



VENTURA COUNTY AMBULATORY CARE

Whole Person Care Physician Lead

Current Annual Base Salary Range: \$214,200-\$248,110

PAYROLL TITLE: PRIMARY CARE CLINIC PHYSICIAN



ADDITIONAL COMPENSATION

Annual Salary

General Salary Increase (GSI) - 2.0% increase
effective June 25, 2023

Productivity & Quality Pay Incentives

Productivity- Up to 10% based on productivity

Quality- Up to 5% of base pay based on quality

Education, Training & Supervision

Continuing Medical Education (CME)-

Reimbursement up to \$2,000 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 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

Low risk obstetrics call-

\$400 per weekday call or \$600 per weekend call

After-Hours Calls-

\$10 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 Membership-

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 years 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, 12 years exp	\$23,615
Productivity (APVPHD)	\$23,615
Quality measures	\$11,808
Advanced Training	\$5,904
PA Supervision	\$2,600
Bilingual Pay	\$1,664
Approx. Annual Comp	\$281,746
Other Total Benefits Comp	\$70,846
Total Comp	\$352,592

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

See reverse for additional benefit information

For full details, refer to the Union of American Physicians and Dentists (UAPD) Memorandum of Agreement (MOU) at www.ventura.org/hr.

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 annual IRS limits. This position is eligible for up to a 3% match from the County on the 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 retirement systems such as CalPERS. Based on your hire date with the County, or eligible reciprocal hire date, your retirement plan benefit will be

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 or by telephone at (805) 339-2509

Other Benefits

Disability Plans, Employee Assistance Program, Life Insurance, Benefit Reimbursement Program, and a Wellness Program

**Learn about Ventura County living,
www.ventura-county-lifestyle.com**

How to Apply

To apply for this exceptional career opportunity, please **submit an online application** at www.ventura.org/jobs and **attach your current resume and a cover letter** illustrating your experience.

OR

Email your resume/CV and cover letter to Sabrina.Anderson@ventura.org

Your resume and cover letter should demonstrate your experience:

1. Providing direct patient care to persons experiencing homelessness, persons with serious mental illness or persons with substance use disorders.
2. Designing and implementing programs for at-risk populations, including persons experiencing homelessness, persons with serious mental illness or persons with substance use disorders.
3. Experience implementing quality improvement initiatives, health system transformation initiatives, and/or Medi-Cal programs
4. Experience providing clinical supervision to interdisciplinary case management teams
5. Experience leading street medicine teams, providing clinical care in permanent supportive housing or recuperative care.

First review of resumes is anticipated to be the week of August 8, 2022

For further information please contact Sabrina Anderson by email at Sabrina.Anderson@ventura.org or by telephone at (805) 654-2642.

