

**Final Approved Pay Ranges for Physicians, Dentists, and Podiatrists
Effective October 27, 2019**

Pay Table 1	Specialty/Assignment	Pay Table 2	Specialty/Assignment
Tier 1: \$104,843 - 225,000 Tier 2: \$110,000 - 234,000 Tier 3: \$120,000 - 262,000	Endocrinology Endodontics General Practice – Dentistry Geriatrics Infectious Diseases Internal Medicine/Primary Care/Family Practice Palliative Care Periodontics Podiatry (General) Podiatry (Surgery-Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle) Preventive Medicine Prosthodontics Rheumatology All other specialties or assignments not requiring a specific specialty training or certification	Tier 1: \$104,843 - 264,000 Tier 2: \$115,000 - 292,000 Tier 3: \$130,000 - 320,000	Allergy and Immunology Hospitalist Nephrology Neurology Pathology PM&R / SCI Psychiatry
Pay Table 3	Specialty/Assignment	Pay Table 4	Specialty/Assignment
Tier 1: \$104,843 - 348,000 Tier 2: \$120,000 - 365,000 Tier 3: \$135,000 - 385,000	Pain Management (Interventional and Non-Operating Room (OR) Anesthesiology) Cardiology (Non-Invasive) Emergency Medicine Gynecology Hematology – Oncology Nuclear Medicine Ophthalmology Oral Surgery Pulmonary	Tier 1: \$104,843 - 400,000 Tier 2: \$125,000 - 400,000	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
Pay Table 5	Specialty/Assignment	Pay Table 6	Specialty/Assignment
Tier 1: \$150,000 - 350,000 Tier 2: \$147,000 - 325,000 Tier 3: \$145,000 - 300,000 Tier 4: \$140,000 - 275,000	VHA Chiefs of Staff – Tier assignments are based on published facility complexity level Tier 1 – Network Chief Medical Officer; Chief of Staff - Complexity Levels 1a & 1b Tier 2 – Chief of Staff - Complexity Level 1c Tier 3 – Deputy Network Chief Medical Officer; Chief of Staff - Complexity Level 2, Tier 4 – Chief of Staff - Complexity Level 3 and facilities with no designated level; All Deputy Chiefs of Staff	Tier 1: \$145,000 - 304,750 Tier 2: \$145,000 - 249,900 Tier 3: \$130,000 - 235,000	Tier 1 – Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors; Tier 2 – Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers Tier 3 – All VACO physicians or dentists not otherwise defined

Red = New or renamed clinical specialty, new range minimum/maximum
Blue = Realignment of clinical specialty