

Final Approved Pay Ranges for IHS Physicians, Dentists, and Podiatrists

Effective January 1, 2023

IHS Tier Definitions for Pay Tables 1- 4. See Pay Table 5 Tier Definitions below.

TIER 1	Staff Physician, Dentist or Podiatrist	TIER 2	First level supervisor	TIER 3	Second level supervisor
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Pay Table 1	Specialty/Assignment	Pay Table 2	Specialty/Assignment
Tier 1: \$115,587 - 243,000 Tier 2: \$115,587 - 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: \$115,587 - 282,480 Tier 2: \$115,587 - 306,600 Tier 3: \$130,000 - 336,000	Allergy and Immunology Hospitalist Nephrology Neurology Pathology PM&R / SCI Psychiatry
Pay Table 3	Specialty/Assignment	Pay Table 4	Specialty/Assignment
Tier 1: \$115,587 - 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: \$115,587 - 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
Pay Table 5			
Tier 1: \$150,000 - 350,000 Tier 2: \$147,000 - 325,000 Tier 3: \$145,000 - 300,000 Tier 4: \$140,000 - 285,000	Tier 1: IHS Chief Medical Officer, Area Medical Officers Tier 2: Hospital Clinical Directors, Hospital Chief Medical Officers Tier 3: Deputy Area Chief Medical Officers Tier 4: Physician Administrators of Outpatient/Ambulatory Facility, senior IHS physicians who are national program managers, IHS physicians assigned to IHS Headquarters		

The minimum annual rates of pay for Tier 1 on Pay Tables 1-4 have been adjusted to reflect the increase made to the Physician, Dentist, and Podiatrist Base and Longevity pay schedule effective 1/1/2023.