

DEPARTMENT OF VETERANS AFFAIRS
Veterans Health Administration
Title 38, U.S.C. Sec 7431, Physician and Dentist Annual Pay Ranges
Effective January 11, 2015

PAY TABLE 1 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$ 99,957	\$215,000	Staff Physician or Dentist
TIER 2	\$110,000	\$230,000	Supervisor, Program Manager, Section Chief
TIER 3	\$120,000	\$255,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

COVERED CLINICAL SPECIALTIES

Allergy and Immunology
 Compensation and Pension
 Endocrinology
 Endodontics
 General Practice – Dentistry
 Geriatrics
 Infectious Diseases
 Internal Medicine / Primary Care / Family Practice
 Neurology
 Periodontics
 Preventive Medicine
 Prosthodontics
 Rheumatology
 All other specialties/assignments not requiring specific specialty training

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PAY TABLE 2 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$ 99,957	\$240,000	Staff Physician or Dentist
TIER 2	\$115,000	\$250,000	Supervisor, Program Manager, Section Chief
TIER 3	\$130,000	\$260,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

COVERED CLINICAL SPECIALTIES

Critical Care
Emergency Medicine
Gynecology
Hematology – Oncology
Hospitalist
Nephrology
Pathology
PM&R / SCI
Psychiatry
Pulmonary

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PAY TABLE 3 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$ 99,957	\$300,000	Staff Physician or Dentist
TIER 2	\$120,000	\$310,000	Supervisor, Program Manager, Section Chief
TIER 3	\$135,000	\$320,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

COVERED CLINICAL SPECIALTIES

Cardiology (Non-invasive)
Dermatology
Gastroenterology
Nuclear Medicine
Ophthalmology
Oral Surgery
Otolaryngology

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PAY TABLE 4 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$ 99,957	\$325,000	Staff Physician or Dentist
TIER 2	\$125,000	\$340,000	Supervisor, Program Manager, Section Chief
TIER 3	\$140,000	\$355,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

COVERED CLINICAL SPECIALTIES

Anesthesiology
Cardiology (Invasive/Non-Interventional)
General Surgery
Plastic Surgery
Radiology (Non-Invasive)
Urology
Vascular Surgery

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PAY TABLE 5 – CHIEF OF STAFF

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$150,000	\$300,000	Complexity Level 1a & 1b
TIER 2	\$145,000	\$280,000	Complexity Level 1c & 2
TIER 3	\$140,000	\$260,000	Complexity Level 3 or facilities with no designated level; Deputy Chiefs of Staff at Complexity Levels 1a & 1b

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PAY TABLE 6 – EXECUTIVE ASSIGNMENTS

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$145,000	\$265,000	Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors; Network Chief Medical Officers
TIER 2	\$145,000	\$245,000	Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers
TIER 3	\$130,000	\$235,000	All VACO Physicians and Dentists not otherwise defined

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PAY TABLE 7 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$ 99,957	\$375,000	Staff Physician or Dentist
TIER 2	\$140,000	\$385,000	Supervisor, Program Manager, Section Chief

COVERED CLINICAL SPECIALTIES

Cardio-Thoracic Surgery
Interventional Cardiology
Interventional Radiology
Neurosurgery
Orthopedic Surgery