

**DEPARTMENT OF VETERANS AFFAIRS**  
**Veterans Health Administration**  
**Title 38, U.S.C. §7431, Physician, Dentist, and Podiatrist Annual Pay Ranges**  
**Effective February 16, 2020**

**PAY TABLE 1 - CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$107,569	\$243,000	Staff Physician, Dentist, or Podiatrist
<b>TIER 2</b>	\$110,000	\$252,720	Supervisor, Program Manager, Section Chief
<b>TIER 3</b>	\$120,000	\$280,340	Service Chief, Service Line Manager, or other assignment whose scope and complexity is 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  
Podiatry (General)  
Podiatry (Surgery-Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle)  
Preventive Medicine  
Prosthodontics  
Rheumatology  
All other specialties/assignments not requiring specific specialty training

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**PAY TABLE 2 - CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$107,569	\$282,480	Staff Physician, Dentist, or Podiatrist
<b>TIER 2</b>	\$115,000	\$306,600	Supervisor, Program Manager, Section Chief
<b>TIER 3</b>	\$130,000	\$336,000	Service Chief, Service Line Manager, or other assignment whose scope and complexity is determined to exceed the definition of Tier 2; Network Level Assignment; National Program Responsibilities

**COVERED CLINICAL SPECIALTIES**

Allergy and Immunology  
Hospitalist  
Nephrologist  
Neurology  
Pathology  
Physical Medicine & Rehabilitation / Spinal Cord Injury  
Psychiatry

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**PAY TABLE 3 - CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$107,569	\$348,000	Staff Physician, Dentist, or Podiatrist
<b>TIER 2</b>	\$120,000	\$365,000	Supervisor, Program Manager, Section Chief
<b>TIER 3</b>	\$135,000	\$385,000	Service Chief, Service Line Manager, or other assignment whose scope and complexity is determined to exceed the definition of Tier 2; Network Level Assignment; National Program Responsibilities

**COVERED CLINICAL SPECIALTIES**

Pain Management (Interventional and Non-Operating Room (OR) Anesthesiology)  
 Cardiology (Non-Invasive)  
 Emergency Medicine  
 Gynecology  
 Hematology-Oncology  
 Nuclear Medicine  
 Ophthalmology  
 Oral Surgery  
 Pulmonary

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**PAY TABLE 4 - CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$107,569	\$400,000	Staff Physician, Dentist, or Podiatrist
<b>TIER 2</b>	\$125,000	\$400,000	Supervisor, Program Manager, Section Chief, Service Chief, Service Line Manager, Network Level Assignment, or National Program Responsibilities

**COVERED CLINICAL SPECIALTIES**

Anesthesiology	Interventional Radiology
Cardiology (Invasive/Non-Interventional)	Neurosurgery
Cardio-Thoracic Surgery	Orthopedic Surgery
Critical Care	Otolaryngology
Dermatology	Plastic Surgery
Dermatology MOHS	Radiology (Diagnostic)
Gastroenterology	Radiation Oncology
General Surgery	Urology
Interventional Cardiology	Vascular Surgery

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**PAY TABLE 5 – CHIEF OF STAFF AND NETWORK CHIEF MEDICAL OFFICERS**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$150,000	\$350,000	Network Chief Medical Officer; Chief of Staff - Complexity Level 1a and 1b Facilities
<b>TIER 2</b>	\$147,000	\$325,000	Chief of Staff - Complexity Level 1c and 2 Facilities
<b>TIER 3</b>	\$145,000	\$300,000	Chief of Staff - Level 3 Facilities and Facilities with no designation level
<b>TIER 4</b>	\$140,000	\$285,000	Deputy Network Chief Medical Officer; All Deputy Chiefs of Staff

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**PAY TABLE 6 – EXECUTIVE ASSIGNMENTS**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$145,000	\$304,750	Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors;
<b>TIER 2</b>	\$145,000	\$249,900	Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers
<b>TIER 3</b>	\$130,000	\$235,000	All VACO physicians, dentists, or podiatrists not otherwise defined