

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

**San Antonio - 16.77 %**

CLINICAL OPTOMETRIST & CHIROPRACTOR	1	2	3	4	5	6	7	8	9	10
<b>ASSOCIATE</b>	\$65,106	\$67,277	\$69,448	\$71,619	\$73,789	\$75,960	\$78,131	\$80,302	\$82,472	\$84,643
<b>FULL</b>	\$78,036	\$80,638	\$83,239	\$85,841	\$88,443	\$91,044	\$93,646	\$96,248	\$98,849	\$101,451
<b>INTERMEDIATE</b>	\$92,795	\$95,888	\$98,981	\$102,074	\$105,168	\$108,261	\$111,354	\$114,447	\$117,541	\$120,634
<b>SENIOR</b>	\$109,655	\$113,310	\$116,965	\$120,620	\$124,275	\$127,930	\$131,585	\$135,240	\$138,894	\$142,549
<b>CHIEF</b>	\$128,984	\$133,284	\$137,583	\$141,883	\$146,182	\$150,481	\$154,781	\$159,080	\$163,380	\$167,679

**Office of the Chief Human Capital Officer  
Effective - January 3, 2021**

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 2021 Locality Pay Area Definitions page:**  
<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>