

**Department of Veterans Affairs (VA) Title 38 Physician and Dentist Pay Ranges
for use at Indian Health Service (Includes Base Pay)
Effective January 6, 2019**

| Pay Table 1 | Clinical Specialty/Assignment | Pay Table 2 | Clinical Specialty/Assignment |
|---|--|--|---|
| Tier 1: \$104,843* - 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 Podiatry (General) Podiatry (Surgery-Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle) Preventive Medicine Prosthodontics Rheumatology Other-No specialty training/certification requirement | Tier 1: \$ 104,843* - 264,000 Tier 2: \$115,000 - 292,000 Tier 3: \$130,000 - 320,000 | Allergy and Immunology Hospitalist Nephrology Neurology Pathology PM&R / SCI Psychiatry |
| Pay Table 3 | Clinical Specialty/Assignment | Pay Table 4 | Clinical Specialty/Assignment |
| Tier 1: \$104,843* - 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 | Tier 1: \$104,843* - 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 |

IHS Tier Definitions

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|---------------|----------------------------|---------------|--|---------------|--|
| 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) |
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* Minimum annual rate for Pay Tables 1 through 4 adjusted to reflect 2019 increase to \$104,843