

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 January 14, 2024

Pay Table 1	Pay Table 1 Clinical Specialties			Pay Table 3	Pay Table 3 Positions
Tier 1: \$121,020 - 300,000	Allergy and Immunology	Palliative Care		Tier 1: \$150,000 - 400,000	IHS Chief Medical Officer, Area Chief Medical Officers
	Endocrinology	Periodontics			
Tier 2: \$145,000 - 320,000	Endodontics	Physical Medicine & Rehabilitation/ Spinal Cord Injury		Tier 2: \$147,000 - 375,000	Area Directors, Hospital Clinical Directors, Hospital Chief Medical Officers
	Family Medicine				
Tier 3: \$165,000 - 336,000	General Practice-Dentistry	Podiatry (General)		Tier 3: \$145,000 - 350,000	Deputy Area Chief Medical Officers
	Geriatrics	Preventive Medicine			
	Health Informatics	Primary Care		Tier 4: \$140,000 - 325,000	Physician Administrators of Outpatient/ Ambulatory Facilities, Senior IHS physicians who are national program managers, IHS physicians assigned to IHS Headquarters
	Hospitalist	Prosthodontics			
	Infectious Diseases	Psychiatry			
	Internal Medicine	Rheumatology			
	Neurology	Sleep Medicine			
	Nocturnist	All Other Specialties or assignments			
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Pay Table 2	Pay Table 2 Clinical Specialties			IHS Tier Definitions for Pay Tables 1 & 2:	
Tier 1: \$121,020 - 400,000	Anatomic Pathology	General Surgery	Orthopedic Surgery	Tier 1: Staff Physician, Dentist, or Podiatrist	
	Anesthesiology	Gynecology	Otolaryngology	Tier 2: First level supervisor	
Tier 2: \$200,000 - 400,000	Cardiology (invasive/non-interventional)	Hematology-Oncology	Pain Management (interventional and non-operating room anesthesiology)	Tier 3: Second level supervisor	
	Cardiology (non-invasive)	Interventional Cardiology	Pain Management (physical medicine and rehabilitation)		Title 38 PDP recipients occupying one of the Pay Table 3 leadership positions should be assigned to Tier 1, 2, 3 or 4 under Pay Table 3 based on their position, not Pay Tables 1 or 2 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		