

**2020 Locality Rates of Pay
Administrative Law Judges**

Effective January 2020

| Locality Pay Area | AL_3/A | AL_3/B | AL_3/C | AL_3/D | AL_3/E | AL_3/F | AL_2 | AL_1 |
|---|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| Albany-Schenectady, NY-MA | \$134,383 | \$144,639 | \$155,012 | \$165,504 | \$175,995 | \$181,500* | \$181,500* | \$181,500* |
| Albuquerque-Santa Fe-Las Vegas, NM | \$133,015 | \$143,166 | \$153,434 | \$163,819 | \$174,203 | \$181,500* | \$181,500* | \$181,500* |
| Atlanta--Athens-Clarke County--Sandy Springs, GA-AL | \$139,262 | \$149,890 | \$160,640 | \$171,513 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Austin-Round Rock, TX | \$134,714 | \$144,995 | \$155,394 | \$165,911 | \$176,428 | \$181,500* | \$181,500* | \$181,500* |
| Birmingham-Hoover-Talladega, AL | \$132,536 | \$142,651 | \$152,882 | \$163,229 | \$173,576 | \$181,500* | \$181,500* | \$181,500* |
| Boston-Worcester-Providence, MA-RI-NH-ME | \$147,185 | \$158,418 | \$169,780 | \$181,270 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Buffalo-Cheektowaga, NY | \$137,028 | \$147,485 | \$158,063 | \$168,761 | \$179,459 | \$181,500* | \$181,500* | \$181,500* |
| Burlington-South Burlington, VT | \$133,255 | \$143,424 | \$153,710 | \$164,114 | \$174,517 | \$181,500* | \$181,500* | \$181,500* |
| Charlotte-Concord, NC-SC | \$133,882 | \$144,099 | \$154,434 | \$164,886 | \$175,338 | \$181,500* | \$181,500* | \$181,500* |
| Chicago-Naperville, IL-IN-WI | \$146,593 | \$157,780 | \$169,096 | \$180,540 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Cincinnati-Wilmington-Maysville, OH-KY-IN | \$137,427 | \$147,915 | \$158,523 | \$169,252 | \$179,981 | \$181,500* | \$181,500* | \$181,500* |
| Cleveland-Akron-Canton, OH | \$137,735 | \$148,246 | \$158,878 | \$169,631 | \$180,384 | \$181,500* | \$181,500* | \$181,500* |
| Colorado Springs, CO | \$134,269 | \$144,516 | \$154,881 | \$165,363 | \$175,846 | \$181,500* | \$181,500* | \$181,500* |
| Columbus-Marion-Zanesville, OH | \$136,823 | \$147,265 | \$157,826 | \$168,508 | \$179,190 | \$181,500* | \$181,500* | \$181,500* |
| Corpus Christi-Kingsville-Alice, TX | \$132,878 | \$143,019 | \$153,276 | \$163,650 | \$174,024 | \$181,500* | \$181,500* | \$181,500* |
| Dallas-Fort Worth, TX-OK | \$142,477 | \$153,350 | \$164,349 | \$175,472 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Davenport-Moline, IA-IL | \$133,426 | \$143,608 | \$153,908 | \$164,324 | \$174,741 | \$181,500* | \$181,500* | \$181,500* |
| Dayton-Springfield-Sidney, OH | \$135,865 | \$146,234 | \$156,722 | \$167,329 | \$177,936 | \$181,500* | \$181,500* | \$181,500* |
| Denver-Aurora, CO | \$144,928 | \$155,989 | \$167,176 | \$178,491 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Detroit-Warren-Ann Arbor, MI | \$145,145 | \$156,222 | \$167,426 | \$178,757 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Harrisburg-Lebanon, PA | \$133,608 | \$143,804 | \$154,118 | \$164,549 | \$174,980 | \$181,500* | \$181,500* | \$181,500* |
| Hartford-West Hartford, CT-MA | \$147,619 | \$158,884 | \$170,279 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Houston-The Woodlands, TX | \$151,985 | \$163,584 | \$175,316 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Huntsville-Decatur-Albertville, AL | \$136,629 | \$147,056 | \$157,603 | \$168,269 | \$178,936 | \$181,500* | \$181,500* | \$181,500* |
| Indianapolis-Carmel-Muncie, IN | \$133,289 | \$143,461 | \$153,750 | \$164,156 | \$174,562 | \$181,500* | \$181,500* | \$181,500* |
| Kansas City-Overland Park-Kansas City, MO-KS | \$133,528 | \$143,719 | \$154,026 | \$164,451 | \$174,875 | \$181,500* | \$181,500* | \$181,500* |
| Laredo, TX | \$135,523 | \$145,866 | \$156,327 | \$166,908 | \$177,488 | \$181,500* | \$181,500* | \$181,500* |
| Las Vegas-Henderson, NV-AZ | \$134,155 | \$144,393 | \$154,749 | \$165,223 | \$175,696 | \$181,500* | \$181,500* | \$181,500* |
| Los Angeles-Long Beach, CA | \$150,947 | \$162,467 | \$174,119 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Miami-Fort Lauderdale-Port St. Lucie, FL | \$140,801 | \$151,547 | \$162,416 | \$173,408 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Milwaukee-Racine-Waukesha, WI | \$137,894 | \$148,418 | \$159,062 | \$169,828 | \$180,593 | \$181,500* | \$181,500* | \$181,500* |
| Minneapolis-St. Paul, MN-WI | \$142,112 | \$152,958 | \$163,928 | \$175,023 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| New York-Newark, NY-NJ-CT-PA | \$152,737 | \$164,393 | \$176,184 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Omaha-Council Bluffs-Fremont, NE-IA | \$132,616 | \$142,737 | \$152,974 | \$163,327 | \$173,681 | \$181,500* | \$181,500* | \$181,500* |
| Palm Bay-Melbourne-Titusville, FL | \$133,072 | \$143,228 | \$153,500 | \$163,889 | \$174,278 | \$181,500* | \$181,500* | \$181,500* |
| Philadelphia-Reading-Camden, PA-NJ-DE-MD | \$143,686 | \$154,651 | \$165,743 | \$176,960 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Phoenix-Mesa-Scottsdale, AZ | \$136,937 | \$147,387 | \$157,958 | \$168,648 | \$179,339 | \$181,500* | \$181,500* | \$181,500* |
| Pittsburgh-New Castle-Weirton, PA-OH-WV | \$136,116 | \$146,504 | \$157,011 | \$167,638 | \$178,264 | \$181,500* | \$181,500* | \$181,500* |

| | | | | | | | | |
|--|-----------|-----------|------------|------------|------------|------------|------------|------------|
| Portland-Vancouver-Salem, OR-WA | \$141,064 | \$151,829 | \$162,718 | \$173,731 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Raleigh-Durham-Chapel Hill, NC | \$137,359 | \$147,841 | \$158,444 | \$169,168 | \$179,892 | \$181,500* | \$181,500* | \$181,500* |
| Richmond, VA | \$136,743 | \$147,179 | \$157,734 | \$168,410 | \$179,085 | \$181,500* | \$181,500* | \$181,500* |
| Sacramento-Roseville, CA-NV | \$144,062 | \$155,056 | \$166,177 | \$177,423 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| San Antonio-New Braunfels-Pearsall, TX | \$133,118 | \$143,277 | \$153,553 | \$163,945 | \$174,338 | \$181,500* | \$181,500* | \$181,500* |
| San Diego-Carlsbad, CA | \$147,938 | \$159,228 | \$170,648 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| San Jose-San Francisco-Oakland, CA | \$161,242 | \$173,547 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Seattle-Tacoma, WA | \$144,803 | \$155,854 | \$167,031 | \$178,336 | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| St. Louis-St. Charles-Farmington, MO-IL | \$134,121 | \$144,357 | \$154,710 | \$165,181 | \$175,651 | \$181,500* | \$181,500* | \$181,500* |
| Tucson-Nogales, AZ | \$133,597 | \$143,792 | \$154,105 | \$164,535 | \$174,965 | \$181,500* | \$181,500* | \$181,500* |
| Virginia Beach-Norfolk, VA-NC | \$132,821 | \$142,958 | \$153,211 | \$163,580 | \$173,949 | \$181,500* | \$181,500* | \$181,500* |
| Washington-Baltimore-Arlington, DC-MD-VA-WV-PA | \$148,747 | \$160,099 | \$171,581 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| Rest of U.S. | \$132,183 | \$142,271 | \$152,474 | \$162,794 | \$173,113 | \$181,500* | \$181,500* | \$181,500* |
| State of Alaska | \$147,824 | \$159,105 | \$170,516 | \$181,500* | \$181,500* | \$181,500* | \$181,500* | \$181,500* |
| State of Hawaii | \$136,298 | \$146,700 | \$157,221 | \$167,862 | \$178,503 | \$181,500* | \$181,500* | \$181,500* |

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