



Executive Office for Immigration Review
2023 Immigration Judge Pay Rates
Effective January 1, 2023

Base Pay Rates

IJ Level	IJ-1	IJ-2	IJ-3	IJ-4
Basic Salary	\$128,450	\$146,800	\$165,150	\$168,820

Locality Pay Rates

Locality Pay Area	Locality %	IJ-1	IJ-2	IJ-3	IJ-4
Adelanto, CA	34.89%	\$173,266	\$195,000	\$195,000	\$195,000
Annandale, VA	32.49%	\$170,183	\$194,495	\$195,000	\$195,000
Atlanta, GA (& Peachtree)	23.02%	\$158,019	\$180,593	\$195,000	\$195,000
Aurora, CO	29.05%	\$165,765	\$189,445	\$195,000	\$195,000
Baltimore, MD	32.49%	\$170,183	\$194,495	\$195,000	\$195,000
Batavia, NY	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Boston, MA	31.05%	\$168,334	\$192,381	\$195,000	\$195,000
Buffalo, NY	21.35%	\$155,874	\$178,142	\$195,000	\$195,000
Charlotte, NC	18.63%	\$152,380	\$174,149	\$195,000	\$195,000
Chicago, IL	29.79%	\$166,715	\$190,532	\$195,000	\$195,000
Cleveland, OH	21.69%	\$156,311	\$178,641	\$195,000	\$195,000
Conroe, TX	34.47%	\$172,727	\$195,000	\$195,000	\$195,000
Dallas, TX	26.37%	\$162,322	\$185,511	\$195,000	\$195,000
Denver, CO	29.05%	\$165,765	\$189,445	\$195,000	\$195,000
Detroit, MI	28.37%	\$164,891	\$188,447	\$195,000	\$195,000
East Mesa CCA (Otay, CA)	32.01%	\$169,567	\$193,791	\$195,000	\$195,000
El Paso, TX (& SPC)	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Elizabeth, NJ	36.16%	\$174,898	\$195,000	\$195,000	\$195,000
Eloy, AZ	21.44%	\$155,990	\$178,274	\$195,000	\$195,000
Falls Church, VA (IAC)	32.49%	\$170,183	\$194,495	\$195,000	\$195,000
Florence, AZ	21.44%	\$155,990	\$178,274	\$195,000	\$195,000
Fort Snelling, MN	26.39%	\$162,348	\$185,541	\$195,000	\$195,000
Fort Worth, TX (IAC)	26.37%	\$162,322	\$185,511	\$195,000	\$195,000
Harlingen, TX	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Hartford, CT	30.91%	\$168,154	\$192,176	\$195,000	\$195,000
Honolulu, HI	21.17%	\$155,643	\$177,878	\$195,000	\$195,000
Houston, TX (& Detained, Southwest)	34.47%	\$172,727	\$195,000	\$195,000	\$195,000
Hyattsville, MD	32.49%	\$170,183	\$194,495	\$195,000	\$195,000
Imperial, CA	34.89%	\$173,266	\$195,000	\$195,000	\$195,000
Kansas City, MO	18.18%	\$151,802	\$173,488	\$195,000	\$195,000
Laredo, TX	20.64%	\$154,962	\$177,100	\$195,000	\$195,000
La Salle Parish, LA	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Las Vegas, NV	18.76%	\$152,547	\$174,340	\$195,000	\$195,000
Los Angeles, CA (& Detained, Van Nuys)	34.89%	\$173,266	\$195,000	\$195,000	\$195,000
Louisville, KY	16.50%	\$149,644	\$171,022	\$192,400	\$195,000

Memphis, TN	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Miami, FL (& Krome)	24.14%	\$159,458	\$182,238	\$195,000	\$195,000
New Orleans, LA	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
New York, NY (& Varick, Broadway)	36.16%	\$174,898	\$195,000	\$195,000	\$195,000
Newark, NJ	36.16%	\$174,898	\$195,000	\$195,000	\$195,000
Oakdale, LA	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Omaha, NE	17.52%	\$150,954	\$172,519	\$194,084	\$195,000
Orlando, FL	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Otero County, NM	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Pearsall, TX	18.00%	\$151,571	\$173,224	\$194,877	\$195,000
Philadelphia, PA	27.84%	\$164,210	\$187,669	\$195,000	\$195,000
Phoenix, AZ	21.44%	\$155,990	\$178,274	\$195,000	\$195,000
Port Isabel, TX	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Portland, OR	24.98%	\$160,537	\$183,471	\$195,000	\$195,000
Richmond, VA	21.38%	\$155,913	\$178,186	\$195,000	\$195,000
Sacramento, CA	28.30%	\$164,801	\$188,344	\$195,000	\$195,000
Salt Lake City, UT	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
San Antonio, TX	18.00%	\$151,571	\$173,224	\$194,877	\$195,000
San Diego, CA	32.01%	\$169,567	\$193,791	\$195,000	\$195,000
San Francisco, CA	44.15%	\$185,161	\$195,000	\$195,000	\$195,000
San Juan, PR	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Santa Ana, CA	34.89%	\$173,266	\$195,000	\$195,000	\$195,000
Seattle, WA	29.57%	\$166,433	\$190,209	\$195,000	\$195,000
Sterling, VA	32.49%	\$170,183	\$194,495	\$195,000	\$195,000
Stewart County, GA	16.50%	\$149,644	\$171,022	\$192,400	\$195,000
Tacoma, WA	29.57%	\$166,433	\$190,209	\$195,000	\$195,000
Tucson, AZ	18.40%	\$152,085	\$173,811	\$195,000	\$195,000
Ulster, NY	36.16%	\$174,898	\$195,000	\$195,000	\$195,000

*Adjusted salary is capped at Level III of the Executive Schedule. In 2023, that rate is: **\$195,000**