

CURRENT		RECOMMENDATION	
Pay Table 1	Specialty/Assignment	Pay Table 1	Specialty/Assignment
Tier 1: \$98,967 - 195,000	Allergy and Immunology	Tier 1: \$98,967 - 215,000	Allergy and Immunology
Tier 2: \$110,000 - 210,000	Endocrinology	Tier 2: \$110,000 - 230,000	Compensation and Pension (New)
Tier 3: \$120,000 - 235,000	Endodontics	Tier 3: \$120,000 - 255,000	Endocrinology
Tier 4: \$130,000 - 245,000	General Practice – Dentistry		Endodontics
	Geriatrics		General Practice – Dentistry
	Hospitalist		Geriatrics
	Infectious Diseases		Infectious Diseases
	Internal Medicine / Primary Care /		Internal Medicine / Primary Care /
	Family Practice		Family Practice
	Neurology		Neurology
	Periodontics		Periodontics
	Preventive Medicine		Preventive Medicine
	Prosthodontics		Prosthodontics
	Psychiatry		Rheumatology
	Rheumatology		All other specialties or assignments
	All other specialties or assignments		not requiring a specific specialty
	not requiring a specific specialty		training or certification
	training or certification		
Pay Table 2	Specialty/Assignment	Pay Table 2	Specialty/Assignment
Tier 1: \$98,967 - 220,000	Critical Care (board certified)	Tier 1: \$98,967 - 240,000	Critical Care
Tier 2: \$115,000 - 230,000	Emergency Medicine	Tier 2: \$115,000 - 250,000	Emergency Medicine
Tier 3: \$130,000 - 240,000	Gynecology	Tier 3: \$130,000 - 260,000	Gynecology
Tier 4: \$140,000 - 250,000	Hematology – Oncology		Hematology – Oncology
	Nephrology		Hospitalist (from Table 1)
	Pathology		Nephrology
	PM&R / SCI		Pathology
	Pulmonary		PM&R / SCI
			Psychiatry (from Table 1)
			Pulmonary
Pay Table 3	Specialty/Assignment	Pay Table 3	Specialty/Assignment
Tier 1: \$98,967 - 265,000	Cardiology (Non-invasive)	Tier 1: \$98,967 - 300,000	Cardiology (Non-invasive)
Tier 2: \$120,000 - 275,000	Dermatology	Tier 2: \$120,000 - 310,000	Dermatology
Tier 3: \$135,000 - 285,000	Gastroenterology	Tier 3: \$135,000 - 320,000	Gastroenterology
Tier 4: \$145,000 - 295,000	Nuclear Medicine		Nuclear Medicine
	Ophthalmology		Ophthalmology
	Oral Surgery		Oral Surgery
	Otolaryngology		Otolaryngology

CURRENT		RECOMMENDATION	
Pay Table 4	Specialty/Assignment	Pay Table 4	Specialty/Assignment
Tier 1: \$98,967 - 295,000 Tier 2: \$125,000 - 305,000 Tier 3: \$140,000 - 325,000 Tier 4: \$150,000 - 335,000	Anesthesiology General Surgery Plastic Surgery Radiology (Non-invasive) Urology Vascular Surgery	Tier 1: \$98,967 - 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
Pay Table 5	Specialty/Assignment	Pay Table 5	Specialty/Assignment
Tier 1: \$150,000 - 275,000 Tier 2: \$145,000 - 255,000 Tier 3: \$140,000 - 235,000	VHA Chiefs of Staff – Tier assignments are based on published facility complexity level <u>Tier 1</u> – Complexity Levels 1a & 1b <u>Tier 2</u> – Complexity Levels 1c & 2 <u>Tier 3</u> – Complexity Level 3 or facilities with no designated level	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 <u>Tier 1</u> – Complexity Levels 1a & 1b <u>Tier 2</u> – Complexity Levels 1c & 2 <u>Tier 3</u> – Complexity Level 3 or facilities with no designated level <u>Tier 3</u> – (Deputy Chiefs of Staff – Complexity Levels 1a & 1b)
Pay Table 6	Specialty/Assignment	Pay Table 6	Specialty/Assignment
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 Officers <u>Tier 2</u> – VACO Chief Consultants; National Directors; National Program Managers <u>Tier 3</u> – All VACO physicians or dentists not otherwise defined	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; 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
Pay Table 7	Specialty/Assignment	Pay Table 7	Specialty/Assignment
Tier 1: \$98,967 - 375,000 Tier 2: \$140,000 - 385,000	Cardio-Thoracic Surgery Interventional Cardiology Interventional Radiology Neurosurgery Orthopedic Surgery	Tier 1: \$98,967 - 375,000 Tier 2: \$140,000 - 385,000	Cardio-Thoracic Surgery Interventional Cardiology Interventional Radiology Neurosurgery Orthopedic Surgery