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## **Clinical Track – Compensation Package and Benefits - Summary**

### **Salary/Compensation:**

Clinical Track employment offers a lot of flexibility. We estimate annual earnings to be in the range of \$445,000.00 to \$465,000.00 for a full time equivalent with call, along with a generous benefit package that will enhance your annual earnings. We are on a biweekly payroll system.

### **Additional Income Opportunities:**

Extra compensation can be earned by staying past 5 pm, or by volunteering to cover additional assignments.

Rainier Anesthesia Associates has a nice mix of Ambulatory Surgical Center contracts and Hospital Coverage, providing a welcome variety of case mix and settings. We have anticipated growth needs for additional OR coverage in both the Hospitals and Ambulatory Surgical Centers over the next year.

### **Healthcare Benefits:**

**Regence Gold 1500** group health insurance – 100% of employee's premium is paid. We cover the majority of dependents.

**Health Savings Account (HSA)** – Contributions are pre-tax and can be used to pay out of pocket medical/dental/vision co-pays, & deductibles

**Health Reimbursement Account (HRA)** Formal pre-tax reimbursement plan – allows pre-tax earnings to be used to reimburse out of pocket Vision or Dental costs for both employee and dependents.

### **Retirement Benefits:**

Safe Harbor 401(k) retirement plan – eligible to participate after 1 year of consecutive employment and entry during open enrollment. Open enrollment dates are January 1<sup>st</sup>, April 1<sup>st</sup>, July 1<sup>st</sup>, Oct 1<sup>st</sup> each year.

Eligible employees receive as safe harbor match 401(k) contribution up to 6% annually, dependent on IRS limits.

**100 percent vesting** upon enrollment – no waiting period.

### **Malpractice:**

100 percent of annual premium is paid

### **Vacation:**

7 weeks vacation -- Vacation is determined by lottery not seniority.

### **Expenses and CME:**

Employees on the Clinical track are reimbursed for Licensure and required certifications

\$2,000 maximum per year CME expense reimbursement

\$1,000 maximum reimbursement for COBRA expenses while waiting for 60 day health insurance eligibility

Reimbursement for all WA licensure, DEA, PALS, ACLS certifications

### **Concierge Credentialing:**

In house credentialing specialist who will assist you in getting thru credentialing and recredentialing for MultiCare/Proliance and insurance credentialing as well as all requests for copies of licensure and updates.

### **Concierge Scheduling:**

Full time scheduler to assist you in keeping a work life balance and having a dedicated specialist to resolve issues and scheduling conflicts.

### **Additional benefits:**

Voluntary Dental Benefits

Voluntary Vision Benefits

Voluntary accident insurance

Voluntary Pet Insurance

Voluntary Life term- purchase group term life up to \$300,000.00

Company provided Life insurance Term- \$50,000.00 base benefit with \$50,000.00 AD&D,

Company provided Short Term Disability

Company Provided Employee Assistance Program (EAP)

Company Wellness Savings Card