



City of Alexandria, VA
Physician Pay Scale (PHYS) - FY 2026

Annual Salary

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	<i>Board Eligible</i>	\$115,799.32	\$161,464.16	\$207,129.00	\$144,990.30	\$169,845.78
	02	<i>Board Certified</i>	\$124,038.20	\$170,602.38	\$217,166.56	\$152,016.59	\$178,076.58
	03	<i>Specialty Certified</i>	\$130,260.26	\$177,781.11	\$225,301.96	\$157,711.37	\$184,747.60
Senior Clinical Psychiatrist	04	<i>Board Eligible</i>	\$121,589.52	\$169,537.29	\$217,485.06	\$152,239.54	\$178,337.75
	05	<i>Board Certified</i>	\$130,240.50	\$179,132.72	\$228,024.94	\$159,617.45	\$186,980.45
	06	<i>Specialty Certified</i>	\$136,773.26	\$186,670.25	\$236,567.24	\$165,597.07	\$193,985.13

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 06/21/2025