# Final Approved Pay Ranges for Physicians, Dentists, Podiatrists, and Optometrists
# Effective January 11, 2026

## Pay Table 1

Tier 1: $124,308 - $315,000

Tier 2: $145,000 - $335,000

Tier 3: $165,000 - $350,000

## Specialty/Assignment

Allergy and Immunology
Endocrinology
Endodontics
Family Medicine
General Practice – Dentistry
Geneticist
Geriatrics
Hospital Epidemiology
Hospitalist
Infectious Diseases
Internal Medicine
Neurology
Optometry
Palliative Care
Periodontics
PM&R / SCI
Podiatry (General)
Preventive Medicine
Primary Care
Prosthodontics
Psychiatry
Rheumatology
Urgent Care
All other specialties or assignments

## Pay Table 2

Tier 1: $124,308 - $400,000

Tier 2: $200,000 - $400,000

Tier 3: $225,000 - $400,000

## Specialty/Assignment

Anesthesiology
Cardiology
Critical Care
Dermatology and Dermatology MOHS
Emergency Medicine
Gastroenterology
Gynecology
Health Informatics
Hematology – Oncology
Nephrology
Nuclear Medicine
Ophthalmology
Oral Surgery
Otolaryngology
Pain Management
Pathology – Clinical, Anatomic,
Podiatry (Surgery- Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle)
Pulmonary
Radiology – Diagnostic, Interventional
Radiation Oncology
Sleep Medicine
Surgery – Cardio-Thoracic, General, Hand, Neurosurgery, Orthopedic, Plastic, Thoracic, Transplant, Vascular
Urology

## Pay Table 3

Tier 1: $220,000 - $400,000

Tier 2: $200,000 - $400,000

Tier 3: $180,000 - $375,000

## Specialty/Assignment

Tier 1: Network Chief Medical Officer,
Tier 2: Chief of Staff,
Tier 3: Deputy Network CMOs and Deputy COS

## Pay Table 4

Tier 1: $145,000 - $310,000

Tier 2: $145,000 - $295,000

Tier 3: $145,000 - $285,000

**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*

## Specialty/Assignment

Tier 1: 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

Tier 2: Executive Directors (VHA CO); Deputy to the Assistant Under Secretaries for Health; Chief Consultants (VHA CO); Deputy Chief Officers (VHA CO);

Tier 3: 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