

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

Laredo - 18.88 %

NURSE SCHEDULE for PA's & EFDA's										
	1	2	3	4	5	6	7	8	9	10
JUNIOR	\$39,904	\$41,235	\$42,565	\$43,895	\$45,226	\$46,556	\$47,886	\$49,216	\$50,547	\$51,877
ASSOCIATE	\$46,676	\$48,232	\$49,788	\$51,344	\$52,900	\$54,457	\$56,013	\$57,569	\$59,125	\$60,681
FULL	\$54,241	\$56,050	\$57,858	\$59,666	\$61,474	\$63,282	\$65,090	\$66,899	\$68,707	\$70,515
INTERMEDIATE	\$65,627	\$67,814	\$70,001	\$72,189	\$74,376	\$76,563	\$78,751	\$80,938	\$83,126	\$85,313
SENIOR	\$78,659	\$81,282	\$83,904	\$86,527	\$89,149	\$91,772	\$94,394	\$97,017	\$99,639	\$102,262
CHIEF	\$93,536	\$96,654	\$99,772	\$102,891	\$106,009	\$109,127	\$112,245	\$115,364	\$118,482	\$121,600
ASST. DIRECTOR	\$110,531	\$114,215	\$117,899	\$121,583	\$125,267	\$128,952	\$132,636	\$136,320	\$140,004	\$143,688
DIRECTOR	\$130,014	\$134,349	\$138,683	\$143,017	\$147,352	\$151,686	\$156,020	\$160,355	\$164,689	\$169,024

**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/>