



City of Alexandria, VA
Physician Pay Scale - FY 2022

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	Board Eligible	\$105,455.48	\$147,041.05	\$188,626.62	\$132,038.63	\$154,673.83
	02	Board Certified	\$112,958.04	\$155,362.87	\$197,767.70	\$138,437.39	\$162,169.51
	03	Specialty Certified	\$118,624.22	\$161,900.05	\$205,175.88	\$143,623.12	\$168,244.22
Senior Clinical Psychiatrist	04	Board Eligible	\$110,728.02	\$154,392.81	\$198,057.60	\$138,640.32	\$162,407.23
	05	Board Certified	\$118,606.28	\$163,131.15	\$207,656.02	\$145,359.21	\$170,277.94
	06	Specialty Certified	\$124,555.60	\$169,995.41	\$215,435.22	\$150,804.65	\$176,656.88

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 10/30/2021