

Detailed Notes on VA

Title 38, U.S. Code Veterans' Benefits 1982 edition

Chapter 73 Department of Medicine and Surgery.

sec. 4105 Qualifications of appointees - etc qualification

requirements for key jobs in DM+S. - physicians,
dentists, nurses, podiatrists, optometrists, pharmacists,

sec. 4107 Grade and pay scale. PT's, OT's, dietitians, phys. units,

sec. 4118 special pay for physicians and dentists psychological

sec. 4107 etc pay rates

sec 4103 schedule - Chief Medical Director, Director
of services - nursing, podiatry,
diplom. pharmacy, dietetic,
optometric

Physician & Dentist schedule -

Director / Executive / Chief / senior / Intermediate /

Full / Associate grades"

For each grade, statute gives bottom
and top amount.

Nurse schedule

Director / Assistant Director / Chief / senior / Intermediate /

Full / Associate / Junior grades.

Clinical Podiatrist & Optometrist schedule.

For nurses, provide extra pay for night duty 10% 6pm-6am.

and for Sunday duty 25% and for holiday duty

double and for overtime 1.5 times, and for on call 10%.

(c)
sec. 4107 ~~(E)~~ (10)(B) allows specific VA facility to increase
nurse pay to meet non-Federal competition -
or may be made nationwide, local, or other
geographic basis by Administrator
based on a reasonably representative
sampling of non-Federal health care facilities

sec. 4107 (F) ~~(E)~~ (C)

Allows Administrator by regulation to extend these
provisions of Nurse Schedule to physicians assistants
and dental auxiliaries

sec. 4107 (g)

allows Administrator to increase minimum, intermediate,
or maximum rate of basic pay for

physicians

dentists

podiatrists

nurses

physician assistants

dental auxiliaries (expanded function)

who are employed by DMAs, but are in GS under 5 USC 5332,

and are providing direct patient care services,

and wouldn't otherwise be available

Guidelines - may be nationwide or local

- for one or more grades

- may not exceed rates at

non-Federal facilities

- may be used to achieve adequate staffing

- may be to recruit persons with specialized skills

Administrator must notify President 90 days in advance.

Doesn't apply to administration, clerical, physical plant maintenance, protective service employees.

→ renumbered PL 96-330

amended 38 USC 4107
+ 5 USC 5314115.

see 4118 Special pay for physicians and dentists

Reasons for enactment of PL 94-123 (8-26-80)

- cap on DM+S maximums because of 5 USC 5311 cap
- sharp escalation in cost of living since 1969 when rate of DM+S doctors & dentists were last increased seriously impairing recruitment & retention
- DM+S made noncompetitive because of special pay up to \$13.5K to medical officers & dental officers in uniform service (37 USC 302 & 311) under PL 93-27-1

No Administrator by regulation can provide special pay up to \$22,500 to any physician in DM+S.
or \$10,000 to any dentist

They must enter into a service agreement.

Further specifics

Maximum amount \$22.5K to Chief Medical Director & Deputy
~~\$10K to~~

Primary special pay: \$7K to full-time physicians
\$2.5K to full-time dentists

Blue incentive special pay to physicians
up to \$15,500 max.

as follows: \$6K for full-time status
tenure 2-5 yrs. + \$1,000
5-8 yrs. + \$2,000
8 yrs + \$3000.

On service where Chief Medical Director
finds extraordinary difficulties in
recruitment, amounts of these special
rate can be \$4000 up to \$15,500 -
specified by

Service Chief \$9000

Chief of Staff \$12,600

Service Director \$13,500

Deputy Assistant Chief Medical
Director \$14,400

Associate Deputy Chief \$15,300

and for first board certification \$2,000

for second board \$2,500

This special pay is included in high -3 coverage for retirement under CSRS and is considered base pay for life insurance.

CUMULATIVE SUPPLEMENT May 1988 showing change in the above since 1982.

38 USC 4107 (g) (4) requires Administrator to notify President 90 days prior to increasing pay rate. President may disapprove an increase and report reasons to Appropriations Committee of Congress.

EO 12438 (8-23-83) 48 Fed. Reg. 39205

Presidents disapproval/approval authority of the President to Director of OPM.

Director of OPM in to review proposed increase to assure -

- they are in best interest of Government
- don't exceed amounts authorized
- needed to provide competitive pay with non-Federal facilities in some labor markets
- to achieve adequate staffing
- to recruit personnel with special skills

and EO 12496 12-30-84 adjusted all the pay rates provided by sec. 4107 upward.

(but regardless of new rates, caps applied)

Chief Medical Director \$94,375 capped at \$73,600
and so on down the list!

Physician & Dentist schedule.
~~Physician~~ schedule now:

GRAPPE	Director	61,296 to 77,640	capped at 68,700
	Executive	56,599 to 73,582	" " 68,700
	Chief grad.	52,262	67,940
	Senior grad.	44,430	57,759
	Interned. gr.	37,599 to 48,876	
	Full grad.	31,619 to 41,105	
	Assoc.	26,381 to 34,292.	

4118
section ~~4118~~ subsequent history:

