

**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  Tier 2: \$145,000 - 320,000  Tier 3: \$165,000 - 336,000	Allergy and Immunology Endocrinology Endodontics Family Medicine General Practice-Dentistry Geriatrics Health Informatics Hospitalist Infectious Diseases Internal Medicine Neurology Nocturnist	Palliative Care Periodontics Physical Medicine & Rehabilitation/ Spinal Cord Injury Podiatry (General) Preventive Medicine Primary Care Prosthodontics Psychiatry Rheumatology Sleep Medicine All Other Specialties or assignments		Tier 1: \$150,000 - 400,000  Tier 2: \$147,000 - 375,000  Tier 3: \$145,000 - 350,000  Tier 4: \$140,000 - 325,000	IHS Chief Medical Officer, Area Chief Medical Officers  Area Directors, Hospital Clinical Directors, Hospital Chief Medical Officers  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
Pay Table 2	Pay Table 2 Clinical Specialties			IHS Tier Definitions for Pay Tables 1 & 2:	
Tier 1: \$121,020 - 400,000  Tier 2: \$200,000 - 400,000	Anatomic Pathology Anesthesiology Cardiology (invasive/non-interventional) Cardiology (non-invasive) Cardio-Thoracic Surgery Critical Care Dermatology Dermatology Mohs (micrographic surgery) Emergency Medicine Gastroenterology	General Surgery Gynecology Hematology-Oncology Interventional Cardiology Interventional Radiology Nephrology Neurosurgery Nuclear Medicine Ophthalmology Oral Surgery	Orthopedic Surgery Otolaryngology Pain Management (interventional and non-operating room anesthesiology) Pain Management (physical medicine and rehabilitation) Pathology Plastic Surgery Pulmonary Radiology (diagnostic) Radiation Oncology Urology Vascular Surgery	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, 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.	