



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

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
<b>Clinical Psychiatrist</b>	01	Board Eligible	\$110,201.00	\$153,657.92	\$197,114.84	\$137,980.39	\$161,634.17
	02	Board Certified	\$118,041.30	\$162,354.27	\$206,667.24	\$144,667.07	\$169,467.14
	03	Specialty Certified	\$123,962.28	\$169,185.64	\$214,409.00	\$150,086.30	\$175,815.38
<b>Senior Clinical Psychiatrist</b>	04	Board Eligible	\$115,710.92	\$161,340.53	\$206,970.14	\$144,879.10	\$169,715.51
	05	Board Certified	\$123,943.56	\$170,472.12	\$217,000.68	\$151,900.48	\$177,940.56
	06	Specialty Certified	\$130,160.68	\$177,645.26	\$225,129.84	\$157,590.89	\$184,606.47

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 <b>5%</b> increase
If current salary is between 70% and 82% of maximum salary for pay band,	then	Employee Receives <b>3.5%</b> increase
If current salary is over 82% of maximum salary for pay band,	then	Employee Receives <b>2.3%</b> increase

Effective pay period beginning 06/25/2022