



xx July 2024

Federal Salary Council  
1900 E Street NW  
Washington, D.C. 20415-8200

Dear Federal Salary Council Members,

On behalf of the Economic Development Authority of Albemarle County, I am pleased to convey my full support for the proposed change to Federal locality pay decision criteria that would allow Metropolitan Statistical Areas (MSAs), such as Charlottesville, VA, to become areas of application to adjacent locality pay areas through a Combined Employment Interchange Rate.

Albemarle County lies in the heart of the Charlottesville, VA MSA and is home to multiple Federal organizations, their employees, and their families. Albemarle County is also uniquely positioned between two existing locality pay areas—Washington, D.C. and Richmond, VA—resulting in a substantial Combined Employment Interchange Rate. By accounting for Albemarle’s and the broader Charlottesville, VA MSA’s unique position between Washington, D.C. and Richmond, VA, this proposal would further improve the Federal government’s ability to employ the best-qualified workforce.

The region’s defense industry, in particular, contributes directly and indirectly to Albemarle’s economic vitality and to the greater wellbeing of the local community (e.g., through increased volunteerism and charitable activities, quality of life, community safety, and innovation). Albemarle County is committed to solidifying the long-term vibrancy of the Defense Department’s Rivanna Station through the establishment of an Intelligence and National Security Innovation Acceleration Campus, where public, private, and academic institutions can work together to support national security objectives. By accepting the proposed change to Federal locality pay decision criteria, which recognizes the wage impact of the Charlottesville, VA MSA’s geographic location between multiple locality pay areas, the Federal government will be able to offer competitive and fair salaries to its current and future employees.

Sincerely,

Don Long  
Chair, Economic Development Authority of Albemarle County