

Sea Mar Salary and Benefits for PA-C, ARNP, CNMW
April 1, 2009-March 31, 2010

	New Hire	After 5 Years
Base Salary (1)		
* Nurse Practitioner	\$76,500	\$76,500
* Physician Assistant	\$72,000	\$72,000
* Certified Nurse Midwife	\$	\$
Experience (2)	\$6,000	\$6,000
Longevity (3)	\$0	\$7,500
On Call	\$1,000	\$1,000
CME Costs (4)	Yes	Yes
Hospital Privileges (5)	Yes	Yes
DEA (5)	Yes	Yes
License (5)	No	Yes
Specialty Academy Membership (5)	No	Yes
INSURANCE BENEFITS		
Health Insurance (6)	Yes	Yes
Disability Insurance (7)	Yes	Yes
Life Insurance (8)	Yes	Yes
Malpractice Insurance (10)	Yes	Yes
OTHER BENEFITS		
Vacation/Sick Leave (PTO) (9)	27 days	30 days
Pension (11)	No	Yes

1. Base salary for full time.
2. \$1,000 per year of actual work as a Health Center provider after fully licensed to practice and prior to beginning of employment with Sea Mar Community Health Centers, up to \$6,000.
3. Longevity at Sea Mar is \$1,500 per year - added to salary each year in April.
4. CME: 7 days/ year and \$1,000/year for tuition, books and travel.
5. Hospital privileges (if applicable), DEA certificates are paid by Sea Mar beginning the first year. License fees and one academic professional membership fees are paid after three years of employment.
6. Health insurance premium for the employee is paid in full and 50% of the premium is paid for dependents.
7. Disability insurance premium is paid in full.
8. Life insurance premium is paid by Sea Mar for coverage equal to 2 ½ times annual salary.
9. Vacation and Sick Leave are combined as Paid Time Off (PTO): 27 days/year during the first three years of employment, 30 days/year thereafter.
10. Malpractice insurance premiums are paid in full by Sea Mar Community Health Centers. The provider is not responsible for any tail coverage payment if he/she leaves the practice.
11. 3% of base pay is contributed by Sea Mar Community Health Center into a federally qualified pension fund after one year of employment; pro-rated by FTE
12. Other benefits as specified in the Supervisory Personnel Manual.