

Sea Mar Salary and Benefits for Physicians
April 1, 2009-March 31, 2010

	New Hire	After 5 Years
Base Salary (1)	\$ 134,000	\$ 134,000
Residency Trained Additional	\$ 3,000	\$ 3,000
Tax Sheltered Annuity Contribution (2)	\$ 5,360	\$ 10,720
Community Health Center Experience (14)	\$ 0	\$ 0
Longevity Additional (3)	\$ 0	\$ 10,000
TOTAL SALARY	\$ 142,360	\$ 157,720
BENEFITS		
CME Costs (4)	Yes	Yes
County Medical Society (5)	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 (11)	Yes	Yes
OTHER BENEFITS		
Vacation/Sick Leave (PTO) (9, 10)	32 days	37 days
CME Time (4)	7 days	10 days
Sabbatical (12)	No	Yes
Pension (13)	No	Yes

- 1) Base Salary for a full time physician.
- 2) Additional pay to be used for Tax Sheltered Annuity (TSA) contributions like a 403b plan (4% of base the first year; 6% 2nd year; 8% each year thereafter).
- 3) Longevity at Sea Mar \$2,000/year (added to salary each year in April).
- 4) CME budget: \$1,500 and 7 days for first 3 years; \$2,000 and 10 days after 3 years.
- 5) Dues for County Medical Society membership, hospital privileges and DEA certificates are paid by Sea Mar beginning the first year; specialty academy memberships and license fees are paid after three years of employment.
- 6) Health Insurance premium for the employee is paid in full and 50 % of the premium for dependents.
- 7) Disability Insurance premium is paid in full.
- 8) Life Insurance premium is paid by Sea Mar for coverage equal to 2 and ½ times annual salary.
- 9) Vacation and Sick Leave are combined as Paid Time Off (PTO): 32 days/year during the first five years of employment, 37 days/year thereafter.
- 11) Ten paid Holidays per year.
- 12) PTO, Holidays, total salary, are pro-rated for full time equivalent (FTE).
- 12) Malpractice Insurance premiums are paid in full by Sea Mar. The physician is not responsible for any tail coverage payment if he/she leaves the practice.
- 13) Sabbatical leave plan allows for three months leave after three years of employment with paid health, disability, life and malpractice insurance; Three months leave after six years of employment, with 50% base pay plus benefits.
- 14) 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.
- 15) At the discretion of the Medical Director, \$2,000 per year of employment with a Community Health Center, up to 10 years.