



# **Salary Market Study for General State Service Psychologist and Psychiatrist**

**As required by Senate Bill 5551**

**Office of Financial Management  
State Human Resources Division**

**June 2013**

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## EXECUTIVE SUMMARY

The Washington State Human Resources Division (SHRD) presents the results of the market study conducted for the Psychologist and Psychiatrist general state service classifications. The objective of this study is to meet the conditions as set forth in Senate Bill 5551: “Within current resources, the Office of the State Human Resources Director must gather market salary data related to psychologists and psychiatrists employed by Department of Social and Health Services and the Department of Corrections and report to the Governor and relevant committees of the Legislature by June 30, 2013.”

Market data were collected from a variety of verifiable and validated sources, including:

1. The Bureau of Labor Statistics (BLS) [Psychologist and Psychiatrist]
2. Economic Research Institute (ERI) [Psychologist and Psychiatrist]
3. Federal Office of Personnel Management [Psychologist and Psychiatrist]
4. National Compensation Association of State Governments (NCASG) [Psychologist and Psychiatrist]
5. Veterans Administration Hospital, Puget Sound Region [Psychiatrist]

The following methodology was applied in the study:

- The data collected and used for comparison are the minimum and maximum of the salary range.
- The states used for the Bureau of Labor Statistics salary comparison are those currently included in the 2014 Total Compensation Study. The statistical criteria applied for the selection of comparable states are population, income per capita, full-time equivalents, percent of national GDP, cost-of-living index, unemployment rate and revenue. The states are Arizona, Colorado, Georgia, Indiana, Massachusetts, Maryland, Michigan, Minnesota, Missouri, New Jersey, North Carolina, Tennessee, Virginia and Wisconsin.
- States included in the National Compensation Association of State Governments data may be different than those listed above due to availability of respondent data.

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# PSYCHOLOGIST

## SALARY SURVEY RESULTS

### Psychologist

| Data Source               | Job Title              | Minimum         | Maximum         |
|---------------------------|------------------------|-----------------|-----------------|
| BLS                       | Clinical Psychologist  | \$48,033        | \$80,056        |
| ERI (specialty hospitals) | Psychologist           | \$58,456        | \$69,902        |
| Federal Government        | Clinical Psychologist  | \$45,771        | \$65,371        |
| NCASG                     | Psychologist/Clinician | \$55,231        | \$84,472        |
| <b>Market Average</b>     |                        | <b>\$51,873</b> | <b>\$74,950</b> |

| State of Washington Comparison to Market Average |          |          |
|--|----------|----------|
| Psychologist 4 – WFSE & Non-Rep 3% Reduced       | \$59,784 | \$78,468 |
| Market Difference                                | 15.25%   | 4.69%    |
| Psychologist 4 – WFSE & Non-Rep 3% Restored      | \$61,632 | \$80,892 |
| Market Difference                                | 18.81%   | 7.92%    |
| Psychologist 4 – Teamsters 3% Reduced            | \$60,504 | \$79,476 |
| Market Difference                                | 16.64%   | 6.03%    |
| Psychologist 4 – Teamsters 3% Restored           | \$62,412 | \$81,936 |
| Market Difference                                | 20.32%   | 9.32%    |

### Forensic Psychologist

| Data Source               | Job Title              | Minimum         | Maximum         |
|---------------------------|------------------------|-----------------|-----------------|
| BLS                       | Clinical Psychologist  | \$48,033        | \$80,056        |
| ERI (specialty hospitals) | Psychologist           | \$58,456        | \$69,902        |
| Federal Government        | Clinical Psychologist  | \$45,771        | \$65,371        |
| NCASG (forensic)          | Psychologist/Clinician | \$55,576        | \$85,754        |
| <b>Market Average</b>     |                        | <b>\$51,959</b> | <b>\$75,271</b> |

| State of Washington Comparison to Market Average |          |          |
|--|----------|----------|
| Psychologist 4 – WFSE & Non-Rep 3% Reduced       | \$59,784 | \$78,468 |
| Market Difference                                | 15.06%   | 4.25%    |
| Psychologist 4 – WFSE & Non-Rep 3% Restored      | \$60,632 | \$80,892 |
| Market Difference                                | 16.69%   | 7.46%    |
| Psychologist 4 – Teamsters 3% Reduced            | \$60,504 | \$79,476 |
| Market Difference                                | 16.45%   | 5.58%    |
| Psychologist 4 – Teamsters 3% Restored           | \$62,412 | \$81,936 |
| Market Difference                                | 20.12%   | 8.85%    |

## CONCLUSIONS

The market, in general, does not distinguish between Psychologist and Forensic Psychologist for pay practices. We have been able to find Forensic Psychologists in some of the state governments surveyed. However, the majority of the respondents combine the work under one class series.

Based on the data gathered, the pay for general service state positions is:

1. 15.25 percent or more above market at minimum and 4.69 percent or more above market at maximum for Psychologists.
2. 15.06 percent or more above market at minimum and 4.25 percent or more above market at maximum for Forensic Psychologists.

### **Additional Pay**

Internal information shows special pay practices at the Department of Social and Health Services (DSHS). DSHS pays an additional 20 percent for Psychologists assigned to work in the Special Commitment Center at McNeil Island.

The proposed general service classified longevity Step M included in the 2013–15 collective bargaining agreements will provide potential salary growth for employees who have been in the same pay range at Step L for six years.

This current pay practice increases the above market gap for the Psychologist classes.

## DATA COLLECTION PROCESS

Senate Bill 5551 requires the study be completed by June 30, 2013. While these job titles are included in the State's 2014 Total Compensation Survey, the survey results will not be available until the end of the calendar year. The 2014 survey is an extensive effort to gather valid and measurable data. Salary and pay practices data are collected from 150 participants throughout Washington and other selected states and validated by a third-party consultant.

Data were mainly collected from published salary data sources to meet the mandated deadline. Only verifiable data sources were used for comparison.

## VALID DATA SOURCES

### **Bureau of Labor Statistics (BLS)**

Federal bureau that provides a variety of labor statistics, including average salary by state with 24,210 data points.

### **Economic Research Institute (ERI) Survey Database**

ERI is the world's largest survey firm in terms of collection, compiling and analysis of compensation, jobs and cost-of-living data. This database contains information from 3,532 published surveys. ERI provides analyses of competitive pay for 9,600 areas in North America and Europe, 1,200 industries and a myriad of organizational sizes. Most of the Fortune 500 companies are users of ERI's data. The salary data are current as of April 1, 2013, and aged through May 31, 2013.

## **Federal Government – Office of Personnel Management (OPM)**

Published salary table of basic pay rates for employees in senior level and scientific or professional positions (rates frozen since 2010).

## **National Compensation Association of State Governments – Psychologist and Forensic Psychologist (NCASG)**

This survey was conducted by Washington SHRD. Results include salary data for Alaska, Kansas, Michigan, Minnesota, North Carolina, Oklahoma and Oregon.

## **ANALYSIS PROTOCOL**

SHRD used the available verifiable and validated data for the market analysis. The salary analysis is focused on the market salary range (minimum and maximum). Actual salaries may change often as new employees are hired and existing employees' salaries change; therefore, using the maximum and minimum an employer is willing to pay for the job is the most constant measure for the purpose of market salary comparison.

To ensure compatibility with the 2014 Total Compensation Survey, we applied the same conceptual approach to this market analysis. Therefore, the BLS salary data used were that of states identified as most comparable to Washington. All available statistics for each state were applied, such as population, income per capita, full-time equivalents, percent of national GDP, cost of living index, unemployment rate and revenue.

The selected states are Arizona, Colorado, Georgia, Indiana, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Jersey, North Carolina, Tennessee, Virginia and Wisconsin.

The simple average was calculated to identify the survey results' minimum and maximum. Comparison of the results to internal data was conducted and the market gap was identified.

## **MARKET DATA ANALYSIS**

The benchmark description used for the purposes of this survey (information drawn from existing Psychologist class specifications) is as follows:

This is the supervisory or expert level of the series. Directs and coordinates all activities, including supervision of doctoral-level staff, in large psychology department having a multi-functional program; within a Division of Developmental Disabilities residential facility or Division of Mental Health hospital is responsible, institution-wide, for developing, implementing and monitoring performance standards, policies and procedures to ensure cross-unit standardization and quality control in psychological services; or plans, organizes and directs the administrative and therapeutic programs for a mental health residential facility.

A doctoral degree in psychology from an accredited school or department of psychology **and** three years of post-doctoral psychology experience, including one year of experience supervising other professional psychologists **and** possession of a license to practice psychology in the state of Washington.

## Data - Psychologist

### ERI Survey Code: 3032 Psychologist

Alternate Titles: Medical Psychologist

#### Overview

Advises individuals and groups in universities and colleges, schools, clinics, rehabilitation centers, Veterans Administration hospitals and industry to assist individuals in achieving more effective personal, social, educational and vocational development and adjustment. Collects data about individuals through use of interviews, case history and observational techniques.

Evaluates data to identify causes of problem of individuals and to determine advisability of counseling or referral to other specialists or institutions.

#### ERI Salary Assessor

Psychologist eDOT:045.107-026 SOC: 193031 ERI: 3032

| Years of Experience | 25th Percentile | 75th Percentile |
|---------------------|-----------------|-----------------|
| 20                  | \$97,639        | \$117,654       |
| 19                  | \$96,286        | \$116,003       |
| 18                  | \$94,903        | \$114,315       |
| 17                  | \$93,479        | \$112,577       |
| 16                  | \$92,003        | \$110,775       |
| 15                  | \$90,461        | \$108,895       |
| 14                  | \$88,843        | \$106,920       |
| 13                  | \$87,134        | \$104,835       |
| 12                  | \$85,319        | \$102,622       |
| 11                  | \$83,383        | \$100,261       |
| 10                  | \$81,313        | \$97,736        |
| 9                   | \$79,114        | \$95,055        |
| 8                   | \$76,796        | \$92,230        |
| 7                   | \$74,373        | \$89,277        |
| 6                   | \$71,857        | \$86,212        |
| 5                   | \$69,265        | \$83,054        |
| 4                   | \$66,611        | \$79,824        |
| 3                   | \$63,915        | \$76,540        |
| 2                   | \$61,193        | \$73,226        |
| 1                   | \$58,466        | \$69,902        |

Area: Washington, Statewide, United States Industry:  
Specialty Hospitals

Codes: eSIC: 8063, NAICS: 622300, usSEC: 8060

Size: Data reported by years of experience

Planning Date: June 1, 2013

Annualized Salary Trend: 1.70% (Adjustment: 0.28%)

Data as of: April 1, 2013

### Office of Personnel Management

**Minimum Requirements:** Major or equivalent in psychology for all specializations except clinical psychology and counseling psychology. These two specializations have additional educational requirements, as stated below:

- **Clinical psychology:** For positions at grades GS-11 and above, satisfactory completion of all the requirements for the doctoral degree (Ph.D. or equivalent) directly related to full professional work in clinical psychology is required. Salary Range: \$45,771– \$65,371

- **Counseling psychology:** For positions at grades GS-9 and above, satisfactory completion of two full academic years of graduate study directly related to professional work in counseling psychology, or satisfactory completion in an accredited educational institution of all the requirements for a master's degree directly related to counseling psychology is required. Salary Range: \$41,563–\$54,028

### Pay and Leave Salaries and Wages

Salary Table 2013-GS

Rates frozen at 2010 levels - effective January 2013

#### Annual Rates by Grade and Step

| Grade | Step 1   | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | WGI     |
|-------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 1     | \$17,803 | \$18,398  | \$18,990  | \$19,579  | \$20,171  | \$20,519  | \$21,104  | \$21,694  | \$21,717  | \$22,269  | Varies  |
| 2     | \$20,017 | \$20,493  | \$21,155  | \$21,717  | \$21,961  | \$22,607  | \$23,253  | \$23,899  | \$24,545  | \$25,191  | Varies  |
| 3     | \$21,840 | \$22,568  | \$23,296  | \$24,024  | \$24,752  | \$25,480  | \$26,208  | \$26,936  | \$27,664  | \$28,392  | \$728   |
| 4     | \$24,518 | \$25,335  | \$26,152  | \$26,969  | \$27,786  | \$28,603  | \$29,420  | \$30,237  | \$31,054  | \$31,871  | \$817   |
| 5     | \$27,431 | \$28,345  | \$29,259  | \$30,173  | \$31,087  | \$32,001  | \$32,915  | \$33,829  | \$34,743  | \$35,657  | \$914   |
| 6     | \$30,577 | \$31,596  | \$32,615  | \$33,634  | \$34,653  | \$35,672  | \$36,691  | \$37,710  | \$38,729  | \$39,748  | \$1,019 |
| 7     | \$33,979 | \$35,112  | \$36,245  | \$37,378  | \$38,511  | \$39,644  | \$40,777  | \$41,910  | \$43,043  | \$44,176  | \$1,133 |
| 8     | \$37,631 | \$38,885  | \$40,139  | \$41,393  | \$42,647  | \$43,901  | \$45,155  | \$46,409  | \$47,663  | \$48,917  | \$1,254 |
| 9     | \$41,563 | \$42,948  | \$44,333  | \$45,718  | \$47,103  | \$48,488  | \$49,873  | \$51,258  | \$52,643  | \$54,028  | \$1,385 |
| 10    | \$45,771 | \$47,297  | \$48,823  | \$50,349  | \$51,875  | \$53,401  | \$54,927  | \$56,453  | \$57,979  | \$59,505  | \$1,526 |
| 11    | \$50,287 | \$51,963  | \$53,639  | \$55,315  | \$56,991  | \$58,667  | \$60,343  | \$62,019  | \$63,695  | \$65,371  | \$1,676 |
| 12    | \$60,274 | \$62,283  | \$64,292  | \$66,301  | \$68,310  | \$70,319  | \$72,328  | \$74,337  | \$76,346  | \$78,355  | \$2,009 |
| 13    | \$71,674 | \$74,063  | \$76,452  | \$78,841  | \$81,230  | \$83,619  | \$86,008  | \$88,397  | \$90,786  | \$93,175  | \$2,389 |
| 14    | \$84,697 | \$87,520  | \$90,343  | \$93,166  | \$95,989  | \$98,812  | \$101,635 | \$104,458 | \$107,281 | \$110,104 | \$2,823 |
| 15    | \$99,628 | \$102,949 | \$106,270 | \$109,591 | \$112,912 | \$116,233 | \$119,554 | \$122,875 | \$126,196 | \$129,517 | \$3,321 |

### BLS

#### Occupational Employment and Wages, May 2012

19-3031 Clinical, Counseling, and School Psychologists

**Description:** Diagnose and treat mental disorders, learning disabilities and cognitive, behavioral and emotional problems, using individual, child, family and group therapies. May design and implement behavior modification programs.

Employment estimate and mean wage estimates for this occupation:

| Employment | Mean hourly wage | Mean annual wage |
|------------|------------------|------------------|
| 103,590    | \$34.72          | \$72,220         |

Percentile wage estimates for this occupation:

| Percentile  | 10%      | 25%      | 50% (Median) | 75%      | 90%       |
|-------------|----------|----------|--------------|----------|-----------|
| Hourly Wage | \$18.49  | \$24.27  | \$32.53      | \$42.27  | \$52.57   |
| Annual Wage | \$38,450 | \$50,480 | \$67,650     | \$87,910 | \$109,340 |

## NCASG

### Psychologist

| State          | Job Title               | Minimum         | Maximum         |
|----------------|-------------------------|-----------------|-----------------|
| Alaska         | Mental Health Clinician | \$58,740        | \$79,824        |
| Colorado       | Psychologist I          | \$65,172        | \$76,884        |
| Iowa           | Psychologist 3          | \$55,058        | \$85,155        |
| Kansas         | Psychologist III        | \$53,414        | \$75,150        |
| Louisiana      | Psychologist IV         | \$52,998        | \$105,830       |
| Michigan       | Psychologist            | \$42,536        | \$78,936        |
| North Carolina | Senior Psychologist     | \$58,969        | \$98,446        |
| North Dakota   | Licensed Psychologist I | \$66,288        | \$110,472       |
| Oklahoma       | Psychology Clinician    | \$43,163        | \$71,938        |
| Oregon         | Clinical Psychologist   | \$52,956        | \$77,556        |
| Rhode Island   | Clinical Psychologist   | \$60,475        | \$68,459        |
| Tennessee      | Psychology Director     | \$53,004        | \$85,008        |
| <b>Average</b> |                         | <b>\$55,231</b> | <b>\$84,472</b> |

### Forensic Psychologist

| State                             | Job Title                      | Minimum         | Maximum         |
|-----------------------------------|--------------------------------|-----------------|-----------------|
| Alaska (includes forensics)       | Mental Health Clinician        | \$58,740        | \$79,824        |
| Kansas (includes forensics)       | Psychologist III               | \$53,414        | \$75,150        |
| Michigan (includes forensics)     | Psychologist                   | \$42,536        | \$78,936        |
| North Dakota (includes forensics) | Licensed Forensic Psychologist | \$70,740        | \$117,900       |
| Oregon (includes forensics)       | Clinical Psychologist          | \$52,956        | \$77,556        |
| <b>Average</b>                    |                                | <b>\$55,677</b> | <b>\$85,873</b> |

# PSYCHIATRIST

## SALARY SURVEY RESULTS

### Psychiatrist

| Data Source              | Job Title                | Minimum          | Maximum          |
|--------------------------|--------------------------|------------------|------------------|
| BLS                      | Psychiatrist             | \$113,000        | \$159,000        |
| ERI                      | Medical Psychiatrist     | \$132,243        | \$172,616        |
| OPM                      | Psychiatrist             | \$119,554        | \$165,300        |
| NCASG (Minnesota Survey) | Psychiatrist             | \$145,186        | \$193,091        |
| VA Hospital              | Physician – Psychiatrist | \$ 97,987        | \$250,000        |
| <b>Market Average</b>    |                          | <b>\$121,954</b> | <b>\$188,001</b> |

| State of Washington Comparison to Market Average |           |           |
|--|-----------|-----------|
| Psychiatrist 4 – Coalition & Non-Rep 3% Reduced  | \$119,340 | \$156,624 |
| Market Difference                                | -2.14%    | -16.69%   |
| Psychiatrist 4 – Coalition & Non-Rep 3% Restored | \$123,036 | \$161,472 |
| Market Difference                                | .09%      | -14.11%   |
| Psychiatrist 4 – Teamsters 3% Reduced            | \$120,876 | \$158,628 |
| Market Difference                                | -.09%     | -15.62%   |
| Psychiatrist 4 – Teamsters 3% Restored           | \$124,620 | \$163,536 |
| Market Difference                                | 2.18%     | -13.01%   |

## CONCLUSIONS

Based on the data gathered, the pay for general service state positions is:

1. From 2.14 percent to .09 percent below market at minimum.
2. From 16.69 percent to 15.62 percent below market at maximum.

## ADDITIONAL PAY

Internal information shows special pay practices in the Department of Social and Health Services (DSHS). DSHS pays psychiatrists for all hours over and above those necessary to accomplish the physician's regular assignment and fulfill his or her core responsibility.

The proposed general service classified longevity Step M included in the 2013–15 collective bargaining agreements will provide potential salary growth for employees who have been in the same pay range at Step L for six years.

## ANALYSIS PROTOCOL

SHRD used the available verifiable and validated data for the market analysis. The salary analysis is focused on the market salary range (minimum and maximum). Actual salaries may change often as

new employees are hired and existing employees' salaries change; therefore, using the maximum and minimum an employer is willing to pay for the job is the most constant measure for the purpose of market salary comparison.

Higher education data, specifically salary information for the University of Washington, were not included in this study. The work performed is in teaching and/or research positions and not comparable to the work performed by DSHS or the Department of Corrections.

To ensure compatibility with the 2014 Total Compensation Survey, we applied the same conceptual approach to this market analysis. Therefore, the BLS salary data used was that of states identified as most comparable to Washington. All available statistics for each state were applied, such as population, income per capita, full-time equivalents, percent of national GDP, cost of living index, unemployment rate and revenue.

The selected states are Arizona, Colorado, Georgia, Indiana, Maryland, Michigan, Minnesota, Missouri, New Jersey, North Carolina, Tennessee, Virginia and Wisconsin.

The simple average was calculated to identify the survey results' minimum and maximum. Comparison of the results to internal data was conducted and the market gap was identified.

## MARKET DATA ANALYSIS

The benchmark description used for the purposes of this survey (information drawn from existing Psychiatrist class specifications) is as follows:

As staff psychiatrist in a mental hospital, administers psychiatric treatment of mentally ill patients. Examines and diagnoses mentally ill patients. Establishes treatment programs and periodically reviews patients' progress. Prescribes, conducts and administers group and individual psychotherapy, psychotropic drugs, psychological examinations and electroconvulsive therapy. Interviews, examines and admits patients to hospital. Interviews or corresponds with relatives, friends, employers and others on patient's background, progress and prognosis; conducts or takes part in research projects related to mental illness and therapy programs. Prescribes and coordinates medical treatment program with other therapy programs. Establishes and prescribes overall therapy programs for individual patients.

The minimum requirements for Psychiatrist positions are as follows: Valid license to practice medicine and surgery in the state of Washington **and** completion of three-year residency in psychiatry. Higher-level positions in this class series may require certification by American Board of Psychiatry and Neurology.

## Data - Psychiatrist

### Bureau of Labor Statistics (BLS)

BLS information for Psychiatrist salary was collected in May 2012 and reported at a median wage of about \$177,520 a year or approximately \$85.35 per hour. The state-by-state salary information for Psychiatrist jobs listed on the market ranged from \$113,000 to \$159,000 for those entry-level jobs.

| State                            | Minimum          | Maximum          |
|----------------------------------|------------------|------------------|
| Arizona                          | \$75,000         | \$225,000        |
| Colorado                         | \$75,000         | \$225,000        |
| Georgia                          | \$90,000         | \$270,000        |
| Idaho                            | \$70,000         | \$210,000        |
| Maryland                         | \$85,000         | \$255,000        |
| Massachusetts                    | \$95,000         | \$285,000        |
| Michigan                         | \$80,000         | \$240,000        |
| Mississippi                      | \$95,000         | \$285,000        |
| Missouri                         | \$80,000         | \$240,000        |
| New Jersey                       | \$85,000         | \$255,000        |
| North Carolina                   | \$80,000         | \$240,000        |
| Tennessee                        | \$80,000         | \$240,000        |
| Virginia                         | \$80,000         | \$240,000        |
| Wisconsin                        | \$75,000         | \$225,000        |
| <b>Average All Psychiatrists</b> | <b>\$81,786</b>  | <b>\$245,357</b> |
| <b>BLS Entry Level</b>           | <b>\$113,000</b> | <b>\$159,000</b> |

### ERI Survey Code: 3045 Psychiatrist

Alternate Titles: Medical Psychiatrist; Physician Psychiatrist

**Benchmark Overview:** Diagnoses and treats patients with mental, emotional and behavioral disorders. Organizes data concerning patient's family, medical history and onset of symptoms obtained from patient, relatives and other sources, such as general duty nurse and psychiatric social worker. Determines general physical condition, upon examining patient, following standard medical procedures. Board certified.

### ERI's Salary Assessor

Base Salaries (values in U.S. dollars)

Psychiatrist eDOT:070.107-014 SOC: 91066 ERI: 3045

| Years of Experience | 25th Percentile  | 75th Percentile  |
|---------------------|------------------|------------------|
| 24                  | \$221,931        | \$286,593        |
| 23                  | \$218,419        | \$282,056        |
| 22                  | \$214,897        | \$277,507        |
| 21                  | \$211,356        | \$272,933        |
| 20                  | \$207,786        | \$268,321        |
| 19                  | \$204,177        | \$263,658        |
| 18                  | \$200,518        | \$258,930        |
| 17                  | \$196,798        | \$254,123        |
| 16                  | \$193,004        | \$249,222        |
| 15                  | \$189,126        | \$244,211        |
| 14                  | \$185,150        | \$239,074        |
| 13                  | \$181,062        | \$233,791        |
| 12                  | \$176,845        | \$228,344        |
| 11                  | \$172,488        | \$222,717        |
| 10                  | \$167,991        | \$216,915        |
| 9                   | \$163,353        | \$210,950        |
| 8                   | \$158,431        | \$204,837        |
| 7                   | \$153,234        | \$198,590        |
| 6                   | \$148,814        | \$185,765        |
| 5                   | \$142,814        | \$185,765        |
| 4                   | \$137,542        | \$179,222        |
| <b>3</b>            | <b>\$132,243</b> | <b>\$172,616</b> |
| 2                   | \$126,931        | \$165,961        |
| 1                   | \$121,625        | \$159,259        |

Area: Washington - Statewide, United States

Industry: Industry data breakout not available

Annualized Salary Trend: 1.70% (Adjustment: 0.28%)

Data as of: April 1, 2013

### OPM - Psychiatrist

#### Salary Table No. 2012-SI/St

Rates of Basic Pay for Employees in Senior-Level (SI) and Scientific or Professional (St) Positions Rates Frozen at 2010 Levels

| Effective January 2012 Structure of the SL/ST Pay System        | Minimum    | Maximum    |
|---|------------|------------|
| Agencies with a Certified SL/ST Performance Appraisal System    | \$ 119,554 | \$ 179,700 |
| Agencies without a Certified SL/ST Performance Appraisal System | \$ 119,554 | \$ 165,300 |

## NCASG Survey Conducted by the State of North Carolina

### Psychiatrist

| State                       | Minimum          | Maximum          |
|-----------------------------|------------------|------------------|
| New York                    | \$123,651        | \$200,000        |
| Idaho                       | \$115,835        | \$213,075        |
| North Dakota                | \$233,000        | \$233,000        |
| Michigan                    | \$115,759        | \$162,739        |
| Ohio                        | \$137,683        | \$156,642        |
| <b>Average of Responses</b> | <b>\$145,186</b> | <b>\$193,091</b> |

## NCASG Survey Conducted by the State of Minnesota

### Forensic Psychiatrist

| State                       | Minimum          | Maximum          |
|-----------------------------|------------------|------------------|
| New York                    | \$151,750        | \$200,000        |
| Florida                     | \$72,493         | \$188,393        |
| Wyoming                     | \$163,000        | \$230,000        |
| Kentucky                    | \$108,552        | \$173,688        |
| West Virginia               | \$154,000        | \$184,318        |
| North Carolina              | \$142,248        | \$248,082        |
| <b>Average of Responses</b> | <b>\$132,007</b> | <b>\$204,080</b> |

## VA Hospital Puget Sound Region

The VA pay scale for Physician (Psychiatrist) is \$97,987–\$250,000 per year.

The VA Hospital Puget Sound Region has two divisions — Seattle and American Lake — which employ 46 Psychiatrists. The mean annual salary is \$192,135. The median annual salary is \$190,000.



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