

DEPARTMENT OF VETERANS AFFAIRS
Veterans Health Administration
Title 38, U.S.C. §7431, Physician, Dentist, and Podiatrist Annual Pay Ranges
Effective January 3, 2021

PAY TABLE 1 - CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$108,645	\$243,000	Staff Physician, Dentist, or Podiatrist
TIER 2	\$110,000	\$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	\$108,645	\$282,480	Staff Physician, Dentist, or Podiatrist
TIER 2	\$115,000	\$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	\$108,645	\$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	\$108,645	\$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	Interventional Radiology
Cardiology (Invasive/Non-Interventional)	Neurosurgery
Cardio-Thoracic Surgery	Orthopedic Surgery
Critical Care	Otolaryngology
Dermatology	Plastic Surgery
Dermatology MOHS	Radiology (Diagnostic)
Gastroenterology	Radiation Oncology
General Surgery	Urology
Interventional Cardiology	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