR Woodruff; AR Yell.

Mississippi

112 Jackson, MS:

SMSA Counties;

3560 Jackson, MS 30.3

MS Hinds; MS Rankin.

Non-SMSA Counties 32.0

MS Attala; MS Choctaw; MS Choctaw; MS Clarke; MS Copiah; MS Covington;
MS Franklin; MS Holmes; MS Humphreys; MS Issaquena; MS Jasper;
MS Jefferson; MS Jefferson Davis; MS Jones; MS Kemper; MS Lauderdale;
MS Lawrence; MS Leake; MS Lincoln; MS Lowndes; MS Madison; MS Neshoba;
MS Newton; MS Noxubee; MS Oktibbeha; MS Scott; MS Sharkey; MS Simpson;
MS Smith; MS Warren; MS Wayne; MS Winston; MS Yazoo.

Louisiana

113 New Orleans, LA:

SMSA Counties:

0920 Biloxi-Gulfport, MS 19.2

MS Hancock; MS Harrison; MS Stone.

5560 New Orleans, LA 31.0

LA Jefferson; LA Orleans; LA St. Bernard; LA St. Tammany.

Non-SMSA Counties 27.7

LA Assumption; LA Lafourche; LA Plaquemines; LA St. Charles; LA St. James;
LA St. John the Baptist; LA Tangipahoa; LA Terrebonne; LA Washington;
MS Forrest; MS Lamar; MS Marion; MS Pearl River; MS Perry; MS Pike;
MS Walthall.

114 Baton Rouge, LA:	
SMSA Counties:	
0760 Baton Rouge, LA _____	26.1
LA Ascension; LA East Baton Rouge; LA Livingston; LA West Baton Rouge.	
Non-SMSA Counties _____	30.4
LA Concordia; LA East Feliciana; LA Iberville; LA Pointe Coupee; LA St. Helena;	
LA West Feliciana; MS Adams; MS Amite; MS Wilkinson.	
115 Lafayette, LA:	
SMSA Counties:	
3880 Lafayette, LA _____	20.6
LA Lafayette.	
Non-SMSA Counties _____	24.1
LA Acadia; LA Evangeline; LA Iberia; LA St. Landry; LA St. Martin; LA St. Mary;	
LA Vermilion.	
116 Lake Charles, LA:	
SMSA Counties:	
3960 Lake Charles, LA _____	19.3
LA Calcasieu.	
Non-SMSA Counties _____	17.8
LA Allen; LA Beauregard; LA Cameron; LA Jefferson Davis LA Vernon.	
117 Shreveport, LA:	
SMSA Counties:	
0220 Alexandria, LA _____	25.7
LA Grant; LA Rapides.	
7680 Shreveport, LA _____	29.3
LA Bossier; LA Caddo; LA Webster.	
Non-SMSA Counties _____	29.3
LA Avoyelles; LA Bienville; LA Claiborne; LA De Soto; LA Natchitoches;	
LA Red River; LA Sabine; LA Winn.	
118 Monroe, LA:	
SMSA Counties:	
5200 Monroe, LA _____	22.8
LA Ouachita.	
Non-SMSA Counties _____	27.9
LA Caldwell; LA Catahoula; LA East Carroll; LA Franklin; LA Jackson; LA LaSalle;	
LA Lincoln; LA Madison; LA Morehouse; LA Richland; LA Tensas; LA Union;	
LA West Carroll.	

Texas

119 Texarkana, TX:	
SMSA Counties:	
8360 Texarkana, TX-Texarkana, AR _____	19.7
AR Little River; AR Miller; TX Bowie.	
Non-SMSA Counties _____	20.2
AR Columbia; AR Hempstead; AR Howard; AR Lafayette; AR Nevada; AR Pike;	
AR Sevier; TX Camp; TX Cass; TX Lamar; TX Morris; TX Red River; TX Titus.	

120 Tyler-Longview, TX:	
SMSA Counties:	
4420 Longview, TX _____	22.8
TX Gregg; TX Harrison.	
8640 Tyler, TX _____	23.5
TX Smith.	
Non-SMSA Counties _____	22.5
TX Anderson; TX Angelina; TX Cherokee; TX Henderson; TX Houston;	
TX Marion; TX Nacogdoches; TX Panola; TX Rusk; TX San Augustine; TX Shelby;	
TX Upshur; TX Wood.	
121 Beaumont-Port Arthur, TX:	
SMSA Counties:	
0840 Beaumont-Port Arthur Orange, TX _____	22.6
TX Hardin; TX Jefferson; TX Orange.	
Non-SMSA Counties _____	22.6
TX Jasper; TX Newton; TX Sabine; TX Tyler.	
122 Houston, TX:	
SMSA Counties:	
1260 Bryan-College Station, TX _____	23.7
TX Brazos.	
2920 Galveston-Texas City, TX _____	28.9
TX Galveston.	
3360 Houston, TX _____	27.3
TX Brazoria; TX Fort Bend; TX Harris; TX Liberty, TX Montgomery, TX Waller.	
Non-SMSA Counties _____	27.4
TX Austin; TX Burleson; TX Calhoun; TX Chambers; TX Colorado; TX De Witt;	
TX Fayette; TX Goliad; TX Grimes; TX Jackson; TX Lavaca; TX Leon; TX Madison;	
TX Matagorda; TX Polk; TX Robertson; TX San Jacinto; TX Trinity; TX Victoria;	
TX Walker; TX Washington; TX Wharton.	
123 Austin, TX:	
SMSA Counties:	
0640 Austin, TX _____	24.1
TX Hays; TX Travis; TX Williamson.	
Non-SMSA Counties _____	24.2
TX Bastrop; TX Blanco; TX Burnet; TX Caldwell; TX Lee; TX Llano.	
124 Waco-Killeen -Temple, TX:	
SMSA Counties:	
3810 Killeen -Temple, TX. _____	16.4
TX Bell; TX Coryell.	
8800 Waco, TX _____	20.7
TX McLennan.	
Non-SMSA Counties _____	18.6
TX Bosque; TX Falls; TX Freestone; TX Hamilton; TX Hill; TX Lampasas;	
TX Limestone; TX Milam; TX Mills.	
125 Dallas - Fort Worth, TX:	
SMSA Counties	
1920 Dallas - Fort Worth, TX _____	18.2
TX Collin; TX Dallas; TX Denton; TX Ellis; TX Hood; TX Johnson; TX Kaufman;	
TX Parker; TX Rockwall; TX Tarrant; TX Wise.	

7640 Sherman - Denison, TX	9.4
TX Grayson.	
Non-SMSA Counties	17.2
OK Bryan; TX Cooke; TX Delta; TX Erath; TX Fannin; TX Franklin; TX Hopkins;	
TX Hunt; TX Jack; TX Montague; TX Navarro; TX Palo Pinto; TX Rains; TX	
Somervell; TX Van Zandt.	
126 Wichita Falls, TX:	
SMSA Counties:	
9080 Wichita Falls, TX:	12.4
TX Clay; TX Wichita.	
Non-SMSA Counties	11.0
TX Archer; TX Baylor; TX Cottle; TX Foard; TX Hardeman; TX Wilbarger;	
TX Young.	
127 Abilene, TX:	
SMSA Counties:	
0040 Abilene, TX	11.6
TX Callahan; TX Jones; TX Taylor.	
Non-SMSA Counties	10.9
TX Brown; TX Coleman; TX; Comanche; TX Eastland; TX Fisher; TX Haskell;	
TX Kent; TX Knox; TX Mitchell; TX Nolan; TX Scurry; TX Shackelford;	
TX Stephens; TX Stonewall; TX Throckmorton.	
128 San Angelo, TX:	
SMSA Counties:	
7200 San Angelo, TX	19.2
TX Tom Green.	
Non-SMSA Counties	20.0
TX Coke; TX Concho; TX Crockett; TX Irion; TX Kimble; TX McCulloch;	
TX Mason; TX Menard; TX Reagan; TX Runnels; TX San Saba; TX Schleicher;	
TX Sterling; TX Sutton, TX Terrell.	
129 San Antonio, TX:	
SMSA Counties:	
4080 Laredo	87.3
TX Webb.	
7240 San Antonio, TX	47.8
TX Bexar; TX Comal; TX Guadalupe.	
Non-SMSA Counties	49.4
TX Atascosa; TX Bandera; TX Dimmit; TX Edwards; TX Frio; TX Gillespie;	
TX Gonzales; TX Jim Hogg; TX Karnes; TX Kendall; TX Kerr; TX Kinney;	
TX La Salle; TX McMullen; TX Maverick; TX Medina; TX Real; TX Uvalde;	
TX Val Verde; TX Wilson; TX Zapata; TX Zavala.	
130 Corpus Christi, TX:	
SMSA Counties:	
1880 Corpus Christi, TX	41.7
TX Nueces; TX San Patricio.	
Non-SMSA Counties	44.2
TX Aransas; TX Bee; TX Brooks; TX Duval; TX Jim Wells; TX Kenedy; TX Kleberg;	
TX Live Oak; TX Refugio.	

131 Brownsville - McAllen - Harlingen, TX:

SMSA Counties:

1 240 Brownsville - Harlingen - San Benito, TX _____ 71.0

TX Cameron.

4880 McAllen - Pharr - Edinburg, TX _____ 72.8

TX Hidalgo.

Non-SMSA Counties _____ 72.9

TX Starr; TX Willacy.

132 Odessa - Midland, TX:

SMSA Counties:

5040 Midland, TX _____ 19.1

TX Midland.

5800 Odessa, TX _____ 15.1

TX Ector.

Non-SMSA Counties _____ 18.9

TX Andrews; TX Crane; TX Glasscock; TX Howard; TX Loving; TX Martin;
TX Pecos; TX Reeves; TX Upton; TX Ward; TX Winkler.

133 El Paso, TX:

SMSA Counties:

2 320 El Paso, TX _____ 57.8

TX El Paso.

Non-SMSA Counties _____ 49.0

NM Chaves; NM Dona Ana; NM Eddy; NM Grant; NM Hidalgo; NM Luna;
NM Otero; NM Sierra, TX Brewster; TX Culberson; TX Hudspeth; TX Jeff Davis;
TX Presidio.

134 Lubbock, TX:

SMSA Counties:

4600 Lubbock _____ 19.6

TX Lubbock.

Non-SMSA _____ 19.5

NM Lea; NM Roosevelt ; TX Bailey; TX Borden; TX Cochran; TX Crosby;
TX Dawson; TX Dickens; TX Floyd; TX Gaines; TX Garza; TX Hale; TX Hockley;
TX King; TX Lamb; TX Lynn; TX Motley; TX Terry; TX Yoakum.

135 Amarillo, TX:

SMSA Counties:

0320 Amarillo, TX _____ 9.3

TX Potter; TX Randall.

Non-SMSA Counties _____ 11.0

NM Curry; NM Harding; NM Quay; NM Union; OK Beaver; OK Cimarron;
OK Texas; TX Armstrong; TX Briscoe; TX Carson; TX Castro; TX Childress;
TX Collingsworth; TX Dallam; TX Deaf Smith; TX Donley; TX Gray; TX Hall;
TX Hansford; TX Hartley; TX Hemphill; TX Hutchinson; TX Lipscomb; TX Moore;
TX Ochiltree; TX Oldham; TX Parmer; TX Roberts; TX Sherman; TX Swisher;
TX Wheeler.

Oklahoma

136 Lawton, OK:

SMSA Counties:

4200 Lawton, OK 14.8
 OK Comanche.

Non-SMSA Counties 10.8

OK Cotton; OK Greer; OK. Harmon; OK Jackson; OK Jefferson; OK Kiowa;
 OK Stephens; OK Tillman.

137 Oklahoma City, OK:

SMSA Counties

5880 Oklahoma City, OK 10.2
 OK Canadian; OK Cleveland; OK McClain; OK Oklahoma; OK Pottawatomie.

Non-SMSA Counties 9.0

OK Alfalfa; OK Atoka; OK Beckham; OK Blaine; OK Caddo; OK Carter; OK Coal;
 OK Custer; OK Dewey; OK Ellis; OK Garfield; OK Garvin; OK Grady; OK Grant;
 OK Harper; OK Hughes; OK Johnston; OK Kingfisher; OK Lincoln; OK Logan;
 OK Love; OK Major; OK Marshall; OK Murray, OK Okfuskee; OK Pontotoc;
 OK Roger Mills; OK Seminole; OK Washita; OK Woods; Ok Woodward.

138 Tulsa, OK:

SMSA Counties:

8560 Tulsa, OK 10.2
 OK Creek; OK Mayes; OK Osage; OK Rogers; OK Tulsa; OK Wagoner.

Non-SMSA Counties 10.0

OK Cherokee; OK Kay; OK McIntosh; OK Muskogee; OK Noble; OK Nowata;
 OK Okmulgee; OK Pawnee; OK Payne; OK Washington.

Kansas

139 Wichita, KS:

SMSA Counties:

9040 Wichita, KS 7.9
 KS Butler; KS Sedgwick.

Non-SMSA Counties 5.7

KS Barber; KS Barton; KS Chase; KS Chautauqua; KS Clark; KS Comanche;
 KS Cowley; KS Edwards; KS Elk; KS Finney; KS Ford; KS Grant; KS Gray;
 KS Greeley; KS Greenwood; KS Hamilton; KS Harper; KS Harvey; KS Haskell;
 KS Hodgeman; KS Kearny; KS Kingman; KS Kiowa; KS Lane; KS McPherson;
 KS Marion; KS Meade; KS Morton; KS Ness; KS Pawnee; KS Pratt; KS Reno;
 KS Rice; KS Rush; KS Scott; KS Seward; KS Stafford; KS Stanton; KS Stevens;
 KS Sumner, KS Wichita.

140 Salina, KS:

Non-SMSA Counties 1.5

KS Cheyenne; KS Cloud; KS Decatur; KS Dickinson; KS Ellis; KS Ellsworth;
 KS Gove; KS Graham; KS Jewell; KS Lincoln; KS Logan; KS Mitchell; KS Norton;
 KS Osborne; KS Ottawa; KS Phillips; KS Rawlins; KS Republic; KS Rooks;
 KS Russell; KS Saline; KS Sheridan; KS Sherman; KS Smith; KS Thomas; KS Trego;
 KS Wallace.

141 Topeka, KS:
 SMSA Counties:
 8440 Topeka, KS 9.0
 KS Jefferson; KS Osage; KS Shawnee.
 Non-SMSA Counties 6.5
 KS Clay; Coffey; KS Geary; KS Jackson; KS Lyon; KS Marshall; KS Morris;
 KS Nemaha; KS Pottawatomie, KS Riley; KS Wabaunsee; KS Washington.

Nebraska

142 Lincoln, NE:
 SMSA Counties:
 4360 Lincoln, NE 2.8
 NE Lancaster.
 Non-SMSA Counties 1.9
 NE Butler; NE Fillmore; NE Gage; NE Jefferson; NE Johnson; NE Nemaha;
 NE Otoe; NE Pawnee; NE Polk; NE Richardson; NE Saline, NE Seward; NE Thayer;
 NE York.

143 Omaha, NE:
 SMSA Counties:
 5920 Omaha, NE-IA 7.6
 IA Pottawattamie; NE Douglas; NE Sarpy.
 Non-SMSA Counties 5.3
 IA Adams; IA Audubon; IA Cass; IA Fremont; IA Harrison; IA Mills;
 IA Montgomery; IA Page; IA Shelby; IA Taylor; NE Burt; NE Cass; NE Colfax;
 NE Dodge; NE Platte; NE Saunders; NE Washington.

144 Grand Island, NE:
 Non-SMSA Counties 1.4
 NE Adams; NE Arthur; NE Blaine; NE Boyd; NE Brown; NE Buffalo; NE Chase;
 NE Cherry; NE Clay; NE Custer; NE Dawson; NE Dundy; NE Franklin; NE Frontier;
 NE Furnas; NE Garfield; NE Gosper; NE Grant; NE Greeley, NE Hall; NE Hamilton;
 NE Harlan; NE Hayes; NE Hitchcock; NE Holt; NE Hooker; NE Howard;
 NE Kearney; NE Keith; NE Keya Paha; NE Lincoln; NE Logan; NE Loup;
 NE McPherson; NE Merrick; NE Nance; NE Nuckolls; NE Perkins; NE Phelps;
 NE Red Willow; NE Rock; NE Sherman; NE Thomas; NE Valley; NE Webster;
 NE Wheeler.

145 Scottsbluff, NE:
 Non-SMSA Counties 5.3
 NE Banner; NE Box Butte; NE Cheyenne; NE Dawes; NE Deuel; NE Garden;
 NE Kimball; NE Morrill; NE Scotts Buff; NE Sheridan; NE Sioux; NE Goshen.⁸

South Dakota

146 Rapid City, SD:
 SMSA Counties:
 6660 Rapid City, SD 3.4
 SD Pennington; SD Meade.
 Non-SMSA Counties 7.9

⁸ OFCCP notes an error in the original publication. Though correctly listed as a non-SMSA county in economic area 145, Goshen County is in Wyoming, not Nebraska.

SD Bennett; SD Buffalo; SD Butte; SD Campbell; SD Corson; SD Custer;
 SD Dewey (Armstrong); SD Fall River; SD Haakon; SD Harding; SD Hughes;
 SD Hyde; SD Jackson; SD Jones; SD Lawrence; SD Lyman; SD Mellette; SD Perkins;
 SD Potter; SD Shannon(Washington);⁹ SD Stanley; SD Sully; SD Todd; SD Tripp;
 SD Walworth; SD Washabaugh;¹⁰ SD Ziebach; WY Crook; WY Niobrara;
 WY Weston.

147 Sioux Falls, SD:

SMSA Counties:

7760 Sioux Falls, SD 1.2
 SD Minnehaha.

Non-SMSA Counties 0.8

IA Lyon; IA Osceola; MN Cottonwood; MN Jackson; MN Lincoln; MN Lyon;
 MN Murray, MN Nobles; MN Pipestone; MN Redwood; MN Rock; SD Aurora;
 SD Beadle; SD Brookings; SD Brule; SD Charles Mix; SD Davison; SD Douglas;
 SD Gregory; SD Hand; SD Hanson; SD Hutchinson; SD Jerauld; SD Kingsbury;
 SD Lake; SD Lincoln; SD McCook, SD Miner, SD Moody, SD Sanborn; SD Turner.

148 Aberdeen, SD:

Non-SMSA Counties 1.3

SD Brown; SD Clark; SD Codington; SD Day; SD Deuel; SD Edmunds; SD Faulk;
 SD Grant; SD Hamlin; SD McPherson; SD Marshall; SD Roberts; SD Spink.

North Dakota

149 Fargo - Moorhead, ND-MN:

Non-SMSA Counties 0.7

MN Becker MN Clay; MN Cass; MN Wilkin; ND Barnes; ND Dickey; ND Eddy;
 ND Foster; ND Griggs; ND Lamoure; ND Logan; ND McIntosh; ND Ransom;
 ND Richland; ND Sargent; ND Steele; ND Stutsman; ND Traill.

150 Grand Forks, ND:

SMSA Counties:

2985 Grand Forks, ND-MN 1.2
 MN Polk; ND Grand Forks.

Non-SMSA Counties 2.0

MN Beltrami; MN Clearwater MN Hubbard; MN Kittson; MN Lake of the Woods;
 MN Mahnomon; MN Marshall; MN Norman; MN Pennington; MN Red Lake;
 MN Roseau; MN Benton; ND Cavalier; ND Nelson; ND Pembina; ND Ramsey;
 ND Towner; ND Walsh.

151 Bismarck, ND:

SMSA Counties:

1010 Bismarck, ND 0.4
 ND Burleigh; ND Morton.

Non-SMSA Counties 1.3

ND Adams; ND Billings; ND Bowman; ND Dunn; ND Emmons; ND Golden Valley;
 ND Grant; ND Hettinger; ND Kidder; ND Mercer; ND Oliver; ND Sheridan;
 ND Sioux; ND Slope; ND Stark; ND Wells.

152 Minot, ND:

Non-SMSA Counties 4.4

9 OFCCP notes that Shannon (Washington) County, SD, is now known as Oglala Lakota County.

10 OFCCP notes that Washabaugh County, SD, merged with Jackson County, SD.

MT Daniels; MT Richland; MT Roosevelt; MT Sheridan; ND Bottineau; ND Burke; ND Divide; ND McHenry; ND McKenzie; ND McLean; ND Mountrail; ND Pierce; ND Renville; ND Rolette; ND Ward; ND Williams.

Montana

153 Great Falls, MT:

SMSA Counties.

3040 Great Falls, MT 3.2
 MT Cascade.

Non-SMSA Counties 4.1

MT Blaine; MT Broadwater; MT Chouteau; MT Fergus; MT Glacier; MT Hill;
 MT Jefferson; MT Judith Basin; MT Lewis and Clark; MT Liberty; MT Meagher;
 MT Petroleum; MT Phillips; MT Pondera; MT Teton; MT Toole; MT Valley;
 MT Wheatland.

154 Missoula, MT:

Non-SMSA Counties 2.7

MT Beaverhead; MT Deer Lodge; MT Flathead; MT Granite; MT Lincoln;
 MT Madison; MT Mineral; MT Missoula; MT Powell; MT Ravalli; MT Sanders;
 MT Silver Bow; MT Lake.

155 Billings, MT:

SMSA Counties:

0880 Billings, MT 3.3
 MT Yellowstone.

Non-SMSA Counties 3.3

MT Big Horn; MT Carbon; MT Carter; MT Custer; MT Dawson; MT Fallon;
 MT Gallatin; MT Garfield; MT Golden Valley; MT McCone; MT Musselshell;
 MT Park; MT Powder River; MT Prairie; MT Rosebud;¹¹ MT Stillwater,
 MT Sweet Grass; MT Treasure; MT Wibaux; MT Yellowstone Nat'l Park;
 WY Big Horn; WY Hot Springs; WY Park; WY Sheridan; WY Washakie.

Wyoming

156 Cheyenne - Casper, WY:

Non-SMSA Counties 7.5

CO Jackson; WY Albany; WY Campbell; WY Carbon; WY Converse; WY Fremont
 WY Johnson; WY Laramie; WY Natrona, WY Platte.

Colorado

157 Denver, CO:

SMSA Counties:

2080 Denver-Boulder, CO 13.8

CO Adams; CO Arapahoe; CO Boulder. CO Denver; CO Douglas; CO Gilpin;
 CO Jefferson.

11 OFCCP notes an error in the original publication. Though correctly placed in the non-SMSA counties for economic area 155, Rosebud County is in Montana, not Utah.

2670 Fort Collins, CO _____	6.9
CO Larimer.	
3060 Greeley, CO _____	13.1
CO Weld.	
Non-SMSA Counties _____	12.8
CO Cheyenne; CO Clear Creek; CO Elbert; CO Grand; CO Kit Carson; CO Logan;	
CO Morgan; CO Park; CO Phillips; CO Sedgwick; CO Summit; CO Washington;	
CO Yuma.	
158 Colorado Springs-Pueblo, CO:	
SMSA Counties:	
1720 Colorado Springs, CO _____	10.9
CO El Paso; CO Teller.	
6560 Pueblo, CO _____	27.5
CO Pueblo.	
Non-SMSA Counties _____	19.0
CO Alamosa; CO Baca; CO Bent; CO Chaffee; CO Conejos; CO Costilla; CO	
Crowley; CO Custer; CO Fremont; CO Huerfano; CO Kiowa; CO Lake; CO Las	
Animas; CO Lincoln; CO Mineral; CO Otero; CO Prowers; CO Rio Grande; CO	
Saguache.	
159 Grand Junction, CO:	
Non-SMSA Counties _____	10.2
CO Archuleta; CO Delta; CO Dolores; CO Eagle; CO Garfield; CO Gunnison;	
CO Hinsdale; CO La Plata, CO Mesa; CO Moffat; CO Montezuma; CO Montrose;	
CO Ouray; CO Pitkin; CO Rio Blanco; CO Routt; CO San Juan; CO San Miguel;	
UT Grand; UT San Juan.	
New Mexico	
160 Albuquerque, NM:	
SMSA Counties.	
0200 Albuquerque, NM _____	38.3
NM Bernalillo; NM Sandoval.	
Non-SMSA Counties _____	45.9
NM Catron; NM Colfax; NM De Baca; NM Guadalupe; NM San Juan;	
NM SanMiguel; NM Santa Fe; NM Socorro; NM Taos; NM Torrance; NM Valencia.	
Arizona	
161 Tucson, AZ:	
SMSA Counties:	
8520 Tucson, AZ _____	24.1
AZ Pima.	
Non-SMSA Counties _____	27.0
AZ Cochise; AZ Graham; AZ Greenlee; AZ Santa Cruz.	
162 Phoenix, AZ:	
SMSA Counties:	
6200 Phoenix, AZ _____	15.8
AZ Maricopa.	
Non-SMSA Counties _____	19.6
AZ Apache; AZ Coconino; AZ Gila; AZ Mohave; AZ Navajo; AZ Pinal; AZ Yavapai;	
AZ Yuma.	

Nevada

163 Las Vegas, NV:

SMSA Counties:

4120 Las Vegas, NV 13.9

NV Clark.

Non-SMSA Counties 12.6

NV Esmeralda; NV Lincoln; NV Nye; UT Beaver; UT Garfield; UT Iron; UT Kane;
UT Washington.

164 Reno, NV:

SMSA Counties:

6720 Reno, NV 8.2

NV Washoe.

Non-SMSA Counties 9.2

NV Churchill; NV Douglas; NV Elko; NV Eureka; NV Humboldt; NV Lander;
NV Lyon; NV Mineral; NV Pershing; NV Storey; NV White Pine; NV Carson City.

Utah

165 Salt Lake City - Ogden, UT:

SMSA Counties:

6520 Provo - Orem, UT 2.4

UT Utah.

7160 Salt Lake City - Ogden, UT 6.0

UT Davis; UT Salt Lake; UT Tooele; UT Weber.

Non-SMSA Counties 5.1

ID Bear Lake; ID Franklin; ID Oneida; UT Box Elder; UT Cache; UT Carbon;
UT Daggett; UT Duchesne; UT Emery; UT Juab; UT Millard; UT Morgan; UT Piute;
UT Rich; UT Sanpete; UT Sevier; UT Summit; UT Uintah -UT Wasatch; UT Wayne;
WY Lincoln; WY Sublette; WY Sweetwater; WY Uinta.

Idaho

166 Pocatello - Idaho Falls, ID:

Non-SMSA Counties 4.0

ID Bannock; ID Bingham; ID Blaine; ID Bonneville; ID Butte; ID Camas;
ID Caribou; ID Cassia; ID Clark; ID Custer; ID Fremont; ID Gooding; ID Jefferson;
ID Jerome; ID Lemhi; ID Lincoln; ID Madison; ID Minidoka; ID Power; ID Teton;
ID Twin Falls; WY Teton.

167 Boise City, ID:

SMSA Counties:

1080 Boise City, ID 2.3

ID Ada.

Non-SMSA Counties 4.4

ID Adams; ID Boise; ID Canyon; ID Elmore; ID Gem; ID Owyhee; ID Payette;
ID Valley; ID Washington; OR Harney; OR Malheur.

Washington

168 Spokane, WA:
 SMSA Counties:
 7840 Spokane, WA 2.8
 WA Spokane.
 Non-SMSA Counties 3.0
 ID Benewah; ID Bonner; ID Boundary; ID Clearwater; ID Idaho; ID Kootenai;
 ID Latah; ID Lewis; ID Nez Perce; ID Shoshone; WA Adams; WA Asotin;
 WA Columbia; WA Ferry; WA Garfield; WA Lincoln; WA Pend Oreille; WA Stevens;
 WA Whitman.

169 Richland, WA:
 SMSA Counties:
 6740 Richland - Kennewick, WA 5.4
 WA Benton; WA Franklin.
 Non-SMSA Counties 3.8
 OR Baker; OR Gilliam; OR Grant; OR Morrow; OR Umatilla; OR Union;
 OR Wallowa; OR Wheeler; WA Walla Walla.

170 Yakima, WA:
 SMSA Counties:
 9260 Yakima, WA 9.7
 WA Yakima.
 Non-SMSA Counties 7.2
 WA Chelan; WA Douglas; WA Grant; WA Kittitas; WA Okanogan.

171 Seattle, WA:
 SMSA Counties:
 7600 Seattle-Everett, WA 7.2
 WA King; WA Snohomish.
 8200 Tacoma, WA 6.2
 WA Pierce.
 Non-SMSA Counties 6.1
 WA Clallam; WA Grays Harbor; WA Island; WA Jefferson; WA Kitsap; WA Lewis;
 WA Mason; WA Pacific; WA San Juan; WA Skagit; WA Thurston; WA Whatcom.

Oregon

172 Portland, OR:
 SMSA Counties:
 6440 Portland, OR-WA 4.5
 OR Clackamas; OR Multnomah; OR Washington; WA Clark.
 7080 Salem OR 2.9
 OR Marion; OR Polk.
 Non-SMSA Counties: 3.8
 OR Benton; OR Clatsop; OR Columbia; OR Crook; OR Deschutes; OR Hood River;
 OR Jefferson; OR Lincoln; OR Linn; OR Sherman; OR Tillamook; OR Wasco;
 OR Yamhill; WA Cowlitz; WA Klickitat; WA Skamania; WA Wahkiakum.

173 Eugene, OR:
 SMSA Counties:
 2400 Eugene-Springfield, OR 2.4
 OR Lane.

Non-SMSA Counties	2.4
OR Coos; OR Curry; OR Douglas; OR Jackson; OR Josephine; OR Klamath; OR Lake.	

California

174 Redding, CA:

Non-SMSA Counties	6.8
CA Lassen; CA Modoc; CA Plumas; CA; Shasta; CA Siskiyou; CA Tehama.	

175 Eureka, CA:

Non-SMSA Counties	6.6
CA Del Norte; CA Humboldt; CA Trinity.	

176 San Francisco - Oakland - San Jose, CA:

SMSA Counties:

7 120 Salinas - Seaside - Monterey, CA	28.9
CA Monterey.	
7 360 San Francisco - Oakland, CA	25.6
CA Alameda; CA Contra Costa; CA Marin; San Francisco; CA San Mateo.	
7 400 San Jose, CA	19.6
CA Santa Clara.	
7 485 Santa Cruz, CA	14.9
CA Santa Cruz.	
7 500 Santa Rosa, CA	9.1
CA Sonoma.	
8 720 Vallejo - Fairfield - Napa, CA	17.1
CA Napa; CA Solano.	

Non-SMSA Counties	23.2
CA Lake; CA Mendocino; CA San Benito.	

177 Sacramento, CA:

SMSA Counties:

6 920 Sacramento, CA	16
CA Placer; CA Sacramento; CA Yolo.	

Non-SMSA Counties	14.3
CA Butte; CA Colusa; CA El Dorado; CA Glenn; CA Nevada; CA Sierra; CA Sutter; CA Yuba.	

178 Stockton - Modesto, CA:

SMSA Counties:

5 170 Modesto, CA	12.3
CA Stanislaus.	
8 120 Stockton, CA	24.3
CA San Joaquin.	

Non-SMSA Counties	19.8
CA Alpine; CA Amador; CA Calaveras; CA Mariposa; CA Merced; CA Tuolumne.	

179 Fresno-Bakersfield, CA:

SMSA Counties:

0 680 Bakersfield, CA	19.1
CA Kern.	
2 840 Fresno, CA	26.1
CA Fresno.	

Non-SMSA Counties	23.6
CA Kings; CA Madera; CA Tulare.	
180 Los Angeles, CA:	
SMSA Counties.	
0360 Anaheim - Santa Ana - Garden Grove, CA	11.9
CA Orange.	
4480 Los Angeles - Long Beach, CA	28.3
CA Los Angeles.	
6000 Oxnard - Simi Valley - Ventura, CA	21.5
CA Ventura.	
6780 Riverside - San Bernardino - Ontario, CA	19.0
CA Riverside; CA San Bernardino.	
7480 Santa Barbara-Santa Maria - Lompoc, CA	19.7
CA Santa Barbara.	
Non-SMSA Counties	24.6
CA Inyo; CA Mono; CA San Luis - Obispo.	
181 San Diego, CA:	
SMSA Counties:	
7320 San Diego, CA	16.9
CA San Diego.	
Non-SMSA Counties	16.2
CA Imperial.	

Alaska

182 Anchorage, AK:	
SMSA Counties:	
0380 Anchorage, AK	8.7
AK Anchorage Division.	
Non-SMSA Counties	15.1
AK Aleutian Islands Division; AK Angoon Division; AK Barrow-North Slope Division; AK Bethel Division; AK Bristol Bay Borough; AK Bristol Bay Division; AK Cordova McCarthy Division; AK Fairbanks Division; AK Haines Division; AK Juneau Division; AK Kenai-Cook Inlet Division; AK Ketchikan Division; AK Kobuk Division; AK Kodiak Division; AK Kuskokwim Division; AK Matanuska- Susitna Division; AK Nome Division; AK Outer Ketchikan Division; AK Prince of Wales Division; AK Seward Division; AK Sitka Division; AK Skagway-Yakutat Division; AK Southeast Fairbanks Division; AK Upper Yukon Division; AK Valdez-Chitina-Whittier Division; AK Wade Hampton Division; ¹² AK Wrangell-Petersburg Division; AK Yukon-Koyukuk Division.	

Hawaii

183 Honolulu, HI:	
SMSA Counties:	
3320 Honolulu. HI	69.1
HI Honolulu.	
Non-SMSA Counties	70.4
HI Hawaii; HI Kauai; HI Maui; HI Kalawao.	

¹² OFCCP notes that Wade Hampton is now known as Kusilvak.