



Executive Office for Immigration Review
2019 Immigration Judge Pay Rates

Effective January 6, 2019

Base Pay Rates

IJ Level	IJ-1	IJ-2	IJ-3	IJ-4
Basic Salary	\$116,550	\$133,200	\$149,850	\$153,180

Locality Pay Rates

Locality Pay Area	Locality %	IJ-1	IJ-2	IJ-3	IJ-4
Adelanto, CA	31.47%	\$153,228	\$175,118	\$176,900	\$176,900
Arlington, VA	29.32%	\$150,722	\$172,254	\$176,900	\$176,900
Atlanta, GA	21.64%	\$141,771	\$162,024	\$176,900	\$176,900
Aurora, CO	26.30%	\$147,203	\$168,232	\$176,900	\$176,900
Baltimore, MD	29.32%	\$150,722	\$172,254	\$176,900	\$176,900
Batavia, NY	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Bloomington, MN (St. Paul)	24.00%	\$144,522	\$165,168	\$176,900	\$176,900
Boston, MA	28.27%	\$149,499	\$170,856	\$176,900	\$176,900
Buffalo, NY	19.67%	\$139,475	\$159,400	\$176,900	\$176,900
Charlotte, NC	16.79%	\$136,119	\$155,564	\$175,010	\$176,900
Chicago, IL	28.05%	\$149,242	\$170,563	\$176,900	\$176,900
Cleveland, OH	20.45%	\$140,384	\$160,439	\$176,900	\$176,900
Conroe, TX	32.54%	\$154,475	\$176,543	\$176,900	\$176,900
Dallas, TX	24.21%	\$144,767	\$165,448	\$176,900	\$176,900
Denver, CO	26.30%	\$147,203	\$168,232	\$176,900	\$176,900
Detroit, MI	26.81%	\$147,797	\$168,911	\$176,900	\$176,900
East Mesa CCA (Otay, CA)	28.80%	\$150,116	\$171,562	\$176,900	\$176,900
El Paso, TX (& SPC)	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Elizabeth, NJ	33.06%	\$155,081	\$176,900	\$176,900	\$176,900
Eloy, AZ	19.60%	\$139,394	\$159,307	\$176,900	\$176,900
Falls Church, VA (IAC)	29.32%	\$150,722	\$172,254	\$176,900	\$176,900
Fishkill, NY	33.06%	\$155,081	\$176,900	\$176,900	\$176,900
Florence, AZ	19.60%	\$139,394	\$159,307	\$176,900	\$176,900
Fort Worth, TX (IAC)	24.21%	\$144,767	\$165,448	\$176,900	\$176,900
Harlingen, TX	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Hartford, CT	28.87%	\$150,198	\$171,655	\$176,900	\$176,900
Honolulu, HI	18.98%	\$138,671	\$158,481	\$176,900	\$176,900
Houston, TX (& Detained)	32.54%	\$154,475	\$176,543	\$176,900	\$176,900
Imperial, CA	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Kansas City, MO	16.60%	\$135,897	\$155,311	\$174,725	\$176,900
La Salle Parish, LA	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Las Vegas, NV	17.04%	\$136,410	\$155,897	\$175,384	\$176,900
Los Angeles, CA (& Detained)	31.47%	\$153,228	\$175,118	\$176,900	\$176,900
Louisville, KY	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Memphis, TN	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Miami, FL (& Krome Bldg.)	23.12%	\$143,496	\$163,996	\$176,900	\$176,900
New Orleans, LA	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
New York, NY (& Varick St.)	33.06%	\$155,081	\$176,900	\$176,900	\$176,900
Newark, NJ	33.06%	\$155,081	\$176,900	\$176,900	\$176,900
Oakdale, LA	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Omaha, NE	15.87%	\$135,046	\$154,339	\$173,631	\$176,900
Orlando, FL	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Otero County, NM	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Pearsall, TX	16.07%	\$135,280	\$154,605	\$173,931	\$176,900
Philadelphia, PA	25.30%	\$146,037	\$166,900	\$176,900	\$176,900
Phoenix, AZ	19.60%	\$139,394	\$159,307	\$176,900	\$176,900
Port Isabel, TX	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Portland, OR	23.13%	\$143,508	\$164,009	\$176,900	\$176,900
Salt Lake City, UT	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
San Antonio, TX	16.07%	\$135,280	\$154,605	\$173,931	\$176,900
San Diego, CA	28.80%	\$150,116	\$171,562	\$176,900	\$176,900
San Francisco, CA	40.35%	\$163,578	\$176,900	\$176,900	\$176,900
San Juan, PR	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Seattle, WA	26.04%	\$146,900	\$167,885	\$176,900	\$176,900
Stewart County, GA	15.67%	\$134,813	\$154,072	\$173,331	\$176,900
Tacoma, WA	26.04%	\$146,900	\$167,885	\$176,900	\$176,900
Tucson, AZ	16.68%	\$135,991	\$155,418	\$174,845	\$176,900
Ulster, NY	33.06%	\$155,081	\$176,900	\$176,900	\$176,900
York, PA	29.32%	\$150,722	\$172,254	\$176,900	\$176,900

*Adjusted salary is capped at Level III of the Executive Schedule. In 2019, that rate is: **\$176,900**.