

**Sea Mar Salary and Benefits for Physicians**  
**April 1, 2010-March 31, 2011**

	<b>New Hire</b>	<b>After 5 Years</b>
Base Salary (1)	\$ 138,000	\$ 138,000
Residency Trained Additional	\$ 3,000	\$ 3,000
Tax Sheltered Annuity Contribution (2)	\$ 5,520	\$ 11,040
Community Health Center Experience (14)	\$ 0	\$ 0
Longevity Additional (3)	\$ 0	\$ 10,000
<b>TOTAL SALARY</b>	<b>\$</b>	<b>\$</b>
<b>BENEFITS</b>		
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
<b>INSURANCE BENEFITS</b>		
Health Insurance (6)	Yes	Yes
Disability Insurance (7)	Yes	Yes
Life Insurance (8)	Yes	Yes
Malpractice Insurance (11)	Yes	Yes
<b>OTHER BENEFITS</b>		
Vacation/Sick Leave (PTO) (9)	32 days	37 days
Holidays (10)	10 days	10 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.
  - 10) Ten paid Holidays per year.
  - 11) 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.
  - 12) 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.
  - 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) At the discretion of the Medical Director, and as per needs in the community.
- \* PTO, Holidays, total salary, are pro-rated for full time equivalent (FTE).