

**Department of Veterans Affairs (VA) Title 38 Physician, Dentist, and Podiatrist
Pay Ranges for use at Indian Health Service (Includes Base Pay)
Effective February 16, 2020**

Pay Table 1	Clinical Specialty/Assignment	Pay Table 2	Clinical Specialty/Assignment
Tier 1: \$107,569 - 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 Other-No specialty training/certification requirement	Tier 1: \$107,569 - 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
Pay Table 3	Clinical Specialty/Assignment	Pay Table 4	Clinical Specialty/Assignment
Tier 1: \$107,569 - 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: \$107,569 - 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

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)
---------------	----------------------------	---------------	--	---------------	--

* Maximum annual rate for Pay Tables 1 and 2 increased due to Federal Register 2019-26435