

DEPARTMENT OF VETERANS AFFAIRS
Veterans Health Administration
Title 38, U.S.C. §7431, Physician, Dentist, and Podiatrist Annual Pay Ranges
Effective January 12, 2025

PAY TABLE 1 - CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$123,077	\$300,000	Staff Physician, Dentist, or Podiatrist
TIER 2	\$145,000	\$320,000	Supervisor, Program Manager, Section Chief
TIER 3	\$165,000	\$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
 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

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PAY TABLE 2 - CLINICAL SPECIALTY

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$123,077	\$400,000	Staff Physician, Dentist, or Podiatrist
TIER 2	\$200,000	\$400,000	Supervisor, Program Manager, Section Chief, Service Chief, Service Line Manager, Network Level Assignment, or National Program Responsibilities

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

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PAY TABLE 3 – CHIEF OF STAFF AND NETWORK CHIEF MEDICAL OFFICERS

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$150,000	\$400,000	Network Chief Medical Officer;
TIER 2	\$147,000	\$375,000	Chief of Staff
TIER 3	\$145,000	\$350,000	Deputy Network Chief Medical Officer; Deputy Chiefs of Staff
TIER 4	\$140,000	\$325,000	Associate Chief of Staff

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PAY TABLE 4 – EXECUTIVE ASSIGNMENTS

	MINIMUM	MAXIMUM	COVERAGE
TIER 1	\$145,000	\$310,000	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	\$145,000	\$295,000	Executive Directors (VHA CO); Deputy to the Assistant Under Secretaries for Health; Chief Consultants (VHA CO); Deputy Chief Officers (VHA CO);
TIER 3	\$145,000	\$285,000	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

**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*