



**City of Alexandria, VA**  
**Physician Pay Scale (PHYS) - FY 2027**

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	<i>Board Eligible</i>	\$117,536.38	\$161,464.16	\$210,236.00	\$147,165.15	\$172,393.47
	02	<i>Board Certified</i>	\$125,898.76	\$170,602.38	\$220,424.10	\$154,296.84	\$180,747.73
	03	<i>Specialty Certified</i>	\$132,214.16	\$177,781.11	\$228,681.44	\$160,077.04	\$187,518.81
<b>Senior Clinical Psychiatrist</b>	04	<i>Board Eligible</i>	\$123,413.16	\$169,537.29	\$220,747.28	\$154,523.13	\$181,012.82
	05	<i>Board Certified</i>	\$132,193.88	\$179,132.72	\$231,445.24	\$162,011.71	\$189,785.16
	06	<i>Specialty Certified</i>	\$138,824.92	\$186,670.25	\$240,115.72	\$168,081.03	\$196,894.91

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:		
<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 06/20/2026