



FAMILY HEALTH CENTERS OF SAN DIEGO

**2016 Supplemental Advanced Practice Provider Benefits**

BENEFIT (for regular employees)	40 HOURS PER WEEK	AT LEAST 32 HRS / WEEK UP TO 40 HRS / WEEK	LESS THAN 32 HRS PER WEEK AND AT LEAST 24 HOURS PER WEEK	LESS THAN 24 HOURS PER WEEK	PER-DIEM
<b>Medical/Dental/Vision/Life/Long Term Disability/FSA</b>	1 <sup>st</sup> of the month following 30 days of employment, not to exceed 60 days		If working no less than 30 hrs/wk	n/a	
<b>Exceptional Performance Recognition Plan</b>	Clinical Outcome Metrics Incentive - Up to \$10,000 Annually (Prorated for Part-time & Per-diem)				
	Productivity Incentive - Up to \$10,000 Annually (Prorated for Part-time & Per-diem)				
<b>403(b) Retirement Plan</b>	FHCS D will match 50% of your contributions up to 10% of your pay. Eligible employees may begin making contributions on the first pay period administratively feasible.		If working no less than 20 hrs/week	n/a	
<b>457 Retirement Plan</b>	1st of the month following 90 day(s) of service (100% employee funded)		If working no less than 20 hrs/week	n/a	
<b>PTO (Paid Time Off)</b>	21 days/year	Prorated		n/a	
<b>ESI (Extended Sick)</b>	3 days/year	Prorated		n/a	
<b>Annual Paid Holidays</b>	7 days +Birthday Holiday	Depends on Schedule		n/a	
<b>CME</b>	\$825.00/year	Prorated			n/a
<b>Time Off for CME</b>	3 days/year	Prorated			n/a
<b>License Renewal</b>	100% paid			Prorated	n/a
<b>DEA</b>	100% paid				
<b>CPR</b>	100% paid (for FHCS D on-site class)			Prorated	
<b>Admin/CMT Time “Care Management Time”</b>	Two hours per week	One hour per week	n/a		
<b>Malpractice— FTCA</b>	100% Covered by FHCS D. No cost to employee “FTCA coverage is “occurrence” based, meaning that the date of the alleged acts determines coverage, not the date of the claim. As such, “tail” coverage is generally not needed.”				
<b>AT&amp;T, Verizon Wireless, Movie &amp; Theme Park Discounts</b>	Available to all employees upon hire				