

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

**Richmond - 19.95 %**

NURSE SCHEDULE for PA's & EFDA's										
	1	2	3	4	5	6	7	8	9	10
JUNIOR	\$40,264	\$41,606	\$42,948	\$44,290	\$45,633	\$46,975	\$48,317	\$49,659	\$51,002	\$52,344
ASSOCIATE	\$47,096	\$48,666	\$50,236	\$51,806	\$53,377	\$54,947	\$56,517	\$58,087	\$59,657	\$61,227
FULL	\$54,730	\$56,554	\$58,378	\$60,203	\$62,027	\$63,852	\$65,676	\$67,501	\$69,325	\$71,150
INTERMEDIATE	\$66,217	\$68,424	\$70,631	\$72,838	\$75,046	\$77,253	\$79,460	\$81,667	\$83,874	\$86,081
SENIOR	\$79,367	\$82,013	\$84,660	\$87,306	\$89,952	\$92,598	\$95,244	\$97,890	\$100,536	\$103,182
CHIEF	\$94,378	\$97,524	\$100,670	\$103,817	\$106,963	\$110,109	\$113,256	\$116,402	\$119,548	\$122,694
ASST. DIRECTOR	\$111,526	\$115,243	\$118,960	\$122,678	\$126,395	\$130,112	\$133,829	\$137,547	\$141,264	\$144,981
DIRECTOR	\$131,185	\$135,558	\$139,931	\$144,305	\$148,678	\$153,051	\$157,425	\$161,798	\$166,172	\$170,545

**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/>