



City of Alexandria, VA
Physician Pay Scale - FY 2017

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	<i>Board Eligible</i>	\$103,896.64	\$142,778.77	\$181,660.90	\$127,162.63	\$148,961.94
	02	<i>Board Certified</i>	\$111,288.83	\$150,876.57	\$190,464.31	\$133,325.01	\$156,180.73
	03	<i>Specialty Certified</i>	\$116,871.18	\$157,235.03	\$197,598.88	\$138,319.22	\$162,031.09
Senior Clinical Psychiatrist	04	<i>Board Eligible</i>	\$109,091.66	\$149,917.68	\$190,743.71	\$133,520.60	\$156,409.84
	05	<i>Board Certified</i>	\$116,853.32	\$158,420.28	\$199,987.23	\$139,991.06	\$163,989.53
	06	<i>Specialty Certified</i>	\$122,714.82	\$165,097.01	\$207,479.21	\$145,235.45	\$170,132.95

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 6/18/2016