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

<table>
<thead>
<tr>
<th>TIER</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIER 1</td>
<td>$121,020</td>
<td>$300,000</td>
<td>Staff Physician, Dentist, or Podiatrist</td>
</tr>
<tr>
<td>TIER 2</td>
<td>$145,000</td>
<td>$320,000</td>
<td>Supervisor, Program Manager, Section Chief</td>
</tr>
<tr>
<td>TIER 3</td>
<td>$165,000</td>
<td>$336,000</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

- Allergy and Immunology
- Endocrinology
- Endodontology
- 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
# 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>$121,020</td>
<td>$400,000</td>
<td>Staff Physician, Dentist, or Podiatrist</td>
</tr>
<tr>
<td>TIER 2</td>
<td>$200,000</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
- Podiatry (Surgery- Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle)
- Pulmonary
- Radiology (Diagnostic)
- Radiation Oncology
- Urology
- Vascular Surgery
PAY TABLE 3 – 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;</td>
</tr>
<tr>
<td>TIER 2</td>
<td>$147,000</td>
<td>$375,000</td>
<td>Chief of Staff</td>
</tr>
<tr>
<td>TIER 3</td>
<td>$145,000</td>
<td>$350,000</td>
<td>Deputy Network Chief Medical Officer; Deputy Chiefs of Staff</td>
</tr>
<tr>
<td>TIER 4</td>
<td>$140,000</td>
<td>$325,000</td>
<td>Associate Chief of Staff</td>
</tr>
</tbody>
</table>
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PAY TABLE 4 – EXECUTIVE ASSIGNMENTS

<table>
<thead>
<tr>
<th>TIER</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</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>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>3</td>
<td>$145,000</td>
<td>$285,000</td>
<td>All VACO physicians, dentists, or podiatrists not otherwise defined</td>
</tr>
</tbody>
</table>

*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*