

**TEMPORARY INCREASE TO THE ANNUAL AGGREGATE PAY LIMITATION FOR
CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNAs) WHILE MAINTAINING
THE CURRENT CAP ON BASIC PAY RATE**

1. **REASON FOR ISSUE:** To issue temporary Department of Veterans Affairs (VA) policy regarding the annual aggregate pay limitation and maximum basic pay rate under [38 U.S.C. § 7451](#) for Certified Registered Nurse Anesthetists (CRNAs) in the Veterans Health Administration (VHA).
2. **SUMMARY OF CONTENTS/MAJOR CHANGES:** This directive temporarily increases the annual aggregate pay limitation for VHA CRNAs through the end of calendar year 2027. It also establishes that notwithstanding this change, the maximum rate of basic pay for CRNAs set under 38 U.S.C. § 7451(d) still cannot exceed the official salary of the Vice President (\$289,400 in 2025). These changes will not be incorporated into the permanent pay administration procedures contained in VA Handbook 5007.
3. **RESPONSIBLE OFFICE:** Human Resources and Administration (HRA) (006), Office of the Chief Human Capital Officer (OCHCO) (05), Compensation and Classification Service (055).
4. **RELATED HANDBOOK:** VA Handbook 5007, Part VII, Chapter 2 and Chapter 3, and Part X
5. **RESCISSION:** VA Directive 5007 Change 57 is rescinded December 31, 2027, without rescinding Directive 5007.

**BY DIRECTION OF THE SECRETARY OF
VETERANS AFFAIRS:**

/s/
Mark R. Engelbaum
Assistant Secretary for
Human Resources and Administration

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1. PURPOSE. This directive temporarily increases the maximum rate of basic pay and the annual aggregate pay limitation for CRNAs in the Veterans Health Administration (VHA) as outlined under the provisions of the Department of Veterans Affairs (VA) Nurse and Physician Assistant Retention and Income Security Enhancement (RAISE) Act ([P.L. 117-103, Division S, Title I](#)), which amended 38 U.S.C. §§ 7404 and 7451.

2. POLICY.

- a. Generally, all advanced practice nurses (including CRNAs) are subject to the Executive Level (EX) I rate limit in 38 U.S.C. § 7451(c)(2)(A)(i). However, the maximum rate of basic pay for a grade for the position of CRNA pursuant to an adjustment under § 7451 (d) may exceed EX-I as noted in § 7451(c)(2)(B). The basic pay rate limit for CRNAs is the official rate for the salary of the Vice President of the United States (e.g., while maximum rates for a CRNA grade can exceed EX-I through an adjustment under § 7451(d) and consistent with [VA Handbook 5007/60, Part X](#), they cannot exceed the official rate for the salary of the Vice President under any circumstances).
- b. Effective immediately, the aggregate pay limit for CRNAs is increased from \$289,400 to \$325,000 per calendar year. Aggregate pay is the total amount of allowances, differentials, bonuses, awards, or other similar payments an employee may receive in a calendar year, when combined with the employee's basic pay. This is a temporary increase to the aggregate limit prescribed in [VA Handbook 5007, Part VII, Chapter 2 Aggregate Limits](#), as modified by [VA Notice 22-11. \(May 3, 2022\)](#)

3. RESPONSIBILITIES.

- a. Human Resources Management (HRM) Officers, or designees, shall provide technical advice, guidance and assistance to local officials regarding salary limitations. Premium pay such as overtime, differential pay, bonuses, awards and other similar payments needs to be taken into consideration before any pay schedules are adjusted to ensure aggregate pay limits are not exceeded.
- b. HRM officials, shall, be responsible for notifying key management officials (e.g., service chiefs, Chiefs of Staff, and Medical Center Directors) when an employee is nearing the aggregate pay limitation.

4. REFERENCES.

- a. [VA Handbook 5007, Part VII, Chapters 2 and 3](#)
- b. [VA Handbook 5007, Part X](#)

- c. [RAISE Act \(Public Law 117-103, Division S, Title I\)](#)
- d. [VA Notice 22-11 – May 3, 2022](#)
- e. [VA Bulletin-June 28, 2023](#)