

## 2021 - 2022 Salary & Benefits

Salary & Benefits	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	Method of Payment
Salary	\$65, 707	\$68, 053	\$70, 041	Paid bi-weekly
Housing/Relocation Forgiveness Loan*	\$11,000			Forgivable loan- total amount paid on first day of employment
Meals	Meals in hospital while on duty	Meals in hospital while on duty	Meals in hospital while on duty	
Chief Pay			\$554 per week as Chief Resident (maximum of 8 weeks)	Stipend paid by the end of each block resident is chief resident
Total Compensation	\$76, 707	\$68, 053	\$72, 257- \$73, 365	Includes housing/relocation, salary, and chief pay
Professional Development Fund**	5 days \$1,000	5 days \$1,200	5 days \$1,400	With prior approval, paid upon completion & approval of travel expense voucher

\* The housing/relocation allowance is paid to residents as an \$11,000 forgiveness loan. 1/36<sup>th</sup> of the loan is forgiven for each month the resident satisfies a month of the residency curriculum.

\*\* The annual AAFP membership fee and the one-time ISMA membership fee is automatically deducted from each resident's professional development fund. Unused professional development fund dollars may be carried over each year (days may not be carried over). Unused funds at graduation will be forfeited.

## Benefit Program

Medical , Dental & Vision Insurance	<ul style="list-style-type: none"> <li>Medical and dental coverage for Residents and covered dependents is effective upon employment contract start date as long as enrollment is completed within 31 days of contract start date.</li> <li>All other benefits begin on the 1<sup>st</sup> day of the month following 30 days of employment</li> <li>Shared cost (premiums are pre-tax and reduce AGI)</li> <li>Single or family options available</li> </ul>
Basic Life Insurance & Disability Insurance	<ul style="list-style-type: none"> <li>No cost to resident</li> <li>Voluntary and AD&amp;D life insurance equal to 1x annual base salary</li> <li>Salary Continuance Plan(for medical conditions requiring absence ≤180 days)</li> <li>Long Term disability (60% base salary if disabled ≥ 180 days)</li> </ul>
Supplemental Life & Disability Insurance	<ul style="list-style-type: none"> <li>Voluntary and AD&amp;D life insurance coverage based on base annual salary</li> <li>Available at employee group rates</li> </ul>
Dependent Life Insurance	<ul style="list-style-type: none"> <li>Spouse &amp; dependent children up to age 26</li> <li>Available at employee group rates</li> </ul>
Health & Dependent Care Flexible Spending Accounts	<ul style="list-style-type: none"> <li>Pre-tax (reduces AGI) reimbursement accounts for non-covered medical or dependent care expenses.</li> </ul>
Paid Days Off	<ul style="list-style-type: none"> <li>Effective employment contract start date</li> </ul>

	<ul style="list-style-type: none"> <li>• Six of these days required for paid time off for the following holidays: New Year's Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving Day and Christmas Day</li> <li>• First Year resident have 19 Paid Days Off (PDO)</li> <li>• Second and Third Year residents have 24 days of PDO each year</li> <li>• No carryover of PDO into the subsequent years of residency</li> </ul>
<b>Retirement Savings Plan</b>	<ul style="list-style-type: none"> <li>• 401(k) retirement savings plan available through Fidelity</li> <li>• Pre-tax contributions</li> <li>• No employer contributions</li> </ul>
<b>Medical Malpractice Coverage</b>	<ul style="list-style-type: none"> <li>• Hospital purchases medical malpractice insurance policy</li> </ul>
<b>Call Room</b>	<ul style="list-style-type: none"> <li>• Hospital provides Resident access to a call room</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Continuing Medical Education(CME) up to 5 days of paid meeting time provided each year of residency (no carry over)</li> <li>• Funds provided each year in the amount of \$1,000 in the first year, \$1,200 in the second year and \$1,400 in the third year (may carry over year to year)</li> </ul>
<b>Employee Counseling (CONCERN EAP)</b>	<ul style="list-style-type: none"> <li>• Short-term counseling and referral service for employee and immediate family</li> </ul>