

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 12, 2025

| Pay Table 1 | Pay Table 1 Clinical Specialties | | | Pay Table 3 | Pay Table 3 Positions |
|---|---|---|--|---|---|
| Tier 1: \$123,077 - 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: \$123,077 - 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 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 Podiatry (Surgery-Forefoot, Rearfoot/Ankle, Advanced Rearfoot/Ankle) 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 leadership position, not Pay Tables 1 or 2 based on their clinical specialty or supervisory status. | |