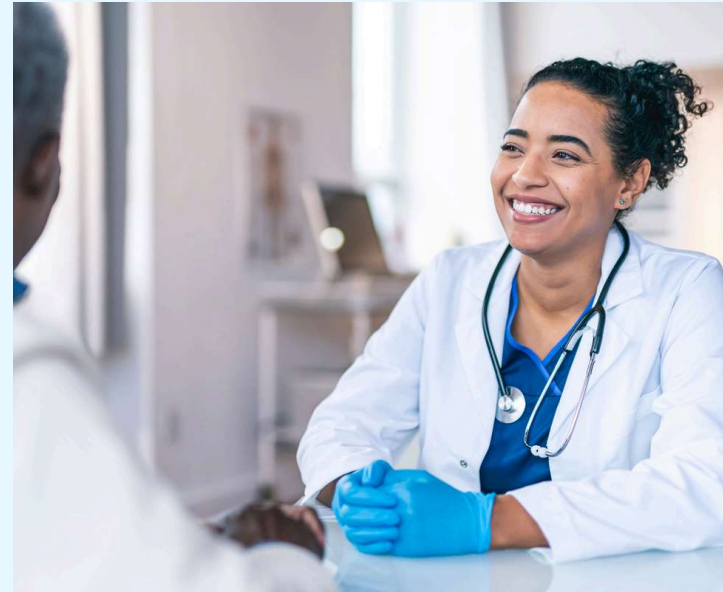




**Payroll Title**

# Primary Care Clinic Physician



### Productivity & Quality Pay Incentives

**Productivity** - Up to 11% based on productivity

**Quality** - Up to 6% of base pay based on quality

### Education, Training & Supervision

#### Continuing Medical Education (CME) -

Reimbursement up to \$3,000 per fiscal year for CME and related expenses

### Other

#### Bilingual Pay -

Up to \$1.32 per hour depending on level of use and proficiency

#### Professional Membership -

Payment for professional memberships related to the position up to \$750 per fiscal year

## Benefits Overview

May include the following:

#### Holidays -

13 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 \$25,558 annually.

#### Flexible Spending Accounts-

Increase your spending power by reimbursement with pre-tax dollars for IRS approved dependent care and health care expenses.

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

#### Pension Plan-

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 telephone at (805) 339-4250.

#### 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](http://www.ventura-county-lifestyle.com)

## For more job information

To learn more about career opportunities with the County of Ventura, visit our website at [www.ventura.org/jobs](http://www.ventura.org/jobs)



For job information, refer to the Union of American Physicians and Dentists (UAPD) Memorandum of Agreement (MOA) at <https://hr.ventura.org/policies-memorandum>