



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

Hourly Rate (2080 Hours per Year)

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	Board Eligible	\$56.5079	\$78.7915	\$101.0750	\$70.7525	\$82.8814
	02	Board Certified	\$60.5282	\$83.2507	\$105.9731	\$74.1812	\$86.8979
	03	Specialty Certified	\$63.5645	\$86.7537	\$109.9430	\$76.9601	\$90.1532
Senior Clinical Psychiatrist	04	Board Eligible	\$59.3333	\$82.7309	\$106.1285	\$74.2900	\$87.0254
	05	Board Certified	\$63.5548	\$87.4133	\$111.2718	\$77.8903	\$91.2429
	06	Specialty Certified	\$66.7427	\$91.0915	\$115.4403	\$80.8082	\$94.6611

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

Effective 06/20/2026