

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

**Phoenix - 19.6 %**

NURSE SCHEDULE for PA's & EFDA's										
	1	2	3	4	5	6	7	8	9	10
JUNIOR	\$39,128	\$40,433	\$41,738	\$43,043	\$44,348	\$45,653	\$46,957	\$48,262	\$49,567	\$50,872
ASSOCIATE	\$45,769	\$47,295	\$48,821	\$50,347	\$51,873	\$53,399	\$54,925	\$56,451	\$57,977	\$59,503
FULL	\$53,187	\$54,960	\$56,732	\$58,505	\$60,277	\$62,050	\$63,822	\$65,595	\$67,367	\$69,140
INTERMEDIATE	\$64,351	\$66,496	\$68,642	\$70,788	\$72,933	\$75,079	\$77,225	\$79,370	\$81,516	\$83,661
SENIOR	\$77,130	\$79,701	\$82,273	\$84,844	\$87,416	\$89,987	\$92,558	\$95,130	\$97,701	\$100,273
CHIEF	\$91,718	\$94,775	\$97,832	\$100,889	\$103,946	\$107,003	\$110,060	\$113,116	\$116,173	\$119,230
ASST. DIRECTOR	\$108,383	\$111,996	\$115,609	\$119,222	\$122,835	\$126,448	\$130,061	\$133,675	\$137,288	\$140,901
DIRECTOR	\$127,488	\$131,737	\$135,986	\$140,236	\$144,485	\$148,735	\$152,984	\$157,233	\$161,483	\$165,732

**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/>