



City of Alexandria, VA
Physician Pay Scale - FY 2024

Hourly Rate (2080 Hours per Year)

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	<i>Board Eligible</i>	\$54.0408	\$75.3515	\$96.6621	\$67.6635	\$79.2629
	02	<i>Board Certified</i>	\$57.8856	\$79.6160	\$101.3464	\$70.9425	\$83.1040
	03	<i>Specialty Certified</i>	\$60.7892	\$82.9660	\$105.1428	\$73.6000	\$86.2171
Senior Clinical Psychiatrist	04	<i>Board Eligible</i>	\$56.7428	\$79.1189	\$101.4950	\$71.0465	\$83.2259
	05	<i>Board Certified</i>	\$60.7800	\$83.5969	\$106.4137	\$74.4896	\$87.2592
	06	<i>Specialty Certified</i>	\$63.8287	\$87.1145	\$110.4002	\$77.2801	\$90.5282

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 06/24/2023