



Executive Office for Immigration Review
2020 Immigration Judge Pay Rates
Effective January 5, 2020

Base Pay Rates

IJ Level	IJ-1	IJ-2	IJ-3	IJ-4
Basic Salary	\$119,560	\$136,640	\$153,720	\$157,136

Locality Pay Rates

Locality Pay Area	Locality %	IJ-1	IJ-2	IJ-3	IJ-4
Adelanto, CA	32.41%	\$158,309	\$180,925	\$181,500	\$181,500
Arlington, VA	30.48%	\$156,002	\$178,288	\$181,500	\$181,500
Atlanta, GA	22.16%	\$146,054	\$166,919	\$181,500	\$181,500
Aurora, CO	27.13%	\$151,997	\$173,710	\$181,500	\$181,500
Baltimore, MD	30.48%	\$156,002	\$178,288	\$181,500	\$181,500
Batavia, NY	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Bloomington, MN (St. Paul)	24.66%	\$149,043	\$170,335	\$181,500	\$181,500
Boston, MA	29.11%	\$154,364	\$176,416	\$181,500	\$181,500
Buffalo, NY	20.20%	\$143,711	\$164,241	\$181,500	\$181,500
Charlotte, NC	17.44%	\$140,411	\$160,470	\$180,529	\$181,500
Chicago, IL	28.59%	\$153,742	\$175,705	\$181,500	\$181,500
Cleveland, OH	20.82%	\$144,452	\$165,088	\$181,500	\$181,500
Conroe, TX	33.32%	\$159,397	\$181,500	\$181,500	\$181,500
Dallas, TX	24.98%	\$149,426	\$170,773	\$181,500	\$181,500
Denver, CO	27.13%	\$151,997	\$173,710	\$181,500	\$181,500
Detroit, MI	27.32%	\$152,224	\$173,970	\$181,500	\$181,500
East Mesa CCA (Otay, CA)	29.77%	\$155,153	\$177,318	\$181,500	\$181,500
El Paso, TX (& SPC)	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Elizabeth, NJ	33.98%	\$160,186	\$181,500	\$181,500	\$181,500
Eloy, AZ	20.12%	\$143,615	\$164,132	\$181,500	\$181,500
Falls Church, VA (IAC)	30.48%	\$156,002	\$178,288	\$181,500	\$181,500
Fishkill, NY	33.98%	\$160,186	\$181,500	\$181,500	\$181,500
Florence, AZ	20.12%	\$143,615	\$164,132	\$181,500	\$181,500
Fort Worth, TX (IAC)	24.98%	\$149,426	\$170,773	\$181,500	\$181,500
Harlingen, TX	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Hartford, CT	29.49%	\$154,818	\$176,935	\$181,500	\$181,500
Honolulu, HI	19.56%	\$142,946	\$163,367	\$181,500	\$181,500
Houston, TX (& Detained, Southwest)	33.32%	\$159,397	\$181,500	\$181,500	\$181,500
Imperial, CA	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Kansas City, MO	17.13%	\$140,041	\$160,046	\$180,052	\$181,500
La Salle Parish, LA	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Las Vegas, NV	17.68%	\$140,698	\$160,798	\$180,898	\$181,500
Los Angeles, CA (& Detained, Van Nuys)	32.41%	\$158,309	\$180,925	\$181,500	\$181,500
Louisville, KY	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Memphis, TN	15.95%	\$138,630	\$158,434	\$178,238	\$181,500

Miami, FL (& Krome)	23.51%	\$147,669	\$168,764	\$181,500	\$181,500
New Orleans, LA	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
New York, NY (& Varick, Broadway)	33.98%	\$160,186	\$181,500	\$181,500	\$181,500
Newark, NJ	33.98%	\$160,186	\$181,500	\$181,500	\$181,500
Oakdale, LA	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Omaha, NE	16.33%	\$139,084	\$158,953	\$178,822	\$181,500
Orlando, FL	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Otero County, NM	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Pearsall, TX	16.77%	\$139,610	\$159,555	\$179,499	\$181,500
Philadelphia, PA	26.04%	\$150,693	\$172,221	\$181,500	\$181,500
Phoenix, AZ	20.12%	\$143,615	\$164,132	\$181,500	\$181,500
Port Isabel, TX	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Portland, OR	23.74%	\$147,944	\$169,078	\$181,500	\$181,500
Sacramento, CA	26.37%	\$151,088	\$172,672	\$181,500	\$181,500
Salt Lake City, UT	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
San Antonio, TX	16.77%	\$139,610	\$159,555	\$179,499	\$181,500
San Diego, CA	29.77%	\$155,153	\$177,318	\$181,500	\$181,500
San Francisco, CA	41.44%	\$169,106	\$181,500	\$181,500	\$181,500
San Juan, PR	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Seattle, WA	27.02%	\$151,865	\$173,560	\$181,500	\$181,500
Stewart County, GA	15.95%	\$138,630	\$158,434	\$178,238	\$181,500
Tacoma, WA	27.02%	\$151,865	\$173,560	\$181,500	\$181,500
Tucson, AZ	17.19%	\$140,112	\$160,128	\$180,144	\$181,500
Ulster, NY	33.98%	\$160,186	\$181,500	\$181,500	\$181,500
York, PA	30.48%	\$156,002	\$178,288	\$181,500	\$181,500

*Adjusted salary is capped at Level III of the Executive Schedule. In 2020, that rate is: **\$181,500**