

**Final Approved Pay Ranges For Physicians and Dentists
Effective July 22, 2007**

Pay Table 1	Specialty/Assignment	Pay Table 2	Specialty/Assignment
Tier 1: \$91,530 – 175,000 Tier 2: \$110,000 - 200,000 Tier 3: \$120,000 - 215,000 Tier 4: \$130,000 - 225,000	Allergy and Immunology Endocrinology Dentistry Geriatrics Infectious Diseases Internal Medicine / Primary Care / Family Practice/ Admitting Physician Neurology Preventive Medicine Psychiatry Rheumatology All other specialties or assignments not requiring a specific specialty training or certification	Tier 1: \$91,530 - 200,000 Tier 2: \$115,000 - 215,000 Tier 3: \$130,000 - 225,000 Tier 4: \$140,000 - 235,000	Critical Care (board certified) Emergency Medicine Gynecology Hematology – Oncology Nephrology Pathology PM&R / SCI Pulmonary
Pay Table 3	Specialty/Assignment	Pay Table 4	Specialty/Assignment
Tier 1: \$91,530- 245,000 Tier 2: \$120,000 - 265,000 Tier 3: \$135,000 - 275,000 Tier 4: \$145,000 - 285,000	Cardiology (Non-invasive) Dermatology (from Table 2) Gastroenterology (from Table 2) Nuclear Medicine (from Table 2) Ophthalmology (from Table 2) Oral Surgery (from Table 2) Otolaryngology	Tier 1: \$91,530 - 270,000 Tier 2: \$125,000 - 285,000 Tier 3: \$140,000 - 295,000 Tier 4: \$150,000 - 305,000	Anesthesiology Cardiology (Invasive) General Surgery (from Table 3) Plastic Surgery Radiology Therapeutic Radiology Urology (from Table 3) Vascular Surgery
Pay Table 5	Specialty/Assignment	Pay Table 6	Specialty/Assignment
Tier 1: \$150,000 - 260,000 Tier 2: \$145,000 - 240,000 Tier 3: \$140,000 - 220,000	VHA Chiefs of Staff – Tier assignments are based on published facility complexity level	Tier 1: \$110,000 - 230,000 Tier 2: \$110,000 - 250,000	<u>Tier 1</u> – All VACO physicians or dentists not otherwise defined <u>Tier 2</u> – Chief Officers, Deputy Under Secretaries for Health; Medical Center Directors, Network Chief Medical Officers, Network Directors
Pay Table 7	Specialty/Assignment		
Tier 1: \$91,530 - 325,000 Tier 2: \$140,000 - 350,000	Cardio-Thoracic Surgery (from Table 4) Interventional Radiology (from Table 4) Neurosurgery (from Table 4) Orthopedic Surgery (from Table 4)		

Red = New pay table, new clinical specialty, new range minimum/maximum
Blue = Realignment of clinical specialty