



Executive Office for Immigration Review 2018 Immigration Judge Pay Rates

Effective January 7, 2018

Base Pay Rates

IJ Level	IJ-1	IJ-2	IJ-3	IJ-4
Basic Salary	\$114,940	\$131,360	\$147,780	\$151,064

Locality Pay Rates

Locality Pay Area	Locality %	IJ-1	IJ-2	IJ-3	IJ-4
Adelanto, CA	30.57%	\$150,077	\$171,517	\$174,500	\$174,500
Arlington, VA	28.22%	\$147,376	\$168,430	\$174,500	\$174,500
Atlanta, GA	21.16%	\$139,261	\$159,156	\$174,500	\$174,500
Aurora, CO	25.47%	\$144,215	\$164,817	\$174,500	\$174,500
Baltimore, MD	28.22%	\$147,376	\$168,430	\$174,500	\$174,500
Batavia, NY	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Bloomington, MN (St. Paul)	23.37%	\$141,801	\$162,059	\$174,500	\$174,500
Boston, MA	27.48%	\$146,526	\$167,458	\$174,500	\$174,500
Buffalo, NY	19.18%	\$136,985	\$156,555	\$174,500	\$174,500
Charlotte, NC	16.21%	\$133,572	\$152,653	\$171,735	\$174,500
Chicago, IL	27.47%	\$146,514	\$167,445	\$174,500	\$174,500
Cleveland, OH	20.08%	\$138,020	\$157,737	\$174,500	\$174,500
Dallas, TX	23.40%	\$141,836	\$162,098	\$174,500	\$174,500
Denver, CO	25.47%	\$144,215	\$164,817	\$174,500	\$174,500
Detroit, MI	26.25%	\$145,112	\$165,842	\$174,500	\$174,500
East Mesa CCA (Otay, CA)	27.88%	\$146,985	\$167,983	\$174,500	\$174,500
El Paso, TX	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Elizabeth, NJ	32.13%	\$151,870	\$173,566	\$174,500	\$174,500
Eloy, AZ	19.09%	\$136,882	\$156,437	\$174,500	\$174,500
Falls Church, VA	28.22%	\$147,376	\$168,430	\$174,500	\$174,500
Fishkill, NY	32.13%	\$151,870	\$173,566	\$174,500	\$174,500
Florence, AZ	19.09%	\$136,882	\$156,437	\$174,500	\$174,500
Harlingen, TX	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Hartford, CT	28.21%	\$147,365	\$168,417	\$174,500	\$174,500
Honolulu, HI	18.43%	\$136,123	\$155,570	\$174,500	\$174,500
Houston, TX	31.74%	\$151,422	\$173,054	\$174,500	\$174,500
Imperial, CA	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Kansas City, MO	16.10%	\$133,445	\$152,509	\$171,573	\$174,500
La Salle Parish, LA	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Las Vegas, NV	16.49%	\$133,894	\$153,021	\$172,149	\$174,500
Los Angeles, CA (& Detained)	30.57%	\$150,077	\$171,517	\$174,500	\$174,500
Louisville, KY	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Memphis, TN	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Miami, FL (& Krome Bldg.)	22.64%	\$140,962	\$161,100	\$174,500	\$174,500
New Orleans, LA	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
New York, NY (& Varick St.)	32.13%	\$151,870	\$173,566	\$174,500	\$174,500
Newark, NJ	32.13%	\$151,870	\$173,566	\$174,500	\$174,500
Oakdale, LA	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Omaha, NE	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Orlando, FL	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Otero County, NM	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Pearsall, TX	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Philadelphia, PA	24.59%	\$143,204	\$163,661	\$174,500	\$174,500
Phoenix, AZ	19.09%	\$136,882	\$156,437	\$174,500	\$174,500
Port Isabel, TX	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Portland, OR	22.53%	\$140,836	\$160,955	\$174,500	\$174,500
Salt Lake City, UT	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
San Antonio, TX	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
San Diego, CA	27.88%	\$146,985	\$167,983	\$174,500	\$174,500
San Francisco, CA	39.28%	\$160,088	\$174,500	\$174,500	\$174,500
San Juan, PR	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Seattle, WA	25.11%	\$143,801	\$164,344	\$174,500	\$174,500
Stewart County, GA	15.37%	\$132,606	\$151,550	\$170,494	\$174,283
Tacoma, WA	25.11%	\$143,801	\$164,344	\$174,500	\$174,500
Tucson, AZ	16.17%	\$133,526	\$152,601	\$171,676	\$174,500
Ulster, NY	32.13%	\$151,870	\$173,566	\$174,500	\$174,500
York, PA	28.22%	\$147,376	\$168,430	\$174,500	\$174,500

*Adjusted salary is capped at Level III of the Executive Schedule. In 2018, that rate is: **\$174,500**.