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

<table>
<thead>
<tr>
<th>TIER 1</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIER 1</td>
<td>$115,587</td>
<td>$243,000</td>
<td>Staff Physician, Dentist, or Podiatrist</td>
</tr>
<tr>
<td>TIER 2</td>
<td>$115,587</td>
<td>$260,000</td>
<td>Supervisor, Program Manager, Section Chief</td>
</tr>
<tr>
<td>TIER 3</td>
<td>$120,000</td>
<td>$280,340</td>
<td>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</td>
</tr>
</tbody>
</table>

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
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 2 - CLINICAL SPECIALTY

<table>
<thead>
<tr>
<th>TIER</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIER 1</td>
<td>$115,587</td>
<td>$300,000</td>
<td>Staff Physician, Dentist, or Podiatrist</td>
</tr>
<tr>
<td>TIER 2</td>
<td>$115,587</td>
<td>$320,000</td>
<td>Supervisor, Program Manager, Section Chief</td>
</tr>
<tr>
<td>TIER 3</td>
<td>$130,000</td>
<td>$336,000</td>
<td>Service Chief, Service Line Manager, or other assignment whose scope and</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>complexity is determined to exceed the definition of Tier 2; Network</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Level Assignment; National Program Responsibilities</td>
</tr>
</tbody>
</table>

COVERED CLINICAL SPECIALTIES

Allergy and Immunology
Endodontology
Geriatrics
Health Informatics
Hospitalist
Infectious Diseases
Neurology
Nocturnist
Periodontics
PM&R / SCI
Podiatry (Surgery- Forefoot,
  Rearfoot/Ankle, Advanced
  Rearfoot/Ankle)
Psychiatry
Sleep Medicine
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 3 - CLINICAL SPECIALTY

<table>
<thead>
<tr>
<th>TIER 1</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$115,587</td>
<td>$400,000</td>
<td>Staff Physician, Dentist, or Podiatrist</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TIER 2</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$120,000</td>
<td>$400,000</td>
<td>Supervisor, Program Manager, Section Chief, Service Chief, Service Line Manager, Network Level Assignment, or National Program Responsibilities</td>
</tr>
</tbody>
</table>

COVERED CLINICAL SPECIALTIES

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 – CHIEF OF STAFF AND NETWORK CHIEF MEDICAL OFFICERS

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

*VHA Network Chief Medical Officers and Chiefs of Staff – Tier assignments for Chiefs of Staff are based on published facility complexity level*
<table>
<thead>
<tr>
<th>TIER 1</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$145,000</td>
<td>$310,000</td>
<td>Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors;</td>
</tr>
<tr>
<td>TIER 2</td>
<td>$145,000</td>
<td>$295,000</td>
<td>Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers</td>
</tr>
<tr>
<td>TIER 3</td>
<td>$145,000</td>
<td>$285,000</td>
<td>All VACO physicians, dentists, or podiatrists not otherwise defined</td>
</tr>
</tbody>
</table>