

**DEPARTMENT OF VETERANS AFFAIRS**  
**Veterans Health Administration**  
**Title 38, U.S.C. Sec. 7404 Salary Table**  
**San Francisco - 41.44 %**

CLINICAL OPTOMETRIST & CHIROPRACTOR										
	1	2	3	4	5	6	7	8	9	10
ASSOCIATE	\$78,861	\$81,491	\$84,120	\$86,749	\$89,379	\$92,008	\$94,638	\$97,267	\$99,896	\$102,526
FULL	\$94,523	\$97,674	\$100,826	\$103,977	\$107,128	\$110,279	\$113,431	\$116,582	\$119,733	\$122,884
INTERMEDIATE	\$112,400	\$116,146	\$119,893	\$123,640	\$127,387	\$131,133	\$134,880	\$138,627	\$142,374	\$146,120
SENIOR	\$132,822	\$137,249	\$141,676	\$146,103	\$150,530	\$154,957	\$159,384	\$163,812	\$168,239	\$172,666
CHIEF	\$156,235	\$161,442	\$166,650	\$171,858	\$172,500*	\$172,500*	\$172,500*	\$172,500*	\$172,500*	\$172,500*

\*Rate limited to level IV of the Executive Schedule

**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/>