

**NEW APPROVED PAY RANGES FOR PHYSICIANS AND DENTISTS  
EFFECTIVE October 11, 2009**

**EXHIBIT 1-D, DEPT. of VETERANS AFFAIRS TITLE 38 PAY TABLES AND  
COVERED CLINICAL SPECIALTIES**

**PAY TABLE 1 AND CLINICAL SPECIALTIES**

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

**Covered Clinical Specialties** – Allergy and Immunology, Endocrinology, Family Practice, Geriatrics, Hospitalist, Infectious Diseases, Internal Medicine, Neurology, Preventive Medicine, Primary Care, Psychiatry, Rheumatology, General Practice—Dentistry, Endodontics, Periodontics, Prosthodontics, and Assignments that do not require a specific specialty

**PAY TABLE 2 AND CLINICAL SPECIALTIES**

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

**Covered Clinical Specialties** – Critical Care (board certified), Emergency Medicine, Gynecology, Hematology - Oncology, Nephrology, Pathology, Physiatry, and Pulmonary

**PAY TABLE 3 AND CLINICAL SPECIALTIES**

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

**Covered Clinical Specialties** – Cardiology (Non-invasive), Dermatology, Gastroenterology, Nuclear Medicine, Ophthalmology, Oral Surgery, and Otolaryngology

**PAY TABLE 4 AND CLINICAL SPECIALTIES**

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

**Covered Clinical Specialties** – Anesthesiology, General Surgery, Plastic Surgery, Radiology, Therapeutic Radiology, Urology, and Vascular Surgery

**PAY TABLE 5 - CHIEF OF STAFF**

<b>TIER LEVEL</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
TIER 1 .....	\$150,000	\$275,000
TIER 2 .....	145,000	255,000
TIER 3 .....	140,000	235,000

**PAY TABLE 6 AND EXECUTIVE ASSIGNMENTS**

<b>TIER LEVEL</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
TIER 1 .....	\$145,000	\$265,000
TIER 2 .....	145,000	245,000
TIER 3 .....	130,000	235,000

**Covered Executive Assignments** – Principal Deputy, Deputy and Assistant Under Secretary for Health, Chief Officer and Chief Consultant, Network Director, Medical Center Director and Chief Medical Officer, National Program Manager, and other Central Office Physician/Dentist

**PAY TABLE 7 AND CLINICAL SPECIALTIES**

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

**Covered Clinical Specialties** – Cardio-Thoracic Surgery, Interventional Cardiology, Interventional Radiology, Neurosurgery, and Orthopedic Surgery