

# VA Title 38 Physician and Dentist Pay Ranges (Base Pay + Market Pay)

Pay Table 1 – Clinical Specialty

	MINIMUM	MAXIMUM
<b>TIER 1</b>	\$ 96,539	\$195,000
<b>TIER 2</b>	\$110,000	\$210,000
<b>TIER 3</b>	\$120,000	\$235,000
<b>TIER 4</b>	\$130,000	\$245,000

Allergy and Immunology  
 Endocrinology  
 Endodontics  
 General Practice – Dentistry  
 Geriatrics  
 Hospitalist  
 Infectious Diseases  
 Internal Medicine/Primary Care/  
     Family Practice  
 Neurology  
 Periodontics  
 Preventive Medicine  
 Prosthodontics  
 Psychiatry  
 Rheumatology  
 Assignments that do not require  
     a specific specialty training or certification

Pay Table 2 – Clinical Specialty

	MINIMUM	MAXIMUM
<b>TIER 1</b>	\$ 96,539	\$220,000
<b>TIER 2</b>	\$115,000	\$230,000
<b>TIER 3</b>	\$130,000	\$240,000
<b>TIER 4</b>	\$140,000	\$250,000

Critical Care (Board Certified)  
 Emergency Medicine  
 Gynecology  
 Hematology – Oncology  
 Nephrology  
 Pathology  
 Physical Medicine & Rehabilitation/  
     Physiatry/Spinal Cord Injury  
 Pulmonary

Pay Table 3 – Clinical Specialty

	MINIMUM	MAXIMUM
<b>TIER 1</b>	\$ 96,539	\$265,000
<b>TIER 2</b>	\$120,000	\$275,000
<b>TIER 3</b>	\$135,000	\$285,000
<b>TIER 4</b>	\$145,000	\$295,000

Cardiology (Non-invasive)  
 Dermatology  
 Gastroenterology  
 Nuclear Medicine  
 Ophthalmology  
 Oral Surgery  
 Otolaryngology

Pay Table 4 – Clinical Specialty

	MINIMUM	MAXIMUM
<b>TIER 1</b>	\$ 96,539	\$295,000
<b>TIER 2</b>	\$125,000	\$305,000
<b>TIER 3</b>	\$140,000	\$325,000
<b>TIER 4</b>	\$150,000	\$335,000

Anesthesiology  
 General Surgery  
 Plastic Surgery  
 Radiology (Non-invasive) – combined  
 Radiology and Therapeutic Radiology  
 from 2007 issuance  
 Urology  
 Vascular Surgery

Pay Table 7 – Clinical Specialty

	MINIMUM	MAXIMUM
<b>TIER 1</b>	\$ 96,539	\$375,000
<b>TIER 2</b>	\$140,000	\$385,000

Cardio-Thoracic Surgery  
 Interventional Cardiology  
 Interventional Radiology  
 Neurosurgery  
 Orthopedic Surgery

Effective October 11, 2009  
 Pay Ranges must be reviewed every 2 years based upon salary surveys.  
 Two additional pay tables (Pay Tables 5 and 6) apply to VA Chiefs of Staff  
 and physicians and dentists in executive level administrative assignments.

They have not been used by NIH.  
**NIH delegated PDP limit is \$350,000 annual pay, \$375,000 total compensation.**