

**Charleston Area Medical Center
Graduate Medical Education
Resident Compensation and Benefits at a Glance as of July 2017**

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| BASE SALARIES | Medical/Surgical Residents | |
| | PG-1 | \$49,658 |
| | PG-2 | \$51,713 |
| | PG-3 | \$53,463 |
| | PG-4 | \$55,562 |
| | PG-5 | \$57,395 |
| | PG-6 | \$59,382 |
| | PG-7 | \$61,620 |
| | Pharmacy Residents | |
| | PG-1 | \$43,021 |
| | PG-2 | \$44,742 |
| | Psychology Interns | |
| | | \$29,803 |
| | SIGNING BONUS <i>Signing bonus available for first time PG1 residents only.</i> | Medical/Surgical PG-1 |
| Preliminary Residents, Psychology, and Pharmacy Residents | | \$500 |
| RESIDENT PERFORMANCE BASED COMPENSATION – EARNINGS DEPEND UPON SEMI-ANNUAL REVIEWS OF RESIDENT PERFORMANCE | Medical/Surgical Residents | \$3,000 Additional compensation possible annually |
| | Pharmacy Residents | \$2,400 Additional compensation possible annually |
| | Psychology Interns | \$1,800 Additional compensation possible annually |
| TRAVEL (one time trip per resident; separate funds available for research related travel upon approval) | One Year Programs | \$500 |
| | Medical/Surgical Programs (PGY2 & above) | \$3,000 |
| USMLE/COMLEX 3 REIMBURSEMENT | Up to \$850 | Reimbursed when policy is followed. |
| MEAL ALLOWANCE | All PG Levels | According to Call Schedule |
| VACATION LEAVE | All PG Levels | 3 weeks (see leave policy in handbook for full details) |
| SICK LEAVE | All PG Levels | 12 days |
| BEREAVEMENT | All PG Levels | 3 days |

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| EDUCATION DAYS | All PG Levels | 7 days, maximum |
| PROFESSIONAL LEAVE FOR INTERVIEWS | All PG Levels | 3 days over the residency |
| MATERNITY LEAVE | | Maternity leave will be for a maximum of 6 weeks (non-FMLA eligible) or 12 weeks (FMLA eligible) Use Sick/Vacation/Short Term Disability if eligible or time off without pay |
| PATERNITY LEAVE | | Would fall under the FMLA guidelines (if eligible) and utilize vacation or time off without pay. |
| HEALTH CARE (including pharmacy benefit) | Blue Cross Blue Shield | <p><u>PPO</u> (includes pharmacy plan)</p> <p>Employee pays premium (\$66.00 - \$218.00) per pay for non-tobacco users (depending on individual plan option chosen) plus co-pays; tobacco users pay an additional \$25.00 per pay premium.</p> <p><u>HDHP</u> (high-deductible health plan)</p> <p>Employee pays premium (\$31.00-\$103.00) per pay for non-tobacco users depending on plan option chosen. You must pay “first dollar” on any expenses incurred until you meet your deductible. Once the deductible is met the plan begins to cost share with you on expenses.</p> <p>Note: If spouses are offered a health plan through their employer, then spouses are only eligible to enroll on CAMC’s plan for secondary coverage.</p> |
| DENTAL | | Employee pays premium (\$9.75 single; \$19.25 employee plus children; \$18.75 employees plus spouse; \$27.75 family) |
| VISION | | Ranges from \$1.00 per pay for employee to \$5.05 for family. |
| HEALTH CARE SPENDING ACCOUNT | | <p>Tax deferred deductions from paychecks to pay for expenses not covered by a Health Care plan.</p> <p>Debit card system utilized for claims.</p> <p><u>Flexible Spending Account (PPO Plan Only)</u></p> <p>Max. Contribution allowed \$2,550</p> <p><u>Health Saving Account (HDHP Only)</u></p> <p>Employee Only - Max Contribution \$3,400</p> <p>Employee +Spouse, Children, or Family coverage – Max Contribution \$6,750</p> |
| DEPENDENT CARE SPENDING ACCOUNT | | Tax deferred deductions from paychecks to pay for Child Care expenses. Max. \$5,000 |

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| EMPLOYEE HEALTH SERVICES | | Available at all three hospitals. |
| NAUTILUS | | Reduced membership fee. |
| SHORT TERM DISABILITY | Lincoln Financial | Income protection at 60% of basic pay (If a resident enrolls upon initial employment there is no waiting period; however, resident must use 5 days of leave before eligible to use short term disability; If resident elects at a later date, they are subject to the mandatory wait period outlined in benefit plan.) |
| LONG TERM DISABILITY | Lincoln Financial | Income protection at 60% of basic pay (eligible after one year). |
| BASIC EMPLOYEE TERM LIFE | Lincoln Financial | 1X annual salary paid 100% by CAMC. |
| OPTIONAL TERM LIFE | Lincoln Financial | Opportunity to purchase additional life insurance. |
| SPOUSE TERM LIFE INSURANCE | Lincoln Financial | Opportunity to purchase life insurance on spouse. |
| CHILD TERM LIFE INSURANCE | Lincoln Financial | Opportunity to purchase life insurance for children. |
| ACCIDENTAL DEATH AND DISMEMBERMENT | Lincoln Financial | Wide range of coverage available. |
| CRITICAL CARE INSURANCE | | Opportunity to purchase. |
| EMPLOYEE PHARMACY | | Payroll deduction and delivery service. |
| 401K RETIREMENT PLAN | Fidelity Investments | Automatically enrolled. CAMC will begin to contribute after one year. |
| CREDIT UNION | 2 Blocks from Memorial | Direct checking/savings accounts, payroll deduct loans, Visa credit and debit cards. |
| PARKING | On Site Location | Free for all residents. |
| ON-SITE CAFETERIA | All 3 Hospitals | Discounts for employees. |
| GIFT SHOP | All 3 Hospitals | Payroll deductions available on purchases. |
| SECURITY | All 3 Hospitals | Escort and auto problem assistance available. |
| PASTORAL CARE | All 3 Hospitals | Available to employees. |
| PRIDE CARD | | Offers discounts at stores and for services in the Kanawha Valley. |
| SAVINGS BONDS | | Payroll deduction available for investing. |
| HOUSING | | CAMC offers affordable housing options near the Memorial and General hospital campuses. |
| CALL ROOMS | | Call rooms available in all three hospitals. |
| EMPLOYEE ASSISTANCE PROGRAMS | | Available as requested. |
| WELLNESS PROGRAM | | Optional enrollment. |