



City of Alexandria, VA
Physician Pay Scale - FY 2025

Hourly Rate (2080 Hours per Year)

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	<i>Board Eligible</i>	\$55.1216	\$76.8585	\$98.5953	\$69.0167	\$80.8481
	02	<i>Board Certified</i>	\$59.0433	\$81.2083	\$103.3733	\$72.3613	\$84.7661
	03	<i>Specialty Certified</i>	\$62.0050	\$84.6254	\$107.2457	\$75.0720	\$87.9415
Senior Clinical Psychiatrist	04	<i>Board Eligible</i>	\$57.8777	\$80.7013	\$103.5249	\$72.4674	\$84.8904
	05	<i>Board Certified</i>	\$61.9956	\$85.2688	\$108.5420	\$75.9794	\$89.0044
	06	<i>Specialty Certified</i>	\$65.1053	\$88.8568	\$112.6082	\$78.8257	\$92.3387

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 06/22/2024