

**DEPARTMENT OF VETERANS AFFAIRS**  
**Veterans Health Administration**  
**Title 38, U.S.C. Sec. 7404 Salary Table**

**San Antonio - 16.77 %**

NURSE SCHEDULE for PA's & EFDA's										
	1	2	3	4	5	6	7	8	9	10
JUNIOR	\$39,196	\$40,503	\$41,809	\$43,116	\$44,423	\$45,729	\$47,036	\$48,343	\$49,649	\$50,956
ASSOCIATE	\$45,847	\$47,376	\$48,904	\$50,433	\$51,961	\$53,490	\$55,019	\$56,547	\$58,076	\$59,604
FULL	\$53,279	\$55,055	\$56,831	\$58,607	\$60,383	\$62,159	\$63,935	\$65,711	\$67,487	\$69,263
INTERMEDIATE	\$64,462	\$66,610	\$68,759	\$70,907	\$73,056	\$75,205	\$77,353	\$79,502	\$81,650	\$83,799
SENIOR	\$77,263	\$79,839	\$82,415	\$84,991	\$87,567	\$90,143	\$92,719	\$95,295	\$97,871	\$100,447
CHIEF	\$91,876	\$94,939	\$98,002	\$101,064	\$104,127	\$107,190	\$110,253	\$113,316	\$116,379	\$119,442
ASST. DIRECTOR	\$108,569	\$112,188	\$115,807	\$119,425	\$123,044	\$126,663	\$130,281	\$133,900	\$137,519	\$141,138
DIRECTOR	\$127,707	\$131,964	\$136,222	\$140,479	\$144,736	\$148,994	\$153,251	\$157,509	\$161,766	\$166,024

**Office of the Chief Human Capital Officer**  
**Effective January 5, 2020**

NOTE: The adjusted annual rates of pay shown on this schedule are applicable to employees in the coverage area indicated below. These adjusted rates are considered basic pay for retirement, life insurance, premium pay, and severance pay. They are not considered basic pay for pay administration purposes.

Applicable locations are shown on the 2020 Locality Pay Area Definitions page:  
<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>