

**Final Approved Pay Ranges for Physicians, Dentists, and Podiatrists
Effective July 30, 2023**

Pay Table 1	Specialty/Assignment	Pay Table 2	Specialty/Assignment
Tier 1: \$115,587 - \$243,000 Tier 2: \$115,587 - \$260,000 Tier 3: \$120,000 - \$280,340	Endocrinology Family Medicine General Practice – Dentistry Internal Medicine Palliative Care Podiatry (General) Preventive Medicine Primary Care Prosthodontics Rheumatology All other specialties or assignments	Tier 1: \$115,587 - \$300,000 Tier 2: \$115,587 - \$320,000 Tier 3: \$130,000 - \$336,000	Allergy and Immunology Endodontics Geriatrics Health Informatics Hospitalist Infectious Diseases Neurology Nocturnist Periodontics PM&R / SCI Podiatry (Surgery- Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle) Psychiatry Sleep Medicine
Pay Table 3	Specialty/Assignment		
Tier 1: \$115,587- \$400,000 Tier 2: \$120,000 - \$400,000	Anatomic Pathology Anesthesiology Cardiology (Invasive/Non-Interventional) Cardiology (Non-Invasive) Cardio-Thoracic Surgery Critical Care Dermatology Dermatology MOHS Emergency Medicine Gastroenterology General Surgery Gynecology Hematology – Oncology Interventional Cardiology Interventional Radiology Nephrology Neurosurgery Nuclear Medicine Ophthalmology Oral Surgery Orthopedic Surgery Otolaryngology Pain Management (Interventional & Non-Operating Room (OR) Anesthesiology) Pain Management (PM&R) Pathology Plastic Surgery Pulmonary Radiology (Diagnostic) Radiation Oncology Urology Vascular Surgery		
Pay Table 4	Specialty/Assignment	Pay Table 5	Specialty/Assignment
Tier 1: \$150,000 - \$400,000 Tier 2: \$147,000 - \$375,000 Tier 3: \$145,000 - \$350,000 Tier 4: \$140,000 - \$325,000	VHA Network Chief Medical Officers and Chiefs of Staff – Tier assignments for Chiefs of Staff are based on published facility complexity level <u>Tier 1:</u> Network Chief Medical Officer; Chief of Staff, Complexity Levels 1a & 1b <u>Tier 2:</u> Chief of Staff, Complexity Levels 1c & 2 <u>Tier 3:</u> Chief of Staff, Complexity Level 3 <u>Tier 4:</u> Deputy Network Chief Medical Officer; Deputy Chief of Staff	Tier 1: \$145,000 - \$310,000 Tier 2: \$145,000 - \$295,000 Tier 3: \$145,000 - \$285,000	<u>Tier 1:</u> Deputy Under Secretary for Health; Assistant Under Secretaries for Health; Associate Deputy Under Secretary for Health; Assistant Deputy Under Secretary for Health; Chief Officers (VHA CO); Network Directors; Medical Center Directors <u>Tier 2:</u> Executive Directors (VHA CO); Deputy to the Assistant Under Secretaries for Health; Chief Consultants (VHA CO); Deputy Chief Officers (VHA CO); <u>Tier 3:</u> Deputy Chief Consultants (VHA CO); Deputy to the Executive Directors (VHA CO); VHA CO physicians, dentists, or podiatrists (non-SES equivalents) with an administrative/ executive role for more than 50%* of their FTE