



**City of Alexandria, VA
Physician Pay Scale - FY 2022**

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	<i>Board Eligible</i>	\$103,896.64	\$144,867.87	\$185,839.10	\$130,087.37	\$152,388.06
	02	<i>Board Certified</i>	\$111,288.83	\$153,066.91	\$194,844.98	\$136,391.49	\$159,772.89
	03	<i>Specialty Certified</i>	\$116,871.18	\$159,507.42	\$202,143.66	\$141,500.56	\$165,757.80
Senior Clinical Psychiatrist	04	<i>Board Eligible</i>	\$109,091.66	\$152,111.24	\$195,130.82	\$136,591.57	\$160,007.27
	05	<i>Board Certified</i>	\$116,853.32	\$160,720.13	\$204,586.94	\$143,210.86	\$167,761.29
	06	<i>Specialty Certified</i>	\$122,714.82	\$167,483.02	\$212,251.23	\$148,575.86	\$174,046.01

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

Effective pay period beginning 6/26/2021