

Title 38 and Title 5 Special Salary Rate Tables Used at IHS

(Effective January 3, 2021)

Title 38 Special Salary Rates

Table #	Position	Series	Grades Covered	Area Covered
I-01A	Physician Assistant	603	7-12	Alaska
I-04	Nurse	610	4-13	Nationwide (except Alaska)
I-04A	Nurse	610	4-14	Alaska
I-05	Certified Registered Nurse Anesthetist (CRNA)	610	11-13	Nationwide
I-06	Physician Assistant	603	9-13	Nationwide (except Alaska)
I-07	Pharmacist	660	11-13	Nationwide
I-08	Optometrist	662	9-13	Nationwide
I-09	Certified Nurse Midwife/Supervisory Nurse Midwife (CNM)	610	9-13	Nationwide
I-10	Nurse Practitioners/ Supervisory Nurse Practitioners	610	9-13	Nationwide
I-11	Nurse (Phoenix, AZ geographic area)	0610	4-13*	Phoenix, AZ geographic area
I-12	Dental Hygienists	0682	5-9	Nationwide
I-13	Licensed Practical Nurse	0620	4-7	Nationwide

Title 5 Special Salary Rates – Used by IHS Only

Table #	Position	Series	Grades Covered	Area Covered
0372	Medical Technologist/Clinical Laboratory Scientist	644	5-11*	Nationwide (except Alaska)
0487	Diagnostic Radiologic Technician, Medical Instrument Technician	647/649	4-10*	Nationwide (except Alaska)
0487A	Diagnostic Radiologic Technician, Medical Instrument Technician	647/649	4-11	Alaska

Title 5 Special Salary Rates – Used by Multiple Federal Agencies

Table #	Position	Series	Grades Covered	Area Covered
0290	Medical Officer (Clinical)/Physician	602	11-14	Nationwide (except Alaska)
290A	Medical Officer (Clinical)/Physician	602	11-15	Alaska
0414	Engineer (Multiple Specialties)	multiple	5-9	Many locales
999B	Information Technology Specialist	2210	5-11	Many locales
99AA	Information Technology Specialist	2210	5-12	Alaska

*Note that some of the steps in the covered grades have been superseded by locality rates. At the superseded steps, employee pay is governed by the applicable GS locality rate as opposed to the special salary rate.