

**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**

<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

**IHS Tier Definitions**

<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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Minimum annual rates of pay for Tier 1 on Pay Tables 1 through 4 adjusted to reflect increase made to the Physician, Dentist, and Podiatrist  
Base and Longevity Pay Schedule effective January 3, 2021