

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

**Laredo - 18.22 %**

NURSE SCHEDULE for PA's & EFDA's	1			2			3			4			5			6			7			8			9			10						
	JUNIOR	\$38,677	\$39,967	\$41,256	\$42,546	\$43,836	\$45,126	\$46,416	\$47,705	\$48,995	\$50,285	\$51,575	\$52,864	\$54,154	\$55,443	\$56,733	\$58,022	\$59,311	\$60,599	\$61,888	\$63,176	\$64,464	\$65,753	\$67,041	\$68,329	\$69,617	\$70,905	\$72,193	\$73,481	\$74,769	\$76,057	\$77,345	\$78,633	\$79,921
ASSOCIATE	\$45,240	\$46,749	\$48,257	\$49,766	\$51,274	\$52,783	\$54,291	\$55,800	\$57,308	\$58,817	\$60,325	\$61,833	\$63,341	\$64,849	\$66,356	\$67,863	\$69,371	\$70,878	\$72,385	\$73,892	\$75,399	\$76,906	\$78,413	\$79,920	\$81,427	\$82,934	\$84,441	\$85,948	\$87,455	\$88,962	\$90,469	\$91,976	\$93,483	\$94,990
FULL	\$52,574	\$54,326	\$56,078	\$57,830	\$59,582	\$61,334	\$63,086	\$64,838	\$66,590	\$68,342	\$70,094	\$71,846	\$73,598	\$75,350	\$77,102	\$78,854	\$80,606	\$82,358	\$84,110	\$85,862	\$87,614	\$89,366	\$91,118	\$92,870	\$94,622	\$96,376	\$98,128	\$99,880	\$101,634	\$103,386	\$105,138	\$106,890	\$108,642	\$110,394
INTERMEDIATE	\$63,608	\$65,729	\$67,850	\$69,971	\$72,092	\$74,213	\$76,333	\$78,454	\$80,575	\$82,696	\$84,817	\$86,938	\$89,059	\$91,180	\$93,301	\$95,422	\$97,543	\$99,664	\$101,785	\$103,906	\$106,027	\$108,148	\$110,269	\$112,390	\$114,511	\$116,632	\$118,753	\$120,874	\$123,095	\$125,216	\$127,337	\$129,458	\$131,579	\$133,700
SENIOR	\$76,240	\$78,782	\$81,324	\$83,865	\$86,407	\$88,949	\$91,490	\$94,032	\$96,574	\$99,116	\$101,658	\$104,200	\$106,742	\$109,284	\$111,826	\$114,368	\$116,910	\$119,452	\$121,994	\$124,536	\$127,078	\$129,620	\$132,162	\$134,704	\$137,246	\$139,788	\$142,330	\$144,872	\$147,414	\$149,956	\$152,498	\$155,040	\$157,582	\$160,124
CHIEF	\$90,659	\$93,681	\$96,703	\$99,724	\$102,746	\$105,768	\$108,790	\$111,811	\$114,833	\$117,855	\$120,876	\$123,898	\$126,919	\$129,941	\$132,962	\$135,984	\$138,999	\$142,019	\$145,039	\$148,059	\$151,079	\$154,099	\$157,119	\$160,139	\$163,159	\$166,179	\$169,199	\$172,219	\$175,239	\$178,259	\$181,279	\$184,299	\$187,319	\$190,339
ASST. DIRECTOR	\$107,132	\$110,704	\$114,275	\$117,846	\$121,418	\$124,989	\$128,561	\$132,132	\$135,704	\$139,275	\$142,846	\$146,418	\$150,000	\$153,571	\$157,142	\$160,713	\$164,284	\$167,855	\$171,426	\$175,000	\$178,571	\$182,142	\$185,713	\$189,284	\$192,855	\$196,426	\$200,000	\$203,571	\$207,142	\$210,713	\$214,284	\$217,855	\$221,426	\$225,000
DIRECTOR	\$126,017	\$130,217	\$134,417	\$138,618	\$142,818	\$147,018	\$151,219	\$155,419	\$159,619	\$163,820	\$168,020	\$172,220	\$176,420	\$180,620	\$184,820	\$189,020	\$193,220	\$197,420	\$201,620	\$205,820	\$210,020	\$214,220	\$218,420	\$222,620	\$226,820	\$231,020	\$235,220	\$239,420	\$243,620	\$247,820	\$252,020	\$256,220	\$260,420	\$264,620

**Office of Human Resources Management  
Effective January 6, 2019**

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 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>