

**2025 Locality Rates of Pay  
Administrative Appeals Judges**

**Effective January 2025**

Locality Pay Area	AA1	AA2	AA3	AA4	AA5	AA6
Albany-Schenectady, NY-MA	\$157,484	\$169,440	\$181,638	\$193,957	\$206,275	\$207,500*
Albuquerque-Santa Fe-Las Vegas, NM	\$154,302	\$166,017	\$177,968	\$190,038	\$202,108	\$207,500*
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	\$161,422	\$173,677	\$186,180	\$198,807	\$207,500*	\$207,500*
Austin-Round Rock-Georgetown, TX	\$156,936	\$168,851	\$181,006	\$193,282	\$205,558	\$207,500*
Birmingham-Hoover-Talladega, AL	\$154,185	\$165,891	\$177,833	\$189,893	\$201,954	\$207,500*
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	\$172,884	\$186,010	\$199,400	\$207,500*	\$207,500*	\$207,500*
Buffalo-Cheektowaga-Olean, NY	\$159,623	\$171,741	\$184,105	\$196,590	\$207,500*	\$207,500*
Burlington-South Burlington-Barre, VT	\$155,763	\$167,588	\$179,653	\$191,837	\$204,021	\$207,500*
Charlotte-Concord, NC-SC	\$156,050	\$167,897	\$179,984	\$192,190	\$204,396	\$207,500*
Chicago-Naperville, IL-IN-WI	\$170,641	\$183,597	\$196,813	\$207,500*	\$207,500*	\$207,500*
Cincinnati-Wilmington-Maysville, OH-KY-IN	\$158,997	\$171,068	\$183,383	\$195,820	\$207,500*	\$207,500*
Cleveland-Akron-Canton, OH-PA	\$159,388	\$171,489	\$183,834	\$196,301	\$207,500*	\$207,500*
Colorado Springs, CO	\$156,676	\$168,570	\$180,706	\$192,961	\$205,216	\$207,500*
Columbus-Marion-Zanesville, OH	\$159,284	\$171,376	\$183,714	\$196,173	\$207,500*	\$207,500*
Corpus Christi-Kingsville-Alice, TX	\$153,390	\$165,035	\$176,916	\$188,914	\$200,912	\$207,500*
Dallas-Fort Worth, TX-OK	\$165,947	\$178,546	\$191,399	\$204,380	\$207,500*	\$207,500*
Davenport-Moline, IA-IL	\$155,085	\$166,859	\$178,871	\$191,002	\$203,132	\$207,500*
Dayton-Springfield-Kettering, OH	\$158,332	\$170,352	\$182,616	\$195,001	\$207,385	\$207,500*
Denver-Aurora, CO	\$170,198	\$183,120	\$196,302	\$207,500*	\$207,500*	\$207,500*
Des Moines-Ames-West Des Moines, IA	\$153,885	\$165,568	\$177,487	\$189,524	\$201,561	\$207,500*
Detroit-Warren-Ann Arbor, MI	\$168,372	\$181,155	\$194,196	\$207,367	\$207,500*	\$207,500*
Fresno-Madera-Hanford, CA	\$153,416	\$165,063	\$176,946	\$188,946	\$200,946	\$207,500*
Harrisburg-Lebanon, PA	\$155,737	\$167,560	\$179,623	\$191,805	\$203,986	\$207,500*
Hartford-East Hartford, CT-MA	\$172,232	\$185,308	\$198,648	\$207,500*	\$207,500*	\$207,500*
Houston-The Woodlands, TX	\$176,040	\$189,405	\$203,040	\$207,500*	\$207,500*	\$207,500*
Huntsville-Decatur, AL-TN	\$158,971	\$171,040	\$183,353	\$195,787	\$207,500*	\$207,500*
Indianapolis-Carmel-Muncie, IN	\$154,068	\$165,764	\$177,698	\$189,749	\$201,800	\$207,500*
Kansas City-Overland Park-Kansas City, MO-KS	\$155,137	\$166,915	\$178,931	\$191,066	\$203,201	\$207,500*
Laredo, TX	\$158,553	\$170,591	\$182,871	\$195,274	\$207,500*	\$207,500*
Las Vegas-Henderson, NV-AZ	\$155,919	\$167,757	\$179,833	\$192,029	\$204,226	\$207,500*
Los Angeles-Long Beach, CA	\$177,957	\$191,467	\$205,251	\$207,500*	\$207,500*	\$207,500*
Miami-Port St. Lucie-Fort Lauderdale, FL	\$162,570	\$174,912	\$187,504	\$200,220	\$207,500*	\$207,500*
Milwaukee-Racine-Waukesha, WI	\$159,636	\$171,755	\$184,120	\$196,607	\$207,500*	\$207,500*
Minneapolis-St. Paul, MN-WI	\$166,416	\$179,051	\$191,940	\$204,958	\$207,500*	\$207,500*
New York-Newark, NY-NJ-CT-PA	\$179,887	\$193,544	\$207,477	\$207,500*	\$207,500*	\$207,500*
Omaha-Council Bluffs-Fremont, NE-IA	\$154,172	\$165,877	\$177,818	\$189,877	\$201,937	\$207,500*
Palm Bay-Melbourne-Titusville, FL	\$153,781	\$165,456	\$177,367	\$189,396	\$201,424	\$207,500*
Philadelphia-Reading-Camden, PA-NJ-DE-MD	\$168,203	\$180,973	\$194,001	\$207,158	\$207,500*	\$207,500*

Phoenix-Mesa, AZ	\$159,675	\$171,797	\$184,165	\$196,655	\$207,500*	\$207,500*
Pittsburgh-New Castle-Weirton, PA-OH-WV	\$157,823	\$169,805	\$182,029	\$194,374	\$206,719	\$207,500*
Portland-Vancouver-Salem, OR-WA	\$164,474	\$176,960	\$189,700	\$202,565	\$207,500*	\$207,500*
Raleigh-Durham-Cary, NC	\$159,401	\$171,503	\$183,849	\$196,317	\$207,500*	\$207,500*
Reno-Fernley, NV	\$153,246	\$164,881	\$176,750	\$188,737	\$200,724	\$207,500*
Richmond, VA	\$159,453	\$171,559	\$183,909	\$196,382	\$207,500*	\$207,500*
Rochester-Batavia-Seneca Falls, NY	\$153,716	\$165,386	\$177,292	\$189,315	\$201,339	\$207,500*
Sacramento-Roseville, CA-NV	\$169,207	\$182,053	\$195,159	\$207,500*	\$207,500*	\$207,500*
San Antonio-New Braunfels-Pearsall, TX	\$154,889	\$166,648	\$178,645	\$190,761	\$202,876	\$207,500*
San Diego-Chula Vista-Carlsbad, CA	\$174,371	\$187,609	\$201,115	\$207,500*	\$207,500*	\$207,500*
San Jose-San Francisco-Oakland, CA	\$190,827	\$205,315	\$207,500*	\$207,500*	\$207,500*	\$207,500*
Seattle-Tacoma, WA	\$171,567	\$184,593	\$197,881	\$207,500*	\$207,500*	\$207,500*
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	\$153,442	\$165,091	\$176,976	\$188,978	\$200,980	\$207,500*
St. Louis-St. Charles-Farmington, MO-IL	\$156,519	\$168,402	\$180,525	\$192,768	\$205,011	\$207,500*
Tucson-Nogales, AZ	\$155,541	\$167,350	\$179,397	\$191,564	\$203,730	\$207,500*
Virginia Beach-Norfolk, VA-NC	\$154,915	\$166,676	\$178,675	\$190,793	\$202,910	\$207,500*
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	\$174,658	\$187,918	\$201,446	\$207,500*	\$207,500*	\$207,500*
Rest of U.S.	\$152,646	\$164,235	\$176,058	\$187,998	\$199,938	\$207,500*
State of Alaska	\$172,597	\$185,701	\$199,069	\$207,500*	\$207,500*	\$207,500*
State of Hawaii	\$159,362	\$171,461	\$183,804	\$196,269	\$207,500*	\$207,500*

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