

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

**Philadelphia - 26.04 %**

| <b>NURSE SCHEDULE<br/>for PA's &amp; EFDA's</b> | <b>1</b>  | <b>2</b>  | <b>3</b>  | <b>4</b>  | <b>5</b>  | <b>6</b>  | <b>7</b>  | <b>8</b>  | <b>9</b>          | <b>10</b>         |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------------|-------------------|
| <b>JUNIOR</b>                                   | \$42,308  | \$43,718  | \$45,129  | \$46,539  | \$47,949  | \$49,360  | \$50,770  | \$52,181  | \$53,591          | \$55,001          |
| <b>ASSOCIATE</b>                                | \$49,487  | \$51,137  | \$52,787  | \$54,437  | \$56,087  | \$57,736  | \$59,386  | \$61,036  | \$62,686          | \$64,336          |
| <b>FULL</b>                                     | \$57,508  | \$59,425  | \$61,342  | \$63,259  | \$65,177  | \$67,094  | \$69,011  | \$70,928  | \$72,845          | \$74,762          |
| <b>INTERMEDIATE</b>                             | \$69,579  | \$71,898  | \$74,217  | \$76,537  | \$78,856  | \$81,175  | \$83,494  | \$85,813  | \$88,132          | \$90,451          |
| <b>SENIOR</b>                                   | \$83,397  | \$86,177  | \$88,958  | \$91,738  | \$94,519  | \$97,299  | \$100,080 | \$102,860 | \$105,640         | \$108,421         |
| <b>CHIEF</b>                                    | \$99,170  | \$102,476 | \$105,782 | \$109,088 | \$112,394 | \$115,700 | \$119,006 | \$122,312 | \$125,618         | \$128,924         |
| <b>ASST. DIRECTOR</b>                           | \$117,188 | \$121,094 | \$125,000 | \$128,906 | \$132,812 | \$136,718 | \$140,624 | \$144,530 | \$148,436         | \$152,342         |
| <b>DIRECTOR</b>                                 | \$137,845 | \$142,440 | \$147,036 | \$151,631 | \$156,227 | \$160,822 | \$165,417 | \$170,013 | <b>\$166,500*</b> | <b>\$166,500*</b> |

\*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 those portions of the continental United States not located within another locality pay area. These adjusted rates are considered basic pay for retirement, life insurance, premium pay, severance pay and 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/>