



**Sea Mar Salary and Benefits for PA-C, ARNP, CNMW  
April 1, 2007-March 31, 2008**

	<u>After 5 Years</u>	<u>New Hire</u>
<b>Base Salary (1)</b>		
* Physician Assistant	\$67,000	\$61,000
* Nurse Practitioner	\$70,500	\$64,500
* Certified Nurse Midwife	\$70,500	\$64,500
<b>Experience (2)</b>	\$6,000	\$6,000
<b>Longevity (3)</b>	\$7,500	\$0
<b>On Call</b>	\$1,000	\$1,000

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 \$800/year for tuition, books and travel.
5. Professional Dues: DEA and hospital privileges (if applicable) 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. Life insurance premium is paid by Sea Mar for coverage equal to 2 ½ times annual salary.
7. Health insurance premium for the employee is paid in full and 50% of the premium is paid for dependents.
8. Disability insurance premium is paid in full.
9. A pension plan is available for the employee, tax-free contributions by payroll deductions. The tax law limits contributions to \$10,500 per year.
10. Vacation: 15 days/year, 18 days after three years of employment.
11. Sick leave: 12 days/year. Vacation and sick leave are combined as paid time off (PTO).
12. 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.
13. 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
14. Other benefits as specified in the Supervisory Personnel Manual.

(04-01-2007)