

base pay component is set by statute, market pay is intended to reflect the recruitment and retention needs for the specialty or assignment of a particular physician or dentist at a facility. Further, performance pay is intended to recognize the achievement of specific goals and performance objectives prescribed annually. These three components create a system of pay that is driven by both market indicators and employee performance, while recognizing employee tenure in VHA.

On April 8, 2019, the President signed Public Law 116–12, which amended 38 U.S.C. 7431 to include podiatrists within the physician and dentist pay system, authorizing podiatrists to receive base pay, market pay, and performance pay.

With the amendment, podiatrists are also subject to the same limitations and requirements as physician and dentists under 7431.

With regard to the Pay Tables for physicians and dentists, there have been changes to the minimum and maximum amounts for Pay Table 5. However, the minimum and maximum amounts for Pay Tables 1–4 have remained unchanged since the 2016 publication in the **Federal Register**.

Discussion

VA identified and utilized salary survey data sources which most closely represent VA comparability in the areas of practice setting, employment environment, and hospital/health care system. The Association of American Medical Colleges (AAMC), Hospital and Healthcare Compensation Service (HHCS), Sullivan, Cotter, and Associates (S&C), Medical Group Management Association (MGMA), and the Survey of Dental Practice published by the American Dental Association (ADA) were collectively utilized as benchmarks from which to prescribe annual pay ranges across the scope of assignments/specialties within the Department. While aggregating the data, a preponderance of weight was given to those surveys which most directly resembled the environment of the Department.

In constructing annual pay ranges to accommodate the more than 40 specialties that currently exist in the VA system, VA continued the practice of grouping specialties into consolidated pay ranges. This allows VA to use multiple sources that yield a high number of salary data which helps to minimize disparities and aberrations that may surface from data involving smaller numbers for comparison and from sample change from year to year. Thus, by aggregating multiple survey

sources into like groupings, greater confidence exists that the average compensation reported is truly representative. In addition, aggregation of data provides for a large enough sample size and provides pay ranges with maximum flexibility for pay setting for VHA physicians, dentists, and podiatrists.

In developing the annual pay ranges, a few distinctive principles were factored into the compensation analysis of the data. The first principle is to ensure that both the minimum and maximum salary is at a level that accommodates special employment situations, from fellowships and medical research career development awards to Nobel Laureates, high-cost areas, and internationally renowned clinicians. The second principle is to provide ranges large enough to accommodate career progression, geographic differences, sub-specialization, and other special factors.

Clinical specialties were reviewed against available, relevant private sector data. The specialties are grouped into four clinical pay ranges that reflect comparable complexity in salary, recruitment, and retention considerations. One recommendation was made to rename Anesthesiology Pain Management in Pay Table 3 to Pain Management (Interventional and Non-Operating Room (OR) Anesthesiology). This change is necessary to distinguish that Interventional/Non-OR Anesthesiology is the primary role. Two additional pay ranges apply to VHA Chiefs of Staff and executive level administrative assignments at the facility, network, or headquarters level. There is a change to Pay Table 5.

Tier level	Minimum	Maximum
Pay Table 5—Chief of Staff		
TIER 1	\$150,000	\$350,000
TIER 2	147,000	325,000
TIER 3	145,000	300,000
TIER 4	140,000	275,000

Pay Table 5—Covered Assignments

VHA Chiefs of Staff—Tier assignments are based on published facility complexity level: Network Chief Medical Officer, Chief of Staff Complexity Levels 1a & 1b Chief of Staff Complexity Level 1c, Deputy Network Chief Medical Officer, Chief of Staff Complexity Level 2, Chief of Staff Complexity Level 3, and All Deputy Chiefs of Staff.

Tier level	Minimum	Maximum
Pay Table 6—Executive Assignments		
TIER 1	145,000	304,750
TIER 2	145,000	249,900
TIER 3	130,000	235,000

Tier level	Minimum	Maximum
Pay Table 6—Covered Executive Assignments		

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

Signing Authority

The Secretary of Veterans Affairs approved this document and authorized the undersigned to sign and submit the document to the Office of the Federal Register for publication electronically as an official document of the Department of Veterans Affairs. Robert L. Wilkie, Secretary, Department of Veterans Affairs, approved this document on August 8, 2019, for publication.

Dated: August 15, 2019.

Jeffrey M. Martin,

Assistant Director, Office of Regulation Policy & Management, Office of the Secretary, Department of Veterans Affairs.

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DEPARTMENT OF VETERANS AFFAIRS

Veterans’ Family, Caregiver, and Survivor Advisory Committee, Notice of Meeting

The Department of Veterans Affairs (VA) gives notice under the Federal Advisory Committee Act (FACA) that the Veterans’ Family, Caregiver, and Survivor Advisory Committee will meet on September 25–26, 2019. The meeting will be held at the American Red Cross, 430 17th Street NW, Washington, DC 20006. The meeting sessions will begin and end as follows:

Date	Time
September 25, 2019	9:00 a.m. to 4:30 p.m. EST.
September 26, 2019	9:00 a.m. to 2:00 p.m. EST.

The meetings are open to the public.

The purpose of the Committee is to advise the Secretary of Veterans Affairs on matters related to: The need of Veterans’ families, caregivers, and survivors across all generations, relationships, and Veterans status; the use of VA care, benefits and memorial services by Veterans’ families, caregivers, and survivors, and opportunities for improvements to the

experience using such services; VA policies, regulations, and administrative requirements related to the transition of Servicemembers from the Department of Defense (DoD) to enrollment in VA that impact Veterans' families, caregivers, and survivors; and factors that influence access to, quality of, and accountability for services, benefits and memorial services for Veterans' families, caregivers, and survivors.

On September 25 and September 26, the agenda will include opening remarks from the Committee Chair and the Chief Veterans Experience Officer. There will also be status updates on the Recommendations the Committee submitted in November 2018 (e.g. implementation of the Mission Act, Inclusive Care Initiative, Electronic Medical Health Records, and the Center for Excellence's new research). Committee members will also discuss their work plan and future activities. On September 25, 2019, public comments will be received at 3:30 p.m. to 4:30 p.m.

Individuals wishing to speak should contact Ms. Toni Bush Neal (Alternate Designated Federal Official) at VEOFACA@va.gov to submit a 1–2 page summary of their comments for inclusion in the official meeting record. In accordance with FACA guidelines, each speaker will be held to a 5-minute time limit.

Members of the public interested in attending should submit their name to VEOFACA@va.gov by September 20, 2019 to help expedite the sign-in process. To prevent delays, members of the public should allow an additional 30 minutes for parking and access to the facility. Any member of the public seeking additional information should contact Betty Moseley Brown (Designated Federal Official) at Betty.MoseleyBrown@va.gov or (210) 392–2505.

Dated: August 15, 2019.

Jelessa M. Burney,
Federal Advisory Committee Management Officer.

[FR Doc. 2019–17947 Filed 8–19–19; 8:45 am]

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DEPARTMENT OF VETERANS AFFAIRS

Advisory Committee on Cemeteries and Memorials, Notice of Meeting

The Department of Veterans Affairs (VA) gives notice under the Federal Advisory Committee Act that a meeting of the Advisory Committee on Cemeteries and Memorials will be held on October 22–October 23, 2019. The meeting sessions will take place at the Phoenix Regional Benefits Office, 3333 North Central Avenue, Phoenix, Arizona 85012. The meeting sessions will begin as follows:

Date	Time
October 22, 2019	8:00 a.m. to 4:30 p.m. (Mountain Time—MT).
October 23, 2019	8:00 a.m. to 4:30 p.m. MT.

The meeting sessions are open to the public. If you're interested in attending the meeting virtually, the dial in number for both days is 1–800–767–1750, 02668#.

The purpose of the Committee is to advise the Secretary of Veterans Affairs on the administration of national cemeteries, soldiers' lots and plots, the selection of new national cemetery sites, the erection of appropriate memorials, and the adequacy of Federal burial benefits. The Committee will make recommendations to the Secretary regarding such activities.

On Tuesday, October 22, 2019, from 8:00 a.m.–9:30 a.m. MT, the agenda will

include remarks by the VA Leadership, and National, State, and Tribal Cemetery Directors. Directly following the business portion of the meeting, the Committee, VA Staff, and Cemetery Directors will visit the National Memorial Cemetery at Arizona and the Arizona Veterans' Memorial Cemetery at Marana. The Committee will conduct tours of a national and state cemetery from 9:30 a.m.–4:30 p.m. MT. Transportation will not be provided for public guests.

On Wednesday, October 23, 2019, from 8:00 a.m.–10:00 a.m. MT, the agenda will include workgroup status updates from the Access, Outreach, and Choice Subcommittee. Directly following the business portion of the meeting, the Committee, VA Staff, and Cemetery Directors will visit the San Carlos Apache Tribal Veterans' Cemetery. The Committee will conduct a tour of a tribal cemetery from 10:00 a.m.–4:30 p.m. MT. Transportation will not be provided for public guests.

Any member of the public wishing to attend the meeting should contact Ms. Christine Hamilton, Designated Federal Officer, at (202) 461–5681. The Committee will also accept written comments. Comments may be transmitted electronically to the Committee at Christine.hamilton1@va.gov or mailed to the National Cemetery Administration (40A1), 810 Vermont Avenue NW, Room 400, Washington, DC 20420. In the public's communications with the Committee, the writers must identify themselves and state the organizations, associations, or persons they represent.

Dated: August 15, 2019.

Jelessa M. Burney,
Federal Advisory Committee Management Officer.

[FR Doc. 2019–17946 Filed 8–19–19; 8:45 am]

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