

DEPARTMENT OF VETERANS AFFAIRS
Veterans Health Administration
Title 38, U.S.C. Sec 7431, Physician and Dentist Annual Pay Ranges
Effective January 7, 2018

PAY TABLE 1 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$103,395	\$225,000	Staff Physician or Dentist
TIER 2	\$110,000	\$234,000	Supervisor, Program Manager, Section Chief
TIER 3	\$120,000	\$262,000	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

Endocrinology
Endodontics
General Practice – Dentistry
Geriatrics
Infectious Diseases
Internal Medicine / Primary Care / Family Practice
Palliative Care
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	\$103,395	\$264,000	Staff Physician or Dentist
TIER 2	\$115,000	\$292,000	Supervisor, Program Manager, Section Chief
TIER 3	\$130,000	\$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

Allergy and Immunology
Hospitalist
Nephrology
Neurology
Pathology
PM&R / SCI
Psychiatry

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PAY TABLE 3 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$103,395	\$348,000	Staff Physician or Dentist
TIER 2	\$120,000	\$365,000	Supervisor, Program Manager, Section Chief
TIER 3	\$135,000	\$385,000	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 Pain Management
Cardiology (Non-Invasive)
Emergency Medicine
Gynecology
Hematology – Oncology
Nuclear Medicine
Ophthalmology
Oral Surgery
Pulmonary

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PAY TABLE 4 – CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$103,395	\$400,000	Staff Physician or Dentist
TIER 2	\$125,000	\$400,000	Supervisor, Program Manager, Section Chief, Service Chief, Service Line Manager; Network Level Assignment, National Program Responsibilities

COVERED CLINICAL SPECIALTIES

Anesthesiology
 Cardiology (Invasive/Non-Interventional)
 Cardio-Thoracic Surgery
 Critical Care
 Dermatology
 Dermatology MOHS
 Gastroenterology
 General Surgery
 Interventional Cardiology

Interventional Radiology
 Neurosurgery
 Orthopedic Surgery
 Otolaryngology
 Plastic Surgery
 Radiology (Diagnostic)
 Radiation Oncology
 Urology
 Vascular Surgery

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PAY TABLE 5 – CHIEF OF STAFF

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$150,000	\$309,000	Complexity Level 1a & 1b
TIER 2	\$145,000	\$289,000	Complexity Level 1c & 2
TIER 3	\$140,000	\$270,000	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