

## Based on Hiring Rate

	San Mateo County	CCSF (LHH)	Santa Clara County	Kaiser	Salary.com (median)	Average
<b>Psychiatrist</b>						
Board Certified	\$246,796.87	\$238,047.80	\$237,793.96	\$250,000.00	\$232,289.00	\$240,985.53
Non-Board Certified	\$236,066.57	\$226,712.20	\$226,470.44			\$229,749.74
PES Day Rate (hourly)			\$151.00			
PES Evening Rate (hr.)			\$173.00			
PES Overnight Rate (hr)			\$195.00			
<b>Ambulatory Care</b>						
Board Certified	\$208,974.69	\$206,102.00	\$200,864.66	\$230,000.00	\$224,714.00	\$214,131.07
Non-Board Certified	\$199,023.51	\$196,222.00	\$191,299.68			\$195,515.06
<b>Dentists</b>						
	\$166,063.04	\$152,022.00	\$154,633.44		\$171,067.00	\$160,946.37

**AHS      Average      %  
Difference**

<b>Psychiatrist II</b>			
Board Certified	\$214,320.58	\$240,985.53	-12.44%
Non-board Certified	\$195,680.29	\$229,749.74	-17.41%
SAN BC Day Rate	\$140.00	\$151.00	-7.86%
SAN BC Evening	\$161.00	\$173.00	-7.45%
SAN Overnight Rate	\$179.38	\$195.00	-8.71%
<b>Ambulatory Care</b>			
Board Certified	\$194,878.72	\$214,131.07	-9.88%
SAN Board Cert.	\$205,091.58		-4.41%
non-board Certified	\$177,162.51	\$195,515.06	-10.36%
SAN non-Board	\$186,446.99	\$195,515.06	-4.86%

## Hospital Based

### Dentist

	\$161,481.03	\$160,946.37	0.33%
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