

**2026 Locality Rates of Pay
Administrative Law Judges**

Effective January 2026

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	\$159,054	\$171,131	\$183,450	\$195,889	\$208,328	\$209,600*	\$209,600*	\$209,600*
Albuquerque-Santa Fe-Las Vegas, NM	\$155,841	\$167,674	\$179,743	\$191,931	\$204,119	\$209,600*	\$209,600*	\$209,600*
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	\$163,031	\$175,410	\$188,037	\$200,787	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Austin-Round Rock-Georgetown, TX	\$158,501	\$170,536	\$182,812	\$195,208	\$207,604	\$209,600*	\$209,600*	\$209,600*
Birmingham-Hoover-Talladega, AL	\$155,722	\$167,546	\$179,607	\$191,785	\$203,964	\$209,600*	\$209,600*	\$209,600*
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	\$174,608	\$187,866	\$201,389	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Buffalo-Cheektowaga-Olean, NY	\$161,214	\$173,455	\$185,941	\$198,549	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Burlington-South Burlington-Barre, VT	\$157,316	\$169,261	\$181,445	\$193,748	\$206,051	\$209,600*	\$209,600*	\$209,600*
Charlotte-Concord, NC-SC	\$157,605	\$169,572	\$181,779	\$194,105	\$206,431	\$209,600*	\$209,600*	\$209,600*
Chicago-Naperville, IL-IN-WI	\$172,343	\$185,429	\$198,776	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Cincinnati-Wilmington-Maysville, OH-KY-IN	\$160,582	\$172,775	\$185,212	\$197,770	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Cleveland-Akron-Canton, OH-PA	\$160,977	\$173,200	\$185,667	\$198,257	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Colorado Springs, CO	\$158,238	\$170,253	\$182,508	\$194,883	\$207,259	\$209,600*	\$209,600*	\$209,600*
Columbus-Marion-Zanesville, OH	\$160,872	\$173,087	\$185,546	\$198,127	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Corpus Christi-Kingsville-Alice, TX	\$154,919	\$166,682	\$178,680	\$190,796	\$202,912	\$209,600*	\$209,600*	\$209,600*
Dallas-Fort Worth, TX-OK	\$167,601	\$180,327	\$193,308	\$206,416	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Davenport-Moline, IA-IL	\$156,631	\$168,524	\$180,655	\$192,904	\$205,154	\$209,600*	\$209,600*	\$209,600*
Dayton-Springfield-Kettering, OH	\$159,910	\$172,052	\$184,437	\$196,943	\$209,450	\$209,600*	\$209,600*	\$209,600*
Denver-Aurora, CO	\$171,895	\$184,947	\$198,260	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Des Moines-Ames-West Des Moines, IA	\$155,419	\$167,220	\$179,257	\$191,412	\$203,567	\$209,600*	\$209,600*	\$209,600*
Detroit-Warren-Ann Arbor, MI	\$170,051	\$182,963	\$196,133	\$209,433	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Fresno-Madera-Hanford, CA	\$154,945	\$166,710	\$178,710	\$190,828	\$202,946	\$209,600*	\$209,600*	\$209,600*
Harrisburg-Lebanon, PA	\$157,289	\$169,232	\$181,414	\$193,715	\$206,017	\$209,600*	\$209,600*	\$209,600*
Hartford-East Hartford, CT-MA	\$173,949	\$187,157	\$200,630	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Houston-The Woodlands, TX	\$177,795	\$191,295	\$205,065	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Huntsville-Decatur, AL-TN	\$160,555	\$172,746	\$185,181	\$197,738	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Indianapolis-Carmel-Muncie, IN	\$155,604	\$167,419	\$179,470	\$191,639	\$203,809	\$209,600*	\$209,600*	\$209,600*
Kansas City-Overland Park-Kansas City, MO-KS	\$156,683	\$168,580	\$180,715	\$192,969	\$205,223	\$209,600*	\$209,600*	\$209,600*
Laredo, TX	\$160,134	\$172,293	\$184,695	\$197,219	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Las Vegas-Henderson, NV-AZ	\$157,474	\$169,431	\$181,627	\$193,943	\$206,258	\$209,600*	\$209,600*	\$209,600*
Los Angeles-Long Beach, CA	\$179,731	\$193,378	\$207,298	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Miami-Port St. Lucie-Fort Lauderdale, FL	\$164,190	\$176,657	\$189,374	\$202,215	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Milwaukee-Racine-Waukesha, WI	\$161,227	\$173,469	\$185,956	\$198,565	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Minneapolis-St. Paul, MN-WI	\$168,076	\$180,838	\$193,855	\$207,000	\$209,600*	\$209,600*	\$209,600*	\$209,600*
New York-Newark, NY-NJ-CT-PA	\$181,680	\$195,475	\$209,546	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Omaha-Council Bluffs-Fremont, NE-IA	\$155,709	\$167,532	\$179,591	\$191,769	\$203,947	\$209,600*	\$209,600*	\$209,600*
Palm Bay-Melbourne-Titusville, FL	\$155,314	\$167,107	\$179,136	\$191,282	\$203,429	\$209,600*	\$209,600*	\$209,600*
Philadelphia-Reading-Camden, PA-NJ-DE-MD	\$169,880	\$182,779	\$195,936	\$209,222	\$209,600*	\$209,600*	\$209,600*	\$209,600*

Phoenix-Mesa, AZ	\$161,267	\$173,512	\$186,002	\$198,614	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Pittsburgh-New Castle-Weirton, PA-OH-WV	\$159,397	\$171,500	\$183,845	\$196,311	\$208,777	\$209,600*	\$209,600*	\$209,600*
Portland-Vancouver-Salem, OR-WA	\$166,113	\$178,726	\$191,591	\$204,583	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Raleigh-Durham-Cary, NC	\$160,990	\$173,214	\$185,683	\$198,273	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Reno-Fernley, NV	\$154,774	\$166,526	\$178,513	\$190,617	\$202,722	\$209,600*	\$209,600*	\$209,600*
Richmond, VA	\$161,043	\$173,271	\$185,743	\$198,338	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Rochester-Batavia-Seneca Falls, NY	\$155,248	\$167,036	\$179,060	\$191,201	\$203,343	\$209,600*	\$209,600*	\$209,600*
Sacramento-Roseville, CA-NV	\$170,894	\$183,870	\$197,105	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
San Antonio-New Braunfels-Pearsall, TX	\$156,433	\$168,311	\$180,427	\$192,661	\$204,896	\$209,600*	\$209,600*	\$209,600*
San Diego-Chula Vista-Carlsbad, CA	\$176,109	\$189,481	\$203,121	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
San Jose-San Francisco-Oakland, CA	\$192,730	\$207,364	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Seattle-Tacoma, WA	\$173,278	\$186,435	\$199,855	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	\$154,971	\$166,738	\$178,741	\$190,861	\$202,981	\$209,600*	\$209,600*	\$209,600*
St. Louis-St. Charles-Farmington, MO-IL	\$158,080	\$170,083	\$182,326	\$194,689	\$207,052	\$209,600*	\$209,600*	\$209,600*
Tucson-Nogales, AZ	\$157,092	\$169,020	\$181,186	\$193,472	\$205,758	\$209,600*	\$209,600*	\$209,600*
Virginia Beach-Norfolk, VA-NC	\$156,460	\$168,340	\$180,457	\$192,694	\$204,930	\$209,600*	\$209,600*	\$209,600*
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	\$176,399	\$189,793	\$203,455	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
Rest of U.S.	\$154,168	\$165,874	\$177,814	\$189,871	\$201,929	\$209,600*	\$209,600*	\$209,600*
State of Alaska	\$174,318	\$187,554	\$201,055	\$209,600*	\$209,600*	\$209,600*	\$209,600*	\$209,600*
State of Hawaii	\$160,951	\$173,172	\$185,637	\$198,225	\$209,600*	\$209,600*	\$209,600*	\$209,600*

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