

Department of Veterans Affairs (VA) Title 38 Physician and Dentist Pay Ranges for use at Indian Health Service (Includes Base Pay)

Pay Table 1 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$ 100,957	\$225,000
TIER 2	\$110,000	\$234,000
TIER 3	\$120,000	\$262,000

Endocrinology
Endodontics
General Practice – Dentistry
Geriatrics
Infectious Diseases
Internal Medicine/Primary Care/Family Practice
Palliative Care
Periodontics
Preventive Medicine
Prosthodontics
Rheumatology
Other – no specialty training/certification requirement

Pay Table 2 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$ 100,957	\$264,000
TIER 2	\$115,000	\$292,000
TIER 3	\$130,000	\$320,000

Allergy and Immunology
Hospitalist
Nephrology
Neurology
Pathology
Physical Medicine & Rehabilitation/Physiatry/Spinal Cord
Psychiatry

Pay Table 3 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$ 100,957	\$348,000
TIER 2	\$120,000	\$365,000
TIER 3	\$135,000	\$385,000

Anesthesiology (Pain Management)
Cardiology (Non-Invasive)
Emergency Medicine
Gynecology
Hematology – Oncology
Nuclear Medicine
Ophthalmology
Oral Surgery
Pulmonary

Pay Table 4 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$ 100,957	\$400,000
TIER 2	\$125,000	\$400,000

Anesthesiology
Cardiology (Invasive/Non-Interventional)
Cardio-Thoracic Surgery
Critical Care
Dermatology
Dermatology (MOHS)
Gastroenterology
General Surgery
Interventional Cardiology
Interventional Radiology
Neurosurgery
Orthopedic Surgery
Otolaryngology
Plastic Surgery
Radiology (Diagnostic)
Radiology (Oncology)
Urology
Vascular Surgery

IHS Tier Definitions

TIER 1	Staff Physician or Dentist
TIER 2	First level supervisor, Clinical Department Head, Clinical Director at outpatient or free standing clinic.
TIER 3	2 nd level supervisor, Clinical Director of Hospital/Medical Center National program responsibilities (normally a headquarters function)