

**2025 Locality Rates of Pay
Members of Boards of Contract Appeals (BCA)**

Effective January 2025

Locality Pay Area	Chairman	Vice Chairman	Other Members
Albany-Schenectady, NY-MA	\$207,500*	\$207,500*	\$207,500*
Albuquerque-Santa Fe-Las Vegas, NM	\$207,500*	\$207,500*	\$207,500*
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	\$207,500*	\$207,500*	\$207,500*
Austin-Round Rock-Georgetown, TX	\$207,500*	\$207,500*	\$207,500*
Birmingham-Hoover-Talladega, AL	\$207,500*	\$207,500*	\$207,500*
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	\$207,500*	\$207,500*	\$207,500*
Buffalo-Cheektowaga-Olean, NY	\$207,500*	\$207,500*	\$207,500*
Burlington-South Burlington-Barre, VT	\$207,500*	\$207,500*	\$207,500*
Charlotte-Concord, NC-SC	\$207,500*	\$207,500*	\$207,500*
Chicago-Naperville, IL-IN-WI	\$207,500*	\$207,500*	\$207,500*
Cincinnati-Wilmington-Maysville, OH-KY-IN	\$207,500*	\$207,500*	\$207,500*
Cleveland-Akron-Canton, OH-PA	\$207,500*	\$207,500*	\$207,500*
Colorado Springs, CO	\$207,500*	\$207,500*	\$207,500*
Columbus-Marion-Zanesville, OH	\$207,500*	\$207,500*	\$207,500*
Corpus Christi-Kingsville-Alice, TX	\$207,500*	\$207,500*	\$207,500*
Dallas-Fort Worth, TX-OK	\$207,500*	\$207,500*	\$207,500*
Davenport-Moline, IA-IL	\$207,500*	\$207,500*	\$207,500*
Dayton-Springfield-Kettering, OH	\$207,500*	\$207,500*	\$207,500*
Denver-Aurora, CO	\$207,500*	\$207,500*	\$207,500*
Des Moines-Ames-West Des Moines, IA	\$207,500*	\$207,500*	\$207,500*
Detroit-Warren-Ann Arbor, MI	\$207,500*	\$207,500*	\$207,500*
Fresno-Madera-Hanford, CA	\$207,500*	\$207,500*	\$207,500*
Harrisburg-Lebanon, PA	\$207,500*	\$207,500*	\$207,500*
Hartford-East Hartford, CT-MA	\$207,500*	\$207,500*	\$207,500*
Houston-The Woodlands, TX	\$207,500*	\$207,500*	\$207,500*
Huntsville-Decatur, AL-TN	\$207,500*	\$207,500*	\$207,500*
Indianapolis-Carmel-Muncie, IN	\$207,500*	\$207,500*	\$207,500*
Kansas City-Overland Park-Kansas City, MO-KS	\$207,500*	\$207,500*	\$207,500*
Laredo, TX	\$207,500*	\$207,500*	\$207,500*
Las Vegas-Henderson, NV-AZ	\$207,500*	\$207,500*	\$207,500*
Los Angeles-Long Beach, CA	\$207,500*	\$207,500*	\$207,500*
Miami-Port St. Lucie-Fort Lauderdale, FL	\$207,500*	\$207,500*	\$207,500*
Milwaukee-Racine-Waukesha, WI	\$207,500*	\$207,500*	\$207,500*
Minneapolis-St. Paul, MN-WI	\$207,500*	\$207,500*	\$207,500*
New York-Newark, NY-NJ-CT-PA	\$207,500*	\$207,500*	\$207,500*
Omaha-Council Bluffs-Fremont, NE-IA	\$207,500*	\$207,500*	\$207,500*
Palm Bay-Melbourne-Titusville, FL	\$207,500*	\$207,500*	\$207,500*
Philadelphia-Reading-Camden, PA-NJ-DE-MD	\$207,500*	\$207,500*	\$207,500*

Phoenix-Mesa, AZ	\$207,500*	\$207,500*	\$207,500*
Pittsburgh-New Castle-Weirton, PA-OH-WV	\$207,500*	\$207,500*	\$207,500*
Portland-Vancouver-Salem, OR-WA	\$207,500*	\$207,500*	\$207,500*
Raleigh-Durham-Cary, NC	\$207,500*	\$207,500*	\$207,500*
Reno-Fernley, NV	\$207,500*	\$207,500*	\$207,500*
Richmond, VA	\$207,500*	\$207,500*	\$207,500*
Rochester-Batavia-Seneca Falls, NY	\$207,500*	\$207,500*	\$207,500*
Sacramento-Roseville, CA-NV	\$207,500*	\$207,500*	\$207,500*
San Antonio-New Braunfels-Pearsall, TX	\$207,500*	\$207,500*	\$207,500*
San Diego-Chula Vista-Carlsbad, CA	\$207,500*	\$207,500*	\$207,500*
San Jose-San Francisco-Oakland, CA	\$207,500*	\$207,500*	\$207,500*
Seattle-Tacoma, WA	\$207,500*	\$207,500*	\$207,500*
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	\$207,500*	\$207,500*	\$207,500*
St. Louis-St. Charles-Farmington, MO-IL	\$207,500*	\$207,500*	\$207,500*
Tucson-Nogales, AZ	\$207,500*	\$207,500*	\$207,500*
Virginia Beach-Norfolk, VA-NC	\$207,500*	\$207,500*	\$207,500*
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	\$207,500*	\$207,500*	\$207,500*
Rest of U.S.	\$207,500*	\$207,500*	\$207,500*
State of Alaska	\$207,500*	\$207,500*	\$207,500*
State of Hawaii	\$207,500*	\$207,500*	\$207,500*

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