

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

**San Francisco - 45.41 %**

NURSE SCHEDULE for EFDAs	1		2		3		4		5		6		7		8		9		10		
JUNIOR	\$54,914	\$56,745	\$58,576	\$60,406	\$62,237	\$64,068	\$65,898	\$67,729	\$69,560	\$71,390											
ASSOCIATE	\$64,232	\$66,372	\$68,513	\$70,653	\$72,794	\$74,934	\$77,075	\$79,215	\$81,355	\$83,496											
FULL	\$74,642	\$77,130	\$79,618	\$82,106	\$84,594	\$87,082	\$89,570	\$92,058	\$94,546	\$97,034											
INTERMEDIATE	\$90,310	\$93,320	\$96,330	\$99,340	\$102,350	\$105,360	\$108,370	\$111,380	\$114,390	\$117,400											
SENIOR	\$108,245	\$111,852	\$115,460	\$119,068	\$122,675	\$126,283	\$129,890	\$133,498	\$137,106	\$140,713											
CHIEF	\$128,717	\$133,008	\$137,299	\$141,590	\$145,881	\$150,172	\$154,463	\$158,754	\$163,045	\$167,336											
ASST. DIRECTOR	\$152,105	\$157,175	\$162,246	\$167,316	\$172,386	\$177,457	\$182,527	\$187,598	\$191,900*	\$191,900*											
DIRECTOR	\$178,914	\$184,877	\$190,840	\$191,900*	\$191,900*	\$191,900*	\$191,900*	\$191,900*	\$191,900*	\$191,900*											

\*Rate limited to level IV of the Executive Schedule

**Office of the Chief Human Capital Officer**  
**Effective - January 14, 2024**

NOTE: The adjusted annual rates of pay shown on this schedule are applicable to employees in the coverage area indicated above. 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.