



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

Hourly Rate (2080 Hours per Year)

|                                     | <b>Band</b> | <b>Certification Level</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>70%</b> | <b>82%</b> |
|-------------------------------------|-------------|----------------------------|----------------|-----------------|----------------|------------|------------|
| <b>Clinical Psychiatrist</b>        | 01          | <i>Board Eligible</i>      | \$49.9504      | \$69.6480       | \$89.3457      | \$62.5420  | \$73.2635  |
|                                     | 02          | <i>Board Certified</i>     | \$53.5042      | \$73.5899       | \$93.6755      | \$65.5729  | \$76.8139  |
|                                     | 03          | <i>Specialty Certified</i> | \$56.1881      | \$76.6863       | \$97.1845      | \$68.0291  | \$79.6913  |
| <b>Senior Clinical Psychiatrist</b> | 04          | <i>Board Eligible</i>      | \$52.4479      | \$73.1304       | \$93.8128      | \$65.6690  | \$76.9265  |
|                                     | 05          | <i>Board Certified</i>     | \$56.1795      | \$77.2693       | \$98.3592      | \$68.8514  | \$80.6545  |
|                                     | 06          | <i>Specialty Certified</i> | \$58.9975      | \$80.5207       | \$102.0439     | \$71.4307  | \$83.6760  |

Stipends of \$5,000 will be paid for each ABPN specialty certification in child psychiatry, forensic psychiatry, geriatric psychiatry, clinical psychopharmacology and geriatric medicine.

| <b>Calculating Merit Increases for Physician Scale:</b>                         |             |   |
|---|-------------|---|
| 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 <b>5%</b> increase</i>   |
| <i>If current salary is between 70% and 82% of maximum salary for pay band,</i> | <i>then</i> | <i>Employee Receives <b>3.5%</b> increase</i> |
| <i>If current salary is over 82% of maximum salary for pay band,</i>            | <i>then</i> | <i>Employee Receives <b>2.3%</b> increase</i> |

Effective pay period beginning 6/26/2021