



**City of Alexandria, VA
Physician Pay Scale - FY 2023**

Hourly Rate (2080 Hours per Year)

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	Board Eligible	\$52.9812	\$73.8740	\$94.7668	\$66.3368	\$77.7088
	02	Board Certified	\$56.7506	\$78.0549	\$99.3592	\$69.5514	\$81.4745
	03	Specialty Certified	\$59.5973	\$81.3393	\$103.0812	\$72.1568	\$84.5266
Senior Clinical Psychiatrist	04	Board Eligible	\$55.6302	\$77.5676	\$99.5049	\$69.6534	\$81.5940
	05	Board Certified	\$59.5882	\$81.9577	\$104.3272	\$73.0290	\$85.5483
	06	Specialty Certified	\$62.5772	\$85.4064	\$108.2355	\$75.7649	\$88.7531

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 06/25/2022