



City of Alexandria, VA
Physician Pay Scale - FY 2015

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	Board Eligible	\$101,849.54	\$139,965.41	\$178,081.28	\$124,656.90	\$146,026.65
	02	Board Certified	\$109,096.00	\$147,903.73	\$186,711.46	\$130,698.02	\$153,103.40
	03	Specialty Certified	\$114,568.48	\$154,137.10	\$193,705.72	\$135,594.00	\$158,838.69
Senior Clinical Psychiatrist	04	Board Eligible	\$106,942.16	\$146,963.70	\$186,985.24	\$130,889.67	\$153,327.90
	05	Board Certified	\$114,551.06	\$155,298.91	\$196,046.76	\$137,232.73	\$160,758.34
	06	Specialty Certified	\$120,296.80	\$161,843.89	\$203,390.98	\$142,373.69	\$166,780.60

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 6/21/2014