

Title 38 Physician and Dentist Pay Approval Authority

HHS has granted to IHS specific authority to approve Annual Pay under Title 38 Physician and Dentist Pay (PDP) up to \$350,000. To ensure consistency across IHS and equity, IHS has established the following internal authority levels for what IHS Area Directors may approve versus what must be approved by the IHS Director. IHS Areas should follow the below guidance in determining the necessary approval level for Title 38 PDP cases. IHS Personnel Delegation 46 will be updated to reflect the below guidance in the future. Note that Annual Pay is composed only of GS nonlocality base pay plus Market Pay, and that the approval of recruitment/retention/relocation incentives by the IHS Areas is not considered in determining approval levels for Annual Pay.

Title 38 Physician, Dentist and Podiatrist Pay (PDP) Annual Pay Approval Levels

Approval Officials	Title 38 PDP Pay Actions
Assistant Secretary for Administration, HHS	<ul style="list-style-type: none"> • All Title 38 PDP initial Annual Pay setting above \$350,000 • All Title 38 PDP Market Pay increases resulting in Annual Pay above \$350,000
Director, Indian Health Service	<ul style="list-style-type: none"> • All Title 38 PDP initial Annual Pay setting above \$275,000 • All Title 38 PDP Market Pay increases resulting in Annual Pay above \$275,000 • All Title 38 PDP initial Annual Pay setting above the applicable Veterans Affairs (VA) Title 38 PDP Table and Tier • All Title 38 PDP Market Pay increases resulting in Annual Pay above the applicable VA Title 38 PDP Table and Tier
Area Directors	<ul style="list-style-type: none"> • All Title 38 PDP initial Annual Pay setting up to \$275,000 provided Annual Pay is within the applicable VA Title 38 PDP Table and Tier • All Title 38 PDP Market Pay increases resulting in Annual Pay up to \$275,000 provided Annual Pay is within the applicable VA Title 38 PDP Table and Tier • <u>Physicians with Emergency Medicine (EM) Clinical Specialty (Exception)</u> <p style="margin-left: 40px;">All EM Physician Title 38 PDP initial Annual Pay setting or Market Pay increases up to \$300,000 for VA Title 38 PDP pay table 3, tier 1 or for Supervisory EM Physician up to \$325,000 for VA Title 38 PDP pay table 3, tier 2</p>