

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

Phoenix - 21.44 %

NURSE SCHEDULE for EFDAs	1			2			3			4			5			6			7			8			9			10			
	JUNIOR	\$43,803	\$45,263	\$46,723	\$48,183	\$49,642	\$51,102	\$52,562	\$54,021	\$55,481	\$56,941																				
ASSOCIATE	\$51,236	\$52,943	\$54,650	\$56,358	\$58,065	\$59,773	\$61,480	\$63,188	\$64,895	\$66,603																					
FULL	\$59,540	\$61,524	\$63,508	\$65,493	\$67,477	\$69,461	\$71,446	\$73,430	\$75,414	\$77,399																					
INTERMEDIATE	\$72,037	\$74,438	\$76,839	\$79,240	\$81,640	\$84,041	\$86,442	\$88,843	\$91,244	\$93,645																					
SENIOR	\$86,343	\$89,221	\$92,099	\$94,977	\$97,855	\$100,733	\$103,611	\$106,490	\$109,368	\$112,246																					
CHIEF	\$102,673	\$106,095	\$109,517	\$112,939	\$116,361	\$119,784	\$123,206	\$126,628	\$130,050	\$133,472																					
ASST. DIRECTOR	\$121,328	\$125,372	\$129,416	\$133,460	\$137,504	\$141,548	\$145,592	\$149,636	\$153,680	\$157,724																					
DIRECTOR	\$142,714	\$147,471	\$152,227	\$156,984	\$161,741	\$166,498	\$171,255	\$176,011	\$180,768	\$183,500*																					

*Rate limited to level IV of the Executive Schedule

**Office of the Chief Human Capital Officer
Effective - January 1, 2023**

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 2023 Locality Pay Area Definitions page:
[Locality Pay Area Definitions 2023 \(opm.gov\)](https://www.opm.gov/policy-data-oversight/pay-grades/)