

DEPARTMENT OF VETERANS AFFAIRS
Veterans Health Administration
Title 38, U.S.C. §7431, Physician, Dentist, and Podiatrist Annual Pay Ranges
Effective January 14, 2024

PAY TABLE 1 - CLINICAL SPECIALTY

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|---|
| TIER 1 | \$121,020 | \$300,000 | Staff Physician, Dentist, or Podiatrist |
| TIER 2 | \$145,000 | \$320,000 | Supervisor, Program Manager, Section Chief |
| TIER 3 | \$165,000 | \$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
 Endocrinology
 Endodontics
 Family Medicine
 General Practice – Dentistry
 Geriatrics
 Health Informatics
 Hospitalist
 Infectious Diseases
 Internal Medicine
 Neurology
 Nocturnist

Palliative Care
 Periodontics
 PM&R / SCI
 Podiatry (General)
 Preventive Medicine
 Primary Care
 Prosthodontics
 Psychiatry
 Rheumatology
 Sleep Medicine
 All other specialties or assignments

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PAY TABLE 2 - CLINICAL SPECIALTY

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|---|
| TIER 1 | \$121,020 | \$400,000 | Staff Physician, Dentist, or Podiatrist |
| TIER 2 | \$200,000 | \$400,000 | Supervisor, Program Manager, Section Chief, Service Chief, Service Line Manager, Network Level Assignment, or National Program Responsibilities |

COVERED CLINICAL SPECIALTIES

Anatomic Pathology
 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
 Podiatry (Surgery- Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle)
 Pulmonary
 Radiology (Diagnostic)
 Radiation Oncology
 Urology
 Vascular Surgery

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PAY TABLE 3 – CHIEF OF STAFF AND NETWORK CHIEF MEDICAL OFFICERS

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|---|
| TIER 1 | \$150,000 | \$400,000 | Network Chief Medical Officer; |
| TIER 2 | \$147,000 | \$375,000 | Chief of Staff |
| TIER 3 | \$145,000 | \$350,000 | Deputy Network Chief Medical Officer; Deputy Chiefs of Staff |
| TIER 4 | \$140,000 | \$325,000 | Associate Chief of Staff |

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PAY TABLE 4 – 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 |

**VHA CO providers providing direct patient care services more than 50% of their FTE should be assigned to tier 3 of the respective clinical pay table*