

**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	\$78,081	\$80,683	\$83,286	\$85,888	\$88,491	\$91,093	\$93,696	\$96,298	\$98,901	\$101,503
FULL	\$93,587	\$96,707	\$99,827	\$102,947	\$106,067	\$109,187	\$112,308	\$115,428	\$118,548	\$121,668
INTERMEDIATE	\$111,286	\$114,996	\$118,706	\$122,416	\$126,126	\$129,836	\$133,546	\$137,256	\$140,966	\$144,676
SENIOR	\$131,507	\$135,890	\$140,273	\$144,656	\$149,040	\$153,423	\$157,806	\$162,189	\$166,572	\$170,956
CHIEF	\$154,687	\$159,844	\$165,001	\$170,158	\$170,800*	\$170,800*	\$170,800*	\$170,800*	\$170,800*	\$170,800*

\*Rate limited to level IV of the Executive Schedule

**Office of the Chief Human Capital Officer**

**Effective January 5, 2020**

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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>