

**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))