



City of Alexandria, VA
Physician Pay Scale - FY 2016

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	<i>Board Eligible</i>	\$102,867.96	\$141,365.12	\$179,862.28	\$125,903.60	\$147,487.07
	02	<i>Board Certified</i>	\$110,186.96	\$149,382.74	\$188,578.52	\$132,004.96	\$154,634.39
	03	<i>Specialty Certified</i>	\$115,714.04	\$155,678.25	\$195,642.46	\$136,949.72	\$160,426.82
Senior Clinical Psychiatrist	04	<i>Board Eligible</i>	\$108,011.54	\$148,433.35	\$188,855.16	\$132,198.61	\$154,861.23
	05	<i>Board Certified</i>	\$115,696.36	\$156,851.76	\$198,007.16	\$138,605.01	\$162,365.87
	06	<i>Specialty Certified</i>	\$121,499.82	\$163,462.39	\$205,424.96	\$143,797.47	\$168,448.47

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 6/20/2015