

Final Approved Pay Ranges for Physicians, Dentists, and Podiatrists Effective January 12, 2025

Pay Table 1		Specialty/Assignment	
Tier 1: \$123,077 - \$300,000	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	
Tier 2: \$145,000 - \$320,000			
Tier 3: \$165,000 - \$336,000			
Pay Table 2		Specialty/Assignment	
Tier 1: \$123,077 - \$400,000	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	
Tier 2: \$200,000 - \$400,000			
Pay Table 3		Pay Table 4	Specialty/Assignment
Tier 1: \$150,000 - \$400,000	<u>Tier 1:</u> Network Chief Medical Officer <u>Tier 2:</u> Chief of Staff <u>Tier 3:</u> Deputy Chief Medical Officer, Deputy Chief of Staff <u>Tier 4:</u> Associate Chief of Staff	Tier 1: \$145,000 - 310,000	<u>Tier 1:</u> 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 <u>Tier 2:</u> Executive Directors (VHA CO); Deputy to the Assistant Under Secretaries for Health; Chief Consultants (VHA CO); Deputy Chief Officers (VHA CO); <u>Tier 3:</u> 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
Tier 2: \$147,000 - \$375,000		Tier 2: \$145,000 - 295,000	
Tier 3: \$145,000 - \$350,000		Tier 3: \$145,000 - 285,000	
Tier 4: \$140,000 - \$325,000		*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	