



# Primary Care Clinic Pediatrician

Positions available in Family Medicine, Internal Medicine, and Urgent Care.

**Current Annual Base Salary Range**  
**\$207,560 - \$240,419**

## Our Community

Ventura County is located on California's "Gold Coast," approximately 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara. Residents enjoy rolling hills and sweeping ocean views in a nearly perfect Mediterranean climate. The beauty and weather combined with a wonderful quality of life are among the many reasons our residents choose to call Ventura County "home."

Ventura County is a "general law" county, governed by a five-member, elected-by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget, day-to-day operations, and to advise, assist, and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction. It focuses on providing excellent services to its residents by promoting engagement, strategy, execution and accountability to include diversity, equity, and inclusion initiatives to ensure that all employees are treated with respect and without discrimination and to improve culturally appropriate outcomes for community members.



## VENTURA COUNTY AMBULATORY CARE

The County of Ventura Health Care Agency encompasses the Ambulatory Care department. Ambulatory Care is comprised of a system of primary care and specialty clinics. There are thirty-four clinics located throughout Ventura County. The County of Ventura Health Care Agency encompasses the Ambulatory Care department. Ambulatory Care is comprised of a system of primary care and specialty clinics. There are thirty-four clinics located throughout Ventura County.

The County of Ventura Health Care Agency encompasses the Ambulatory Care department. Ambulatory Care is comprised of a system of primary care and specialty clinics. Thirty-Four clinics are located throughout Ventura County that provide health care services on an outpatient basis. Outpatient health care services range from routine care to chronic medical conditions.

## OUR GOAL

The goal of the Ambulatory Care department is to have healthy people in healthy communities throughout Ventura County. This is achieved by a team of dedicated physicians, nurses and other health care professionals that seek to set the standard in health care excellence.



*Be a part of  
something  
amazing!*



# WHAT WE OFFER

The County offers an attractive compensation and benefits package that includes the following:

## Annual Salary

- **General Salary Increase (GSI)** - 2.0% increase effective June 26, 2022, and another June 25, 2023

## Productivity & Quality Incentives

- **Productivity** - Up to 10% based on productivity
- **Quality** - Up to 5% of base pay based on quality

## Education, Training & Supervision

- **Continuing Medical Education** - Reimbursement up to \$2,000.00 per fiscal year for CME and related expenses
- **Family Medicine Resident/Student Supervision** - \$25 per day, up to \$500 per month
- **NP/PA/Fellow Supervision** - \$50.00 per day per provider/fellow supervised
- **Advanced Training Incentive** - 2.5% of base pay for advanced training including fellowship, certification, or other advanced training of at least 1 year

## Call Pay

**After-Hours Calls** - \$10.00 per hour for after-hours calls for Pediatrics and Pediatric Diabetes Clinic

## Other

**Bilingual Pay** - Up to \$1.10 per hour depending on level of use and proficiency

**Professional Memberships** - Payment for professional memberships related to the position up to \$500 per fiscal year



## COMPENSATION EXAMPLE

To illustrate our compensation package, please note the following example:

Primary Care Physician: full-time, level 2 certified bilingual, 12 yrs. of experience, Physician Assistant supervision 1 day per week, advanced training, 10 Average Patient Visits Per Half Day (APVPHD) and 7 quality measures met.

Compensation	Annual Amount
Salary Step, 5 year exp	\$213,664
Productivity (APVPHD)	\$19,230
Quality measures	\$6,410
After Hour Call	\$3,600
Approx. Annual Comp	\$242,904
Other Total Benefit Comp	\$72,871
Total Comp	\$315,775

## BENEFITS OVERVIEW

May include the following

- **Holidays — 11** paid days per year which includes two scheduled floating holidays.
- **Annual Leave—160** hours per year increasing to 240 hours after 7 years of service
- **Deferred Compensation** — Eligible to participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. Contributions are in accordance with the IRS annual limits. This position is eligible for up to a 3% match from the County on 401(k) contributions.
- **Health Plans** — Medical, Dental, and Vision Plans for you and your dependents. You are afforded a flexible credit allowance of up to \$19,162 annually.
- **Flexible Spending Accounts** — Increase your spending power by reimbursement with pre-tax dollars for IRS-approved dependent care and health care expenses.
- **Pension Plan** — Both you and the County contribute (pre-tax) to the County's Retirement Plan and Social Security. If you are eligible, you may establish reciprocity with other public retirement systems such as CalPERS. Based on your hire date with the County, or eligible reciprocal hire date, your retirement plan benefit will be:

Please note this example is based on full-time employment and does not include all possible incentives or benefits

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Hire Date	Plan Benefit
Before June 30, 1979	2.18% @ age 60
Between June 30, 1979 - December 31, 2012	2.09% @ age 62
After December 31, 2012	2.00% @ age 62

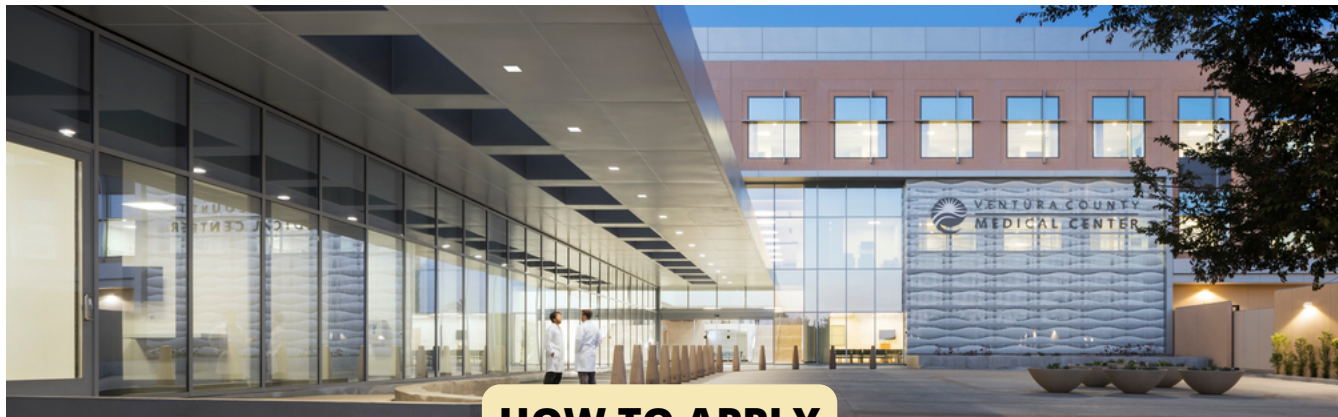
For specific pension plan details, please contact the Ventura County Employee Retirement Association

(VCERA) by email, [vcera.info@ventura.org](mailto:vcera.info@ventura.org), or by tele-phone at (805) 339-2509.

Other Benefits — Disability Plans, Employee Assistance Program, Life Insurance, Benefit Reimbursement Program, and a Wellness Program.

Be a part of something Amazing!

Learn about Ventura County living, [www.ventura-county-lifestyle](http://www.ventura-county-lifestyle).



### HOW TO APPLY

To apply for this exceptional career opportunity, please submit an online application at [www.ventura.org/jobs](http://www.ventura.org/jobs) and attach your current CV.

### Resume Evaluation

CVs will be reviewed on an ongoing basis and qualified candidates will be sent to the hiring department for an interview.

All relevant work experience, training, and education need to be included to determine eligibility.

For further information please contact the Health Care Agency Human Resources by email at [Anna.Ford@ventura.org](mailto:Anna.Ford@ventura.org) or by telephone at (805) 677-5153.

