

**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 July 30, 2023

Pay Table 1	Pay Table 1 Clinical Specialties	Pay Table 2	Pay Table 2 Clinical Specialties	Pay Table 4	Pay Table 4 Positions
<b>Tier 1: \$115,587 - 243,000</b>	Endocrinology	<b>Tier 1: \$115,587 - 300,000</b>	Allergy and Immunology	<b>Tier 1: \$150,000 - 400,000</b>	IHS Chief Medical Officer, Area Chief Medical Officers
<b>Tier 2: \$115,587 - 260,000</b>	Family Medicine	<b>Tier 2: \$115,587 - 320,000</b>	Endodontics	<b>Tier 2: \$147,000 - 375,000</b>	Area Directors, Hospital Clinical Directors, Hospital Chief Medical Officers, Deputy Area Medical Officers
<b>Tier 3: \$120,000 - 280,340</b>	General Practice - Dentistry	<b>Tier 3: \$130,000 - 336,000</b>	Geriatrics	<b>Tier 3: \$145,000 - 350,000</b>	Deputy Area Medical Officers
	Internal Medicine		Health Informatics	<b>Tier 4: \$140,000 - 325,000</b>	Physician Administrators of Outpatient/ Ambulatory Facilities, Senior IHS physicians who are national program managers, IHS physicians assigned to IHS Headquarters
	Palliative Care		Hospitalist		
	Podiatry (General)		Infectious Diseases		
	Preventive Medicine		Neurology		
	Primary Care		Nocturnist		
	Prosthodontics		Periodontics		
	Rheumatology		Physical Medicine and Rehabilitation/Spinal Cord Injury		
	All other specialties or assignments		Podiatry (surgery-forefoot, rearfoot/ankle, advanced rearfoot/ankle)		
			Psychiatry, Sleep Medicine		
Pay Table 3	Pay Table 3 Clinical Specialties			IHS Tier Definitions for Pay Tables 1 - 3:	
<b>Tier 1: \$115,587 - 400,000</b>	Anatomic Pathology	General Surgery	Orthopedic Surgery	<b>Tier 1: Staff Physician, Dentist, or Podiatrist</b>	
<b>Tier 2: \$120,000 - 400,000</b>	Anesthesiology	Gynecology	Otolaryngology	<b>Tier 2: First level supervisor</b>	
	Cardiology (invasive/non-interventional)	Hematology-Oncology	Pain Management (interventional and non-operating room anesthesiology)	<b>Tier 3: Second level supervisor</b>	
	Cardiology (non-invasive)	Interventional Cardiology	Pain Management (physical medicine and rehabilitation)	Title 38 PDP recipients occupying one of the Pay Table 4 positions should be assigned to Tier 1, 2, 3 or 4 under Pay Table 4 based on their position, not Pay Tables 1-3 based on their clinical specialty or supervisory status.	
	Cardio-Thoracic Surgery	Interventional Radiology	Pathology		
	Critical Care	Nephrology	Plastic Surgery		
	Dermatology	Neurosurgery	Pulmonary		
	Dermatology Mohs (micrographic surgery)	Nuclear Medicine	Radiology (diagnostic)		
	Emergency Medicine	Ophthalmology	Radiation Oncology		
	Gastroenterology	Oral Surgery	Urology		
			Vascular Surgery		