

**2023 Locality Rates of Pay
Administrative Appeals Judges**

Effective January 2023

Locality Pay Area	AA1	AA2	AA3	AA4	AA5	AA6
Albany-Schenectady, NY-MA	\$146,207	\$157,435	\$168,783	\$180,131	\$191,598	\$195,000*
Albuquerque-Santa Fe-Las Vegas, NM	\$143,979	\$155,036	\$166,211	\$177,386	\$188,679	\$195,000*
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	\$150,576	\$162,140	\$173,827	\$185,514	\$195,000*	\$195,000*
Austin-Round Rock, TX	\$146,146	\$157,369	\$168,712	\$180,055	\$191,518	\$195,000*
Birmingham-Hoover-Talladega, AL	\$143,710	\$154,746	\$165,900	\$177,054	\$188,326	\$195,000*
Boston-Worcester-Providence, MA-RI-NH-ME	\$160,405	\$172,724	\$185,174	\$195,000*	\$195,000*	\$195,000*
Buffalo-Cheektowaga, NY	\$148,532	\$159,939	\$171,468	\$182,996	\$194,645	\$195,000*
Burlington-South Burlington, VT	\$144,811	\$155,933	\$167,172	\$178,411	\$189,769	\$195,000*
Charlotte-Concord, NC-SC	\$145,203	\$156,354	\$167,624	\$178,894	\$190,283	\$195,000*
Chicago-Naperville, IL-IN-WI	\$158,863	\$171,063	\$183,393	\$195,000*	\$195,000*	\$195,000*
Cincinnati-Wilmington-Maysville, OH-KY-IN	\$148,532	\$159,939	\$171,468	\$182,996	\$194,645	\$195,000*
Cleveland-Akron-Canton, OH	\$148,949	\$160,387	\$171,948	\$183,509	\$195,000*	\$195,000*
Colorado Springs, CO	\$145,791	\$156,987	\$168,302	\$179,618	\$191,052	\$195,000*
Columbus-Marion-Zanesville, OH	\$148,434	\$159,834	\$171,355	\$182,875	\$194,517	\$195,000*
Corpus Christi-Kingsville-Alice, TX	\$143,330	\$154,338	\$165,462	\$176,587	\$187,828	\$195,000*
Dallas-Fort Worth, TX-OK	\$154,677	\$166,556	\$178,561	\$190,566	\$195,000*	\$195,000*
Davenport-Moline, IA-IL	\$144,689	\$155,801	\$167,031	\$178,261	\$189,609	\$195,000*
Dayton-Springfield-Sidney, OH	\$147,602	\$158,938	\$170,394	\$181,850	\$193,426	\$195,000*
Denver-Aurora, CO	\$157,957	\$170,088	\$182,348	\$194,607	\$195,000*	\$195,000*
Des Moines-Ames-West Des Moines, IA	\$143,367	\$154,377	\$165,505	\$176,632	\$187,877	\$195,000*
Detroit-Warren-Ann Arbor, MI	\$157,125	\$169,192	\$181,387	\$193,582	\$195,000*	\$195,000*
Harrisburg-Lebanon, PA	\$145,154	\$156,302	\$167,568	\$178,834	\$190,218	\$195,000*
Hartford-West Hartford, CT-MA	\$160,234	\$172,539	\$184,976	\$195,000*	\$195,000*	\$195,000*
Houston-The Woodlands, TX	\$164,591	\$177,231	\$190,006	\$195,000*	\$195,000*	\$195,000*
Huntsville-Decatur-Albertville, AL	\$148,055	\$159,425	\$170,916	\$182,408	\$194,020	\$195,000*
Indianapolis-Carmel-Muncie, IN	\$143,906	\$154,957	\$166,126	\$177,296	\$188,582	\$195,000*
Kansas City-Overland Park-Kansas City, MO-KS	\$144,652	\$155,761	\$166,988	\$178,215	\$189,561	\$195,000*
Laredo, TX	\$147,663	\$159,004	\$170,464	\$181,925	\$193,507	\$195,000*
Las Vegas-Henderson, NV-AZ	\$145,362	\$156,526	\$167,808	\$179,090	\$190,491	\$195,000*
Los Angeles-Long Beach, CA	\$165,105	\$177,785	\$190,600	\$195,000*	\$195,000*	\$195,000*
Miami-Fort Lauderdale-Port St. Lucie, FL	\$151,947	\$163,617	\$175,410	\$187,203	\$195,000*	\$195,000*
Milwaukee-Racine-Waukesha, WI	\$149,010	\$160,453	\$172,019	\$183,584	\$195,000*	\$195,000*
Minneapolis-St. Paul, MN-WI	\$154,701	\$166,582	\$178,589	\$190,596	\$195,000*	\$195,000*
New York-Newark, NY-NJ-CT-PA	\$166,660	\$179,459	\$192,394	\$195,000*	\$195,000*	\$195,000*
Omaha-Council Bluffs-Fremont, NE-IA	\$143,844	\$154,891	\$166,056	\$177,220	\$188,502	\$195,000*
Palm Bay-Melbourne-Titusville, FL	\$143,575	\$154,601	\$165,745	\$176,888	\$188,149	\$195,000*
Philadelphia-Reading-Camden, PA-NJ-DE-MD	\$156,476	\$168,493	\$180,638	\$192,783	\$195,000*	\$195,000*
Phoenix-Mesa-Scottsdale, AZ	\$148,643	\$160,058	\$171,595	\$183,132	\$194,790	\$195,000*

Pittsburgh-New Castle-Weirton, PA-OH-WV	\$147,333	\$158,648	\$170,083	\$181,518	\$193,073	\$195,000*
Portland-Vancouver-Salem, OR-WA	\$152,976	\$164,724	\$176,597	\$188,470	\$195,000*	\$195,000*
Raleigh-Durham-Chapel Hill, NC	\$148,557	\$159,966	\$171,496	\$183,026	\$194,677	\$195,000*
Richmond, VA	\$148,569	\$159,979	\$171,510	\$183,041	\$194,694	\$195,000*
Sacramento-Roseville, CA-NV	\$157,039	\$169,099	\$181,288	\$193,476	\$195,000*	\$195,000*
San Antonio-New Braunfels-Pearsall, TX	\$144,432	\$155,524	\$166,734	\$177,944	\$189,272	\$195,000*
San Diego-Carlsbad, CA	\$161,580	\$173,989	\$186,530	\$195,000*	\$195,000*	\$195,000*
San Jose-San Francisco-Oakland, CA	\$176,440	\$189,990	\$195,000*	\$195,000*	\$195,000*	\$195,000*
Seattle-Tacoma, WA	\$158,594	\$170,773	\$183,082	\$195,000*	\$195,000*	\$195,000*
St. Louis-St. Charles-Farmington, MO-IL	\$145,778	\$156,974	\$168,288	\$179,603	\$191,036	\$195,000*
Tucson-Nogales, AZ	\$144,922	\$156,051	\$167,299	\$178,547	\$189,914	\$195,000*
Virginia Beach-Norfolk, VA-NC	\$144,359	\$155,445	\$166,649	\$177,854	\$189,176	\$195,000*
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	\$162,168	\$174,622	\$187,208	\$195,000*	\$195,000*	\$195,000*
Rest of U.S.	\$142,596	\$153,547	\$164,615	\$175,682	\$186,866	\$195,000*
State of Alaska	\$160,736	\$173,080	\$185,555	\$195,000*	\$195,000*	\$195,000*
State of Hawaii	\$148,312	\$159,702	\$171,213	\$182,724	\$194,357	\$195,000*

* Rate limited to the rate for level III of the Executive Schedule (5 U.S.C. 5304(g)(2))