



City of Alexandria, VA
Physician Pay Scale - FY 2014

Annual Salary

		Minimum	Midpoint	Maximum	70%	82%
Level 1	Board Eligible	\$100,841.14	\$138,579.59	\$176,318.04	\$123,422.62	\$144,580.79
	Board Certified	\$108,015.93	\$146,439.28	\$184,862.64	\$129,403.84	\$151,587.36
	Specialty Certified	\$113,434.08	\$152,610.89	\$191,787.70	\$134,251.39	\$157,265.91
Level 2	Board Eligible	\$105,883.20	\$145,508.57	\$185,133.94	\$129,593.76	\$151,809.83
	Board Certified	\$113,416.73	\$153,761.25	\$194,105.77	\$135,874.04	\$159,166.73
	Specialty Certified	\$119,105.78	\$160,241.43	\$201,377.09	\$140,963.96	\$165,129.21

Specialty Certified is for 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 on Position in Band:

If current salary is less than 70% of maximum salary for pay band,	then	Employee receives 5% pay increase.
If current salary is between 70% and 82% of maximum salary for pay band,	then	Employee receives 3.5% pay increase.
If current salary is over 82% of maximum salary for pay band,	then	Employee receives 2.3% pay increase, NOT to exceed maximum of pay band.

Effective pay period beginning 6/22/2013