

Orcas Family Health Center
 Salary and Benefit Summary for FY 10/2019 to 9/2020

MD	
per FTE	\$ 208,000.00
10% gross production variable	
Admin Comp per .1 FTE	\$ 5,000.00
Per Weekend worked on call	\$ 250.00
current quote health ins (unless exempt)	\$ 5,532.00
malpractice	\$ 14,000.00
CME per 1 FTE	\$ 3,600.00

PA/NP	
per day worked	\$325
% of gross production	
per weekend worked on call	250.00
current quote health ins (unless exempt)	5,532.00
PT <21/FT 21+	\$1848/\$3080
CME per 1 FTE	2,600.00

Provider payments for production will be paid monthly, 45 days after the end of each month, with a possible pre-payment for the first month and subsequent reconciliation.
 All staff accrue 1 hour per 40 hours worked under Chapter 49.46 RCW – Minimum Wage Act, WA State Paid Sick Leave
 All hourly staff (non-contract staff) accrue an additional hour per 40 hours worked to combine previous PTO and WA State Paid Sick Leave
 All staff are eligible for group health insurance unless they have current coverage that makes them exempt

We would like to in the future, however, at this time, OFHC does not offer industry standard benefits like vision, dental, group life, group disability, or retirement benefits like the following: • Defined Benefit Pension Plans • 401(k) Plan • Roth 401(k) Plan • 403(b) Plan • 403(b) Plan • 457 Plan • SIMPLE Plan • SEP Plan

Current information from the US Bureau of Labor Statistics are included as well as the Clinical Supervisor's job description and Aimee's RHC Certification Certificate.

Malpractice and Health insurance are included in the Payroll amount, not on the separate line items.

ANNUAL SALARY/WAGE/BENEFIT SUMMARY

David C. Shinstrom, MD--0.60 FTE
 salary \$208000* .60 \$ 124,800.00
 .10% gross production (based on recent 12 wks) \$ 40,277.60
 Admin Comp \$5000 per .1 FTE (DS-.05) \$ 250.00
 After Hours Weekend Call approx 10 \$ 2,500.00
 current quote health ins (unless exempt) exempt
 malpractice \$ 14,000.00
 CME per .6 FTE \$ 2,160.00
 anticipated Paid Sick Leave 27 hours @ \$100/hr \$ 2,700.00
 \$ 186,687.60

Jennifer Utter, PA-- 0.6 FTE (1152 hrs)
 Per diem Salary \$325/day, 3 days/wk, 48 wks \$ 46,800.00
 10% gross production (based on recent 12 wks) \$ 35,107.20
 After Hours Weekend Call approx 14 \$ 3,500.00
 current quote health ins (unless exempt) exempt
 malpractice \$ 3,080.00
 CME per .6 FTE \$ 1,560.00
 anticipated Paid Sick Leave 27 hours @ \$57/hr \$ 1,539.00
 \$ 91,586.20

Karen Caley Orr, PA-- 0.4 FTE (768 hrs)
 Per diem Salary \$325/day, 2 days/wk, 48 wks \$ 31,200.00
 10% gross production (based on recent 12 wks) \$ 18,768.00
 After Hours Weekend Call approx 14 \$ 3,500.00
 current quote health ins (unless exempt) \$ 5,532.00
 malpractice \$ 1,848.00
 CME per .4 FTE \$ 1,040.00
 anticipated Paid Sick Leave 20 hours @ \$57/hr \$ 1,180.00
 \$ 63,068.00

Sara Christensen, PA-- 0.4 FTE (768 hrs)
 First Six Months hourly, no benefits \$ 34,560.00

Last six months transition to production
 Per diem Salary \$325/day, 2 days/wk, 48 wks \$ 15,600.00
 10% gross production (based on recent 12 wks for KO) \$ 9,384.00
 After Hours Weekend Call approx 14 \$ 1,750.00
 current quote health ins (unless exempt) \$ 2,766.00
 malpractice \$ 1,848.00
 CME per .4 FTE \$ 520.00
 anticipated Paid Sick Leave 20 hours @ \$57/hr \$ 1,180.00
 \$ 33,048.00

Back Office Clinical Staff	\$/hour	Hours/week	Total FTEs	weeks/yr	incl sick leave	Health Insurance
Clinical Supervisor RN*	\$ 45.00		32	52	\$ 74,880.00	\$ 5,532.00
MA 1*	\$ 25.00		40	52	\$ 52,000.00	\$ 5,532.00
MA 2*	\$ 22.00		40	52	\$ 45,760.00	\$ 5,532.00
			2.8		\$ 172,640.00	\$ 16,596.00
					TOTAL	\$ 189,236.00

Front Office/Admin Staff	\$/hour	Hours/week	Total FTEs	weeks/yr	incl sick leave	Health Insurance
MGR*	\$ 50.00		40	52	\$ 104,000.00	\$ 5,532.00
AMGR*	\$ 27.00		40	52	\$ 56,160.00	\$ 5,532.00
FD 1*	\$ 18.00		40	52	\$ 37,440.00	\$ 5,532.00
FD 2*	\$ 18.00		32	52	\$ 29,952.00	\$ 5,532.00
BILL 1*	\$ 18.00		20	52	\$ 18,720.00	\$ 5,532.00
BILL 2	\$ 18.00		20	52	\$ 18,720.00	exempt
			4.8		\$ 264,992.00	\$ 27,660.00
					TOTAL	\$ 292,652.00

Clinic Totals	With Benefits
MD	\$ 186,687.60
PA	\$ 222,252.20
Clinical Staff	\$ 189,236.00
Office/Admin	\$ 292,652.00
	\$ 890,837.80

MD	269,887.60	1 FTE MD
PA	154,654.20	1 FTE PA

insurance quote

SUMMARY OF BENEFITS In-Network Benefits only	OPTION 1 Premera Balance Gold
Deductible Individual Family	Per Calendar Year \$1,000 \$2,000
Out-Of-Pocket Maximum Individual Family	Per Calendar Year \$5,600 \$11,200
Coinsurance	
In-Network	20%
Out-of-Network	50%
Office Visits	\$20 copay primary/\$50 copay specialist First 2 primary visits PCY covered in full, no copay, unlimited visits Deductible waived
Preventive Care Services	Covered in full Deductible waived
Lab & X-Ray	Diagnostic lab & X-Ray you pay 20%. Complex imaging deductible then coinsurance
Hospital Services	Deductible first then coinsurance
Prescription Drugs	Generic/Brand/Specialty
Retail (30 day supply)	\$15/\$40/\$80
Adult Rate	\$614.64
Child Rate (0-20)	\$300.68
Total Monthly Premium	\$7,663.08
Monthly Employer Responsibility	\$3,687.84

Employee 25% \$153.66
 OFHC 75% \$460.98

This benefit summary is for illustrative purposes. Please refer to carrier summaries for specific details. Rates are based on census provided, actual rates based on final enrollment



Occupational Employment Statistics

Occupational Employment and Wages, May 2018

11-3131 Training and Development Managers

Plan, direct, or coordinate the training and development activities and staff of an organization.

[National estimates for this occupation](#)
[Industry profile for this occupation](#)
[Geographic profile for this occupation](#)

*used to average
 our Clinical Supervisor
 / Registered Nurse Rate*

National estimates for this occupation: [Top](#)

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
35,690	1.2 %	\$58.53	\$121,730	0.5 %

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$30.58	\$39.98	\$53.53	\$71.64	\$92.77
Annual Wage (2)	\$63,600	\$83,160	\$111,340	\$149,010	\$192,970

Industry profile for this occupation: [Top](#)

Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Management of Companies and Enterprises	5,240	0.22	\$63.28	\$131,630
Management, Scientific, and Technical Consulting Services	1,740	0.12	\$62.68	\$130,380
Computer Systems Design and Related Services	1,720	0.08	\$61.28	\$127,470
General Medical and Surgical Hospitals	1,410	0.03	\$59.92	\$124,640
Colleges, Universities, and Professional Schools	1,350	0.04	\$55.79	\$116,050

Industries with the highest concentration of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
	540	0.76	\$54.10	\$112,530

Occupational Employment Statistics

OES SHARE ON: [f](#) [t](#) [in](#) PRINT:

BROWSE OES

- [OES HOME](#)
- [OES OVERVIEW](#)
- [OES NEWS RELEASES](#)
- [OES DATA](#)
- [OES CHARTS](#)
- [OES MAPS](#)
- [OES PUBLICATIONS](#)
- [OES DATABASES](#)
- [OES FAQs](#)
- [CONTACT OES](#)

SEARCH OES

OES TOPICS

- [RESPONDENTS](#)
- [DOCUMENTATION](#)
- [SPECIAL NOTICES](#)
- [RELATED LINKS](#)

Subscribe to the OES Update

Occupational Employment and Wages, May 2018

29-1141 Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).

- [National estimates for this occupation](#)
- [Industry profile for this occupation](#)
- [Geographic profile for this occupation](#)

National estimates for this occupation: Top

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
2,951,960	0.5 %	\$36.30	\$75,510	0.3 %

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$24.42	\$28.25	\$34.48	\$42.47	\$51.22
Annual Wage (2)	\$50,800	\$58,770	\$71,730	\$88,350	\$106,530

Industry profile for this occupation: Top

Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
General Medical and Surgical Hospitals	1,698,700	30.62	\$37.37	\$77,730
Offices of Physicians	197,790	7.63	\$32.59	\$67,790
Home Health Care Services	181,180	12.50	\$34.54	\$71,850
Nursing Care Facilities (Skilled Nursing Facilities)	153,120	9.51	\$32.39	\$67,370
Outpatient Care Centers	141,830	15.38	\$38.09	\$79,230

Industries with the highest concentration of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
General Medical and Surgical Hospitals	1,698,700	30.62	\$37.37	\$77,730
Specialty (except Psychiatric and Substance Abuse) Hospitals	62,980	24.06	\$37.74	\$78,500
Psychiatric and Substance Abuse Hospitals	39,170	16.24	\$35.38	\$73,590
Outpatient Care Centers	141,830	15.38	\$38.09	\$79,230
Home Health Care Services	181,180	12.50	\$34.54	\$71,850

Top paying industries for this occupation:

Orcas Family Health Center Clinical Supervisor/Patient Educator

ROLE SUMMARY

- The Clinical Supervisor Provides supervision, guidance, and leadership to our patient care staff and manages the day-to-day clinical operations of the medical practice.
- The Patient Educator establishes and maintains a patient relationship providing one-on-one chronic disease education and lifestyle education and management.

ROLE REQUIREMENTS

The role of Clinical Supervisor and Patient Educator must be a registered nurse with a minimum degree of Bachelors of Science in Nursing.

ROLE RESPONSIBILITIES

- Fill in clinical roles as needed.
- Assist with and resolve patient complaints.
- Staffing/Schedule—Ensure adequate staffing pattern of clinical team depending on provider schedules and that which meets patient needs.
- Supervise and evaluate clinical team members—Assist with review and revision of job descriptions and duties. Provide orientation for new team members.
- Meet with clinical staff on a regular basis and provide education and updates as needed to clinical team.
- Create a training outline and competency check off for nursing.
- Evaluate staff competencies.
- Provide timekeeping duties to patient care staff, including approval of PTO requests, creating monthly schedules, and managing staffing changes.
- Monitor team member certifications and immunizations.
- Supplies and Equipment—Monitor and order supplies for the clinical area as needed, including medications, vaccines, and patient education materials. Ensure that equipment is in good working order and that all staff are trained in proper use. Maintain AED. Ensure proper documentation.
- Monitor daily patient flow to ensure patients are efficiently and effectively moving through the clinic.
- Provide process improvement suggestions to ensure patients are flowing through clinic in the most appropriate manner.
- Review and assist with complex patient care, i.e. case management.
- Provide ongoing patient education for chronic disease management with provider referral.
- Assist with complex wound care management.
- Assist with complicated procedures.
- Manage patients on anticoagulation therapy utilizing clinic protocol.
- Maintain and assist with quality control measures and competencies.
- Assist with policy and procedure updates/annual review.



Occupational Employment Statistics

Occupational Employment and Wages, May 2018

11-9111 Medical and Health Services Managers

Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.

- [National estimates for this occupation](#)
- [Industry profile for this occupation](#)
- [Geographic profile for this occupation](#)

National estimates for this occupation: [Top](#)

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
372,670	0.6 %	\$54.68	\$113,730	0.4 %

Aimee has a BS Healthcare Admin, BA Psychology + is a Certified Rural Health Clinic Professional

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$28.21	\$36.56	\$47.95	\$62.89	\$87.79
Annual Wage (2)	\$58,680	\$76,050	\$99,730	\$130,820	\$182,600

Industry profile for this occupation: [Top](#)

Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
General Medical and Surgical Hospitals	121,120	2.18	\$58.88	\$122,460
Offices of Physicians	43,800	1.69	\$51.70	\$107,530
Outpatient Care Centers	26,890	2.92	\$51.25	\$106,590
Nursing Care Facilities (Skilled Nursing Facilities)	24,770	1.54	\$45.04	\$93,680
Home Health Care Services	21,690	1.50	\$46.72	\$97,170

Industries with the highest concentration of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Outpatient Care Centers	26,890	2.92	\$51.25	\$106,590

Certified Rural Health Clinic Professional

This certificate is awarded to

Aimee Johnson

For successfully completing the National Association of Rural Health Clinic Academy's Rural Health Clinic Professional online course and examination.



Issued by the National Association
of Rural Health Clinics Academy
2 East Main Street
Fremont, MI 49412

Bill Finerfrock,
Executive Director

Issued On: 10/25/2018
Expires on: 12/31/2020



Occupational Employment Statistics

Occupational Employment and Wages, May 2018

31-9099 Healthcare Support Workers, All Other

All healthcare support workers not listed separately

[National estimates for this occupation](#)

[Industry profile for this occupation](#)

[Geographic profile for this occupation](#)

National estimates for this occupation: [Top](#)

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
88,990	1.7 %	\$18.80	\$39,110	0.6 %

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$11.16	\$13.97	\$18.19	\$22.75	\$27.03
Annual Wage (2)	\$23,210	\$29,060	\$37,830	\$47,330	\$56,230

Industry profile for this occupation: [Top](#)

Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
General Medical and Surgical Hospitals	23,070	0.42	\$17.61	\$36,630
Federal Executive Branch (OES Designation)	13,880	0.69	\$22.59	\$46,990
Elementary and Secondary Schools	9,850	0.12	\$19.23	\$39,990
Nursing Care Facilities (Skilled Nursing Facilities)	6,340	0.39	\$15.41	\$32,050
Offices of Other Health Practitioners	4,580	0.50	\$19.55	\$40,670

Industries with the highest concentration of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Medical and Diagnostic Laboratories	2,800	1.03	\$16.36	\$34,020

Orcas Family Health Center
Profit & Loss Budget Overview
October 2019 through September 2020

	Oct '19 - Sep 20
Ordinary Income/Expense	
Income	
Income not categorized elsewhere	0.00
Fees	647,000.00
Refund of Fees	0.00
Interest Income	20.00
Total Income	647,020.00
Expense	
Facility Health Care Staff Cost	9,000.00
Other Health Care Costs	
Medical Supplies	
Influenza Vaccine	9,500.00
Pneumococcal Vaccine	5,000.00
Medical Supplies - Other	25,000.00
Total Medical Supplies	39,500.00
Professional Liability Insurance	0.00
DEA Reg	1,462.00
Medical Training	650.00
Laboratory Fees	1,500.00
Total Other Health Care Costs	43,112.00
Facility Overhead-Facility Cost	
Rent	39,048.00
Business Insurance	1,278.00
Interest Expense	1,500.00
Utilities	6,734.01
Housekeeping and Maintenance	
Supplies	0.00
Repairs and Maintenance	0.00
Housekeeping and Maintenance - Other	1,200.00
Total Housekeeping and Maintenance	1,200.00
Business Licenses	549.00
Total Facility Overhead-Facility Cost	50,309.01

Orcas Family Health Center
Profit & Loss Budget Overview
 October 2019 through September 2020

Oct '19 - Sep 20

Facility Overhead-Administrativ	
Office Expense	
Printing	0.00
Postage	0.00
Office Expense - Other	15,000.00
Total Office Expense	15,000.00
Accounting Fees	960.00
Board of Directors Insurance	2,872.00
Telephone	8,000.00
Fringe Benefits	
Fringe Benefit Health Insurance	0.00
Fringe Benefit-Child care	0.00
Total Fringe Benefits	0.00
Payroll Taxes	49,000.00
Other Administrative Costs	
Billing Software License	3,668.80
IT repairs and networking	1,871.00
Postal Box Rental	92.00
Medical Records-Software	14,359.63
Practice Management System	8,113.89
Dues and Subscriptions	2,931.76
Administrative Travel	2,500.00
Bank Service Charges	3,883.05
Total Other Administrative Costs	37,420.13
Total Facility Overhead-Administrativ	113,252.13
Non-Reimbursible Costs	
OWL Education Program Expenses	0.00
Radiology/imaging Supplies	4,000.00
State B&O Taxes	9,700.00
Staff Meeting Meals & Gifts	1,500.00
Contributions	100.00
Professional Fees	2,000.00
Fundraising Expense	500.00
Advertising	
Telephone listing	0.00
Advertising - Other	5,200.00
Total Advertising	5,200.00

Orcas Family Health Center
Profit & Loss Budget Overview
October 2019 through September 2020

	Oct '19 - Sep 20
State Medical Licenses	1,500.00
Other Expenses	0.00
Total Non-Reimbursible Costs	24,500.00
Payroll	
PA/NP Salaries	222,262.00
Physician Salaries	186,687.00
RN Salaries	189,236.00
Office Salaries	292,652.00
Payroll - Other	0.00
Total Payroll	890,837.00
Depreciation Expense	
Depreciation-Medical Equipment	0.00
Depreciation-Bldg and Fxtrs	0.00
Depreciation-Equipment	0.00
Depreciation-Office Equip	0.00
Total Depreciation Expense	0.00
Total Expense	1,131,010.14
Net Ordinary Income	-483,990.14
Other Income/Expense	
Other Income	
State Training Reimbursement	0.00
Grant Income	
Orcas Isl. Community Foundation	
OICF-OWL Education Program	0.00
Total Orcas Isl. Community Foundation	0.00
Total Grant Income	0.00
Fundraising	
Tickets; Dinner & Dancing	4,497.00
Total Fundraising	4,497.00
Donations-General	
Contribution	11,360.00
Total Donations-General	11,360.00

2:21 PM

08/29/19

Cash Basis

Orcas Family Health Center
Profit & Loss Budget Overview
October 2019 through September 2020

	Oct '19 - Sep 20
Asset dispositions	-27.00
Other Income	0.00
Total Other Income	15,830.00
Net Other Income	15,830.00
Net Income	-468,160.14