

DEPARTMENT OF VETERANS AFFAIRS
Veterans Health Administration
Title 38, U.S.C. §7431, Physician, Dentist, and Podiatrist Annual Pay Ranges
Effective July 30, 2023

PAY TABLE 1 - CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$115,587	\$243,000	Staff Physician, Dentist, or Podiatrist
TIER 2	\$115,587	\$260,000	Supervisor, Program Manager, Section Chief
TIER 3	\$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
Family Medicine
General Practice – Dentistry
Internal Medicine
Palliative Care
Podiatry (General)
Preventive Medicine
Primary Care
Prosthodontics
Rheumatology
All other specialties or assignments

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PAY TABLE 2 - CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$115,587	\$300,000	Staff Physician, Dentist, or Podiatrist
TIER 2	\$115,587	\$320,000	Supervisor, Program Manager, Section Chief
TIER 3	\$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
Endodontics
Geriatrics
Health Informatics
Hospitalist
Infectious Diseases
Neurology
Nocturnist
Periodontics
PM&R / SCI
Podiatry (Surgery- Forefoot,
Rearfoot/Ankle, Advanced
Rearfoot/Ankle)
Psychiatry
Sleep Medicine

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PAY TABLE 3 - CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$115,587	\$400,000	Staff Physician, Dentist, or Podiatrist
TIER 2	\$120,000	\$400,000	Supervisor, Program Manager, Section Chief, Service Chief, Service Line Manager, Network Level Assignment, or National Program Responsibilities

COVERED CLINICAL SPECIALTIES

Anatomic Pathology	Neurosurgery
Anesthesiology	Nuclear Medicine
Cardiology (Invasive/Non-Interventional)	Ophthalmology
Cardiology (Non-Invasive)	Oral Surgery
Cardio-Thoracic Surgery	Orthopedic Surgery
Critical Care	Otolaryngology
Dermatology	Pain Management (Interventional & Non-Operating Room (OR) Anesthesiology)
Dermatology MOHS	Pain Management (PM&R)
Emergency Medicine	Pathology
Gastroenterology	Plastic Surgery
General Surgery	Pulmonary
Gynecology	Radiology (Diagnostic)
Hematology – Oncology	Radiation Oncology
Interventional Cardiology	Urology
Interventional Radiology	Vascular Surgery
Nephrology	

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PAY TABLE 4 – CHIEF OF STAFF AND NETWORK CHIEF MEDICAL OFFICERS

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$150,000	\$400,000	Network Chief Medical Officer; Chief of Staff - Complexity Level 1a and 1b Facilities
TIER 2	\$147,000	\$375,000	Chief of Staff - Complexity Level 1c and 2 Facilities
TIER 3	\$145,000	\$350,000	Chief of Staff - Level 3 Facilities and Facilities with no designation level
TIER 4	\$140,000	\$325,000	Deputy Network Chief Medical Officer; All Deputy Chiefs of Staff

*VHA Network Chief Medical Officers and Chiefs of Staff – Tier assignments for Chiefs of Staff are based on published facility complexity level

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PAY TABLE 5 – EXECUTIVE ASSIGNMENTS

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$145,000	\$310,000	Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors;
TIER 2	\$145,000	\$295,000	Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers
TIER 3	\$145,000	\$285,000	All VACO physicians, dentists, or podiatrists not otherwise defined