

**Department of Veterans Affairs (VA) Title 38 Physician, Dentist, Podiatrist  
Pay Ranges for use at Indian Health Service (Includes Base Pay)  
Effective January 3, 2021**

**IHS Tier Definitions for Pay Tables 1-4**

<b>TIER 1</b>	Staff Physician, Dentist or Podiatrist	<b>TIER 2</b>	First level supervisor, Clinical Department Head, Clinical Director at outpatient or free standing clinic.	<b>TIER 3</b>	2 <sup>nd</sup> level supervisor, Clinical Director of Hospital/Medical Center National program responsibilities (normally a headquarters function)
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<b>Pay Table 1</b>	<b>Specialty/Assignment</b>	<b>Pay Table 2</b>	<b>Specialty/Assignment</b>
Tier 1: <b>\$108,645</b> - 243,000 Tier 2: \$110,000 - 252,720 Tier 3: \$120,000 - 280,340	Endocrinology Endodontics General Practice – Dentistry Geriatrics Infectious Diseases Internal Medicine/Primary Care/Family Practice Palliative Care Periodontics Podiatry (General) Podiatry (Surgery-Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle) Preventive Medicine Prosthodontics Rheumatology w All other specialties or assignments not requiring a specific specialty training or certification	Tier 1: <b>\$108,645</b> - 282,480 Tier 2: \$115,000 - 306,600 Tier 3: \$130,000 - 336,000	Allergy and Immunology Hospitalist Nephrology Neurology Pathology PM&R / SCI Psychiatry
<b>Pay Table 3</b>	<b>Specialty/Assignment</b>	<b>Pay Table 4</b>	<b>Specialty/Assignment</b>
Tier 1: <b>\$108,645</b> - 348,000 Tier 2: \$120,000 - 365,000 Tier 3: \$135,000 - 385,000	Pain Management (Interventional and Non-Operating Room (OR) Anesthesiology) Cardiology (Non-Invasive) Emergency Medicine Gynecology Hematology – Oncology Nuclear Medicine Ophthalmology Oral Surgery Pulmonary	Tier 1: <b>\$108,645</b> - 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) Radiation Oncology Urology Vascular Surgery

<b>Pay Table 5</b>	<b>VA Leadership Position Coverage*</b>
Tier 1: \$150,000 - \$350,000	Network Chief Medical Officer; Chief of Staff – Complexity Level 1a and 1b Facilities
Tier 2: \$147,000 - \$325,000	Chief of Staff – Complexity Level 1c and 2 Facilities
Tier 3: \$145,000 - \$300,000	Chief of Staff – Level 3 Facilities and Facilities with no designation level
Tier 4: \$140,000 - \$285,000	Deputy Network Chief Medical Officer; All Deputy Chiefs of Staff

\*Note that the IHS tier definitions for pay tables 1-4 do not apply to pay table 5 which applies to IHS Title 38 PDP recipients who are compensated primarily on the basis of their leadership responsibilities. IHS is currently assessing the use of VA pay table 5 and the alignment of IHS leadership positions with the pay table. Guidance regarding how VA pay table 5 applies to IHS leadership positions will be shared once finalized.