



City of Alexandria, VA
Physician Pay Scale - FY 2024

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	<i>Board Eligible</i>	\$112,404.76	\$156,730.99	\$201,057.22	\$140,740.05	\$164,866.92
	02	<i>Board Certified</i>	\$120,402.10	\$165,601.28	\$210,800.46	\$147,560.32	\$172,856.38
	03	<i>Specialty Certified</i>	\$126,441.64	\$172,569.28	\$218,696.92	\$153,087.84	\$179,331.47
Senior Clinical Psychiatrist	04	<i>Board Eligible</i>	\$118,024.92	\$164,567.26	\$211,109.60	\$147,776.72	\$173,109.87
	05	<i>Board Certified</i>	\$126,422.40	\$173,881.50	\$221,340.60	\$154,938.42	\$181,499.29
	06	<i>Specialty Certified</i>	\$132,763.80	\$181,198.16	\$229,632.52	\$160,742.76	\$188,298.67

Stipends of \$5,000 will be paid for each ABPN specialty certification in child psychiatry, forensic psychiatry, geriatric psychiatry, clinical psychopharmacology and geriatric medicine.

Calculating Merit Increases for Physician Scale:		
Merit Increase Rate is Based Off of Position in Band:		
If current salary is less than 70% of maximum salary for pay band,	then	Employee Receives 5% increase
If current salary is between 70% and 82% of maximum salary for pay band,	then	Employee Receives 3.5% increase
If current salary is over 82% of maximum salary for pay band,	then	Employee Receives 2.3% increase

Effective pay period beginning 06/24/2023