

**CHARLESTON AREA MEDICAL CENTER/  
WEST VIRGINIA UNIVERSITY-CHARLESTON DIVISION**

**RESIDENT COMPENSATION AND BENEFITS AT A GLANCE FOR 2009-2010**

Update 11/2008

<b>SALARIES</b>	Medical/Surgical Residents	
	PG-1	\$46,687
	PG-2	\$48,555
	PG-3	\$50,498
	PG-4	\$52,517
	PG-5	\$54,624
	Pharmacy Residents	
	PG-1	\$39,775
	PG-2	\$41,366
	Psychology Interns	
		\$27,255
<b>SIGNING BONUS</b>	Medical/Surgical PG-1	\$4,000
(The signing bonus is for PG1 residents signed through match process only.)	Osteopathic Intern PG-1	\$2,000
	Prelim PG-1	\$500
	Pharmacy PG-1	\$500
<b>EDUCATION STIPENDS</b>	PG-1	\$500
	PG-2 and above	\$1,000 plus one CME approved trip (all expenses paid)
<b>MEAL ALLOWANCE</b>	All PG Levels	According to Call Schedule
<b>VACATION</b>	PG-1	14 days
	PG-2 and up	18 days
<b>EDUCATION DAYS</b>	All PG Levels	7 days, maximum
<b>SICK LEAVE</b>	All PG Levels	15 days
<b>MATERNITY LEAVE</b>		Maternity leave will be for a maximum of 6 weeks (non-FMLA eligible) or 12 weeks (FMLA eligible) Use Sick/Vacation or time off without pay
<b>PATERNITY LEAVE</b>		Would fall under the FMLA guidelines (if eligible) and utilize vacation or time off without pay.
<b>HEALTH CARE</b>	Blue Cross Blue Shield	PPO with 2 options - 90/10 and 80/20
<b>PHARMACY</b>		Employee pays premium (\$13.50 single; \$28 family) plus co-pays
<b>DENTAL</b>		Employee pays premium (\$12 single; \$20 employee plus children; \$21 employees plus spouse; \$26 family)
<b>HEALTH CARE SPENDING ACCOUNT</b>		Tax deferred deductions from paychecks to pay for expenses not covered by a Health Care plan. Debit card system utilized for claims. Max. \$4,000
<b>DEPENDENT CARE SPENDING ACCOUNT</b>		Tax deferred deductions from paychecks to pay for Child Care expenses. Max. \$5,000
<b>EMPLOYEE HEALTH SERVICES</b>		Available at all three hospitals.
<b>NAUTILUS</b>		Reduced membership fee.
<b>SHORT TERM DISABILITY</b> (Must use 5 days of leave before eligible to use short term disability)		Income protection at 60% of basic pay (eligible after one year)
<b>LONG TERM DISABILITY</b>		Income protection at 60% of basic pay (eligible after one year).
<b>FUNERAL LEAVE</b>		Paid 100% by CAMC per policy.

BASIC EMPLOYEE TERM LIFE		1X annual salary paid 100% by CAMC.
OPTIONAL TERM LIFE		Opportunity to purchase additional life insurance.
SPOUSE TERM LIFE INSURANCE		Opportunity to purchase life insurance on spouse.
CHILD TERM LIFE INSURANCE		Opportunity to purchase life insurance for children.
ACCIDENTAL DEATH AND DISMEMBERMENT		Wide range of coverage available.
AUTOMOBILE, HOMEOWNER AND RENTAL INSURANCE		Direct bill or ACH transfer with Liberty Mutual.
EMPLOYEE PHARMACY		Payroll deduction and delivery service.
401K RETIREMENT PLAN	Fidelity Investments	Contributions matched at 4% after one year. Maximum pre-tax contribution increased to \$16,000 annually.
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.
LIFESTYLE RETURNS – WELLNESS PROGRAM		Optional enrollment.