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

San Antonio - 18.78 %

NURSE SCHEDULE for EFDA	1	2	3	4	5	6	7	8	9	10
JUNIOR	$46,076	$47,612	$49,148	$50,683	$52,219	$53,755	$55,291	$56,827	$58,363	$59,898
ASSOCIATE	$53,894	$55,690	$57,486	$59,282	$61,078	$62,874	$64,670	$66,466	$68,262	$70,058
FULL	$62,629	$64,717	$66,805	$68,894	$70,982	$73,070	$75,158	$77,246	$79,334	$81,423
INTERMEDIATE	$75,776	$78,302	$80,829	$83,355	$85,882	$88,408	$90,934	$93,461	$95,987	$98,514
SENIOR	$90,823	$93,850	$96,878	$99,906	$102,934	$105,961	$108,989	$112,017	$115,044	$118,072
CHIEF	$108,001	$111,601	$115,201	$118,801	$122,402	$126,002	$129,602	$133,202	$136,802	$140,403
ASST. DIRECTOR	$127,624	$131,879	$136,134	$140,388	$144,643	$148,898	$153,153	$157,407	$161,662	$165,917
DIRECTOR	$150,119	$155,123	$160,127	$165,132	$170,136	$175,140	$180,144	$185,148	$190,153	$195,157

*Rate limited to level IV of the Executive Schedule

Office of the Chief Human Capital Officer
Effective - January 11, 2026

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.