

United States Department of Veterans Affairs (VA) Title 38 Physician, Dentist and Podiatrist Pay Ranges for Use at the Indian Health Service (Pay Ranges Noted Below Include GS Base Pay and Market Pay) - **Effective October 5, 2025**

Pay Table 1	Pay Table 1 Clinical Specialties			Pay Table 3	Pay Table 3 Positions	
Tier 1: \$123,077 - 315,000	Allergy and Immunology	Neurology	Rheumatology	Tier 1: \$220,000 - 400,000	IHS Chief Medical Officer, Area Chief Medical Officers	
Tier 2: \$145,000 - 335,000	Endocrinology	Palliative Care	Urgent Care	Tier 2: \$200,000 - 400,000	Area Directors, Hospital Clinical Directors, Hospital Chief Medical Officers	
	Endodontics	Periodontics	All Other Specialties or assignments			
Tier 3: \$165,000 - 350,000	Family Medicine	Physical Medicine & Rehabilitation/Spinal Cord Injury		Tier 3: \$180,000 - 375,000	Deputy Area Chief Medical Officers, Physician Administrators of Outpatient/ Ambulatory Facilities, Senior IHS physicians who are national program managers, IHS physicians assigned to IHS Headquarters	
	General Practice-Dentistry					
	Geneticist	Podiatry (General)				
	Geriatrics	Preventive Medicine				
	Hospital Epidemiology	Primary Care				
	Hospitalist	Prosthodontics				
	Infectious Diseases	Psychiatry				
	Internal Medicine					
Pay Table 2	Pay Table 2 Clinical Specialties			IHS Tier Definitions for Pay Tables 1 & 2:		
Tier 1: \$123,077 - 400,000	Anesthesiology	Nuclear Medicine	Pulmonary	Tier 1: Staff Physician, Dentist, or Podiatrist Tier 2: First level supervisor Tier 3: Second level supervisor Title 38 PDP recipients occupying one of the Pay Table 3 leadership positions should be assigned to Tier 1, 2, or 3 under Pay Table 3 based on their leadership position, not Pay Tables 1 or 2 based on their clinical specialty or supervisory status.		
Tier 2: \$200,000 - 400,000	Cardiology	Ophthalmology	Radiology - Diagnostic, Interventional			
	Critical Care	Oral Surgery	Radiation Oncology			
Tier 3: \$225,000- 400,000	Dermatology and Dermatology MOHS	Otolaryngology	Sleep Medicine			
	Emergency Medicine	Pain Management	Surgery - Cardio-Thoracic, General, Hand, Neurosurgery, Orthopedic, Plastic, Thoracic, Transplant, Vascular			
	Gastroenterology	Pathology - Clinical, Anatomic				
	Gynecology	Podiatry (Surgery-Forefoot, Rearfoot/Ankle, Advanced				Urology
	Health Informatics	Rearfoot/ Ankle)				
	Hematology-Oncology					
Nephrology						

Red = Revised Pay Rate or Specialty; Blue = Renamed Specialty or Specialty Moved to a New Pay Table