

**ACLU Regional Pay Structure**  
**July 1, 2024**

Regions	Job Location*
Region A No adj. from NYC 100% of NYC Salary	San Jose-San Francisco-Oakland, CA Boston-Worcester-Providence, MA-RI-NH-ME New York-Newark, NY-NJ-CT-PA Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Region B -5% adj. from NYC 95% of NYC Salary	Los Angeles-Long Beach, CA Seattle-Tacoma, WA
Region C -10% adj. from NYC 90% of NYC Salary	State of Alaska Austin-Round Rock, TX Chicago-Naperville, IL-IN-WI Dallas-Fort Worth, TX-OK Denver-Aurora, CO Fresno-Madera-Hanford, CA Hartford-West Hartford, CT-MA State of Hawaii Houston-The Woodlands, TX Minneapolis-St. Paul, MN-WI Philadelphia-Reading-Camden, PA-NJ-DE-MD Sacramento-Roseville, CA-NV San Diego-Chula Vista-Carlsbad, CA
Region D -15% adj. from NYC 85% of NYC Salary	Albany-Schenectady, NY-MA Atlanta--Athens-Clarke County--Sandy Springs, GA-AL Charlotte-Concord, NC-SC Detroit-Warren-Ann Arbor, MI Huntsville-Decatur-Albertville, AL Las Vegas-Henderson, NV-AZ Milwaukee-Racine-Waukesha, WI Portland-Vancouver-Salem, OR-WA Raleigh-Durham-Chapel Hill, NC Reno-Fernley, NV Richmond, VA Rochester-Batavia-Seneca Falls, NY
Region E -20% adj. from NYC 80% of NYC Salary	Albuquerque-Santa Fe-Las Vegas, NM Birmingham-Hoover-Talladega, AL Buffalo-Cheektowaga-Olean, NY

	Burlington-South Burlington-Barre, VT Cincinnati-Wilmington-Maysville, OH-KY-IN Cleveland-Akron-Canton, OH Colorado Springs, CO Columbus-Marion-Zanesville, OH Corpus Christi-Kingsville-Alice, TX Davenport-Moline, IA-IL Dayton-Springfield-Kettering, OH Des Moines-Ames-West Des Moines, IA Harrisburg-Lebanon, PA Indianapolis-Carmel-Muncie, IN Kansas City-Overland Park-Kansas City, MO-KS Miami-Fort Lauderdale-Port St. Lucie, FL Palm Bay-Melbourne-Titusville, FL Phoenix-Mesa, AZ Pittsburgh-New Castle-Weirton, PA-OH-WV San Antonio-New Braunfels-Pearsall, TX Spokane-Spokane Valley-Coeur D'Alene, WA-ID St. Louis-St. Charles-Farmington, MO-IL Virginia Beach-Norfolk, VA-NC
Region F -25% adj. from NYC 75% of NYC Salary	Rest of U.S.

\*Job locations are based on groupings corresponding to the U.S. Office of Personnel Management locality pay areas effective as of the publishing date of this structure.