

**Final Approved Pay Ranges for Physicians and Dentists  
Effective January 10, 2016**

<b>Pay Table 1</b>	<b>Specialty/Assignment</b>	<b>Pay Table 2</b>	<b>Specialty/Assignment</b>
Tier 1: \$100,957 - 215,000 Tier 2: \$110,000 - 230,000 Tier 3: \$120,000 - 255,000	Allergy and Immunology Compensation & Pension Endocrinology Endodontics General Practice – Dentistry Geriatrics Infectious Diseases Internal Medicine / Primary Care / Family Practice Neurology Periodontics Preventive Medicine Prosthodontics Rheumatology All other specialties or assignments not requiring a specific specialty training or certification	Tier 1: \$100,957 - 240,000 Tier 2: \$115,000 - 250,000 Tier 3: \$130,000 - 260,000	Critical Care Emergency Medicine Gynecology Hematology – Oncology Hospitalist Nephrology Pathology PM&R / SCI Psychiatry Pulmonary
<b>Pay Table 3</b>	<b>Specialty/Assignment</b>	<b>Pay Table 4</b>	<b>Specialty/Assignment</b>
Tier 1: \$100,957 - 300,000 Tier 2: \$120,000 - 310,000 Tier 3: \$135,000 - 320,000	Cardiology (Non-invasive) Dermatology Gastroenterology Nuclear Medicine Ophthalmology Oral Surgery Otolaryngology	Tier 1: \$100,957 - 325,000 Tier 2: \$125,000 - 340,000 Tier 3: \$140,000 - 355,000	Anesthesiology Cardiology (Invasive/Non-Interventional) General Surgery Plastic Surgery Radiology (Non-Invasive) Urology Vascular Surgery
<b>Pay Table 5</b>	<b>Specialty/Assignment</b>	<b>Pay Table 6</b>	<b>Specialty/Assignment</b>
Tier 1: \$150,000 - 300,000 Tier 2: \$145,000 - 280,000 Tier 3: \$140,000 - 260,000	VHA Chiefs of Staff – Tier assignments are based on published facility complexity level  Tier 1 – Complexity Levels 1a & 1b Tier 2 – Complexity Levels 1c & 2 Tier 3 – Complexity Level 3, facilities with no designated level, Deputy Chiefs of Staff at Complexity Levels 1a and 1b	Tier 1: \$145,000 - 265,000 Tier 2: \$145,000 - 245,000 Tier 3: \$130,000 - 235,000	<u>Tier 1</u> – Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors; Network Chief Medical Officers <u>Tier 2</u> – Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers <u>Tier 3</u> – All VACO physicians or dentists not otherwise defined
<b>Pay Table 7</b>	<b>Specialty/Assignment</b>		
Tier 1: \$100,957 - 375,000 Tier 2: \$140,000 - 385,000	Cardio-Thoracic Surgery Interventional Cardiology Interventional Radiology Neurosurgery Orthopedic Surgery		