



**City of Alexandria, VA**  
**Physician Pay Scale - FY 2025**

Annual Salary

	<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	Board Eligible	\$114,652.98	\$159,865.55	\$205,078.12	\$143,554.68	\$168,164.06
	02	Board Certified	\$122,809.96	\$168,913.16	\$215,016.36	\$150,511.45	\$176,313.42
	03	Specialty Certified	\$128,970.40	\$176,020.78	\$223,071.16	\$156,149.81	\$182,918.35
<b>Senior Clinical Psychiatrist</b>	04	Board Eligible	\$120,385.72	\$167,858.73	\$215,331.74	\$150,732.22	\$176,572.03
	05	Board Certified	\$128,950.90	\$177,359.13	\$225,767.36	\$158,037.15	\$185,129.24
	06	Specialty Certified	\$135,418.92	\$184,822.04	\$234,225.16	\$163,957.61	\$192,064.63

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

Effective pay period beginning 06/22/2024