

DEPARTMENT OF VETERANS AFFAIRS
Veterans Health Administration
Title 38, U.S.C. §7431, Physician, Dentist, and Podiatrist Annual Pay Ranges
Effective January 1, 2023

PAY TABLE 1 - CLINICAL SPECIALTY

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|---|
| TIER 1 | \$115,587 | \$243,000 | Staff Physician, Dentist, or Podiatrist |
| TIER 2 | \$115,587 | \$252,720 | 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
Endodontics
General Practice – Dentistry
Geriatrics
Infectious Diseases
Internal Medicine / Primary Care / Family Practice
Palliative Care
Periodontics
Podiatry (General)
Podiatry (Surgery-Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle)
Preventive Medicine
Prosthodontics
Rheumatology
All other specialties/assignments not requiring specific specialty training

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PAY TABLE 2 - CLINICAL SPECIALTY

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|---|
| TIER 1 | \$115,587 | \$282,480 | Staff Physician, Dentist, or Podiatrist |
| TIER 2 | \$115,587 | \$306,600 | 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
Hospitalist
Nephrologist
Neurology
Pathology
Physical Medicine & Rehabilitation / Spinal Cord Injury
Psychiatry

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PAY TABLE 3 - CLINICAL SPECIALTY

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|---|
| TIER 1 | \$115,587 | \$348,000 | Staff Physician, Dentist, or Podiatrist |
| TIER 2 | \$120,000 | \$365,000 | Supervisor, Program Manager, Section Chief |
| TIER 3 | \$135,000 | \$385,000 | 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

Pain Management (Interventional and Non-Operating Room (OR) Anesthesiology)
 Cardiology (Non-Invasive)
 Emergency Medicine
 Gynecology
 Hematology-Oncology
 Nuclear Medicine
 Ophthalmology
 Oral Surgery
 Pulmonary

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PAY TABLE 4 - CLINICAL SPECIALTY

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|---|
| TIER 1 | \$115,587 | \$400,000 | Staff Physician, Dentist, or Podiatrist |
| TIER 2 | \$125,000 | \$400,000 | Supervisor, Program Manager, Section Chief, Service Chief, Service Line Manager, Network Level Assignment, or National Program Responsibilities |

COVERED CLINICAL SPECIALTIES

Anesthesiology
 Cardiology (Invasive/Non-Interventional)
 Cardio-Thoracic Surgery
 Critical Care
 Dermatology
 Dermatology MOHS
 Gastroenterology
 General Surgery
 Interventional Cardiology

Interventional Radiology
 Neurosurgery
 Orthopedic Surgery
 Otolaryngology
 Plastic Surgery
 Radiology (Diagnostic)
 Radiation Oncology
 Urology
 Vascular Surgery

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PAY TABLE 5 – CHIEF OF STAFF AND NETWORK CHIEF MEDICAL OFFICERS

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|--|
| TIER 1 | \$150,000 | \$350,000 | Network Chief Medical Officer; Chief of Staff - Complexity Level 1a and 1b Facilities |
| TIER 2 | \$147,000 | \$325,000 | Chief of Staff - Complexity Level 1c and 2 Facilities |
| TIER 3 | \$145,000 | \$300,000 | Chief of Staff - Level 3 Facilities and Facilities with no designation level |
| TIER 4 | \$140,000 | \$285,000 | Deputy Network Chief Medical Officer; All Deputy Chiefs of Staff |

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PAY TABLE 6 – EXECUTIVE ASSIGNMENTS

| | MINIMUM | MAXIMUM | COVERAGE |
|---------------|----------------|----------------|--|
| TIER 1 | \$145,000 | \$304,750 | Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors; |
| TIER 2 | \$145,000 | \$249,900 | Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers |
| TIER 3 | \$130,000 | \$235,000 | All VACO physicians, dentists, or podiatrists not otherwise defined |