

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

**Effective January 2023**

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

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

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