

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

Pay Table 1 – Clinical Specialty

	MINIMUM	MAXIMUM
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
 Endodontics
 General Practice – Dentistry
 Geriatrics
 Infectious Diseases
 Internal Medicine/Primary Care/
 Family Practice/Admitting Physician
 Neurology
 Periodontics
 Preventive Medicine
 Prosthodontics
 Psychiatry
 Rheumatology
 Assignments that do not require
 a specific specialty

Pay Table 2 – Clinical Specialty

	MINIMUM	MAXIMUM
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
 Physical Medicine & Rehabilitation/
 Physiatry/Spinal Cord Injury
 Pulmonary

Pay Table 3 – Clinical Specialty

	MINIMUM	MAXIMUM
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
 Gastroenterology
 Nuclear Medicine
 Ophthalmology
 Oral Surgery
 Otolaryngology

Pay Table 4 – Clinical Specialty

	MINIMUM	MAXIMUM
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
 Plastic Surgery
 Radiology
 Therapeutic Radiology
 Urology
 Vascular Surgery

Pay Table 7 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$ 91,530	\$325,000
TIER 2	\$140,000	\$350,000

Cardio-Thoracic Surgery
 Neurosurgery
 Orthopedic Surgery
 Radiology (Interventionalist)

Effective July 22, 2007

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 \$250,000.