

Charleston Area Medical Center

Graduate Medical Education

Resident Compensation and Benefits at a Glance 2016

*\*Health care premiums effective January 2016 – all other resident specific benefits effective July 2016*

<b>BASE SALARIES</b>	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
<b>SIGNING BONUS</b>	Medical/Surgical PG-1	\$1,000
<i>Signing bonus available for first time PG1 residents only.</i>	Preliminary Residents, Psychology, and Pharmacy Residents	\$500
<b>RESIDENT PERFORMANCE BASED COMPENSATION – EARNINGS DEPEND UPON SEMI-ANNUAL REVIEWS OF RESIDENT PERFORMANCE</b>	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
<b>TRAVEL</b>	One Year Programs	\$500
	Medical/Surgical Programs (PGY2 & above)	\$3,000
<b>USMLE/COMLEX 3 REIMBURSEMENT</b>	Up to \$850	Reimbursed when policy is followed.
<b>MEAL ALLOWANCE</b>	All PG Levels	According to Call Schedule
<b>VACATION LEAVE</b>	All PG Levels	3 weeks (see leave policy in handbook for full details)
<b>SICK LEAVE</b>	All PG Levels	12 days

<b>BEREAVEMENT</b>	All PG Levels	3 days
<b>EDUCATION DAYS</b>	All PG Levels	7 days, maximum
<b>PROFESSIONAL LEAVE FOR INTERVIEWS</b>	All PG Levels	3 days over the residency
<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/Short Term Disability if eligible 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 (including pharmacy benefit)</b>	Blue Cross Blue Shield	<p>PPO (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>HDHP (high-deductible health plan)</p> <p>Employee pays premium (\$31.00-\$159.00) 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>
<b>DENTAL</b>		Employee pays premium (\$9.75 single; \$19.25 employee plus children; \$18.75 employees plus spouse; \$27.75 family)
<b>VISION</b>		Ranges from \$1.00 per pay for employee to \$5.05 for family.
<b>HEALTH CARE SPENDING ACCOUNT</b>		<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 \$2,500.</p> <p><u>Health Saving Account (HDHP Only)</u></p> <p>Employee Only - Max Contribution \$3,350</p> <p>Employee +Spouse, Children, or Family coverage – Max Contribution \$6,750</p>
<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>	Lincoln Financial	Income protection at 60% of basic pay (eligible after one year – must use 5 days of leave before eligible to use short term disability)
<b>LONG TERM DISABILITY</b>	Lincoln Financial	Income protection at 60% of basic pay (eligible after one year).
<b>BASIC EMPLOYEE TERM LIFE</b>	Lincoln Financial	1X annual salary paid 100% by CAMC.
<b>OPTIONAL TERM LIFE</b>	Lincoln Financial	Opportunity to purchase additional life insurance.
<b>SPOUSE TERM LIFE INSURANCE</b>	Lincoln Financial	Opportunity to purchase life insurance on spouse.
<b>CHILD TERM LIFE INSURANCE</b>	Lincoln Financial	Opportunity to purchase life insurance for children.
<b>ACCIDENTAL DEATH AND DISMEMBERMENT</b>	Lincoln Financial	Wide range of coverage available.
<b>CRITICAL CARE INSURANCE</b>		Opportunity to purchase.
<b>EMPLOYEE PHARMACY</b>		Payroll deduction and delivery service.
<b>401K RETIREMENT PLAN</b>	Fidelity Investments	Automatically enrolled. CAMC will begin to contribute after one year.
<b>CREDIT UNION</b>	2 Blocks from Memorial	Direct checking/savings accounts, payroll deduct loans, Visa credit and debit cards.
<b>PARKING</b>	On Site Location	Free for all residents.
<b>ON-SITE CAFETERIA</b>	All 3 Hospitals	Discounts for employees.
<b>GIFT SHOP</b>	All 3 Hospitals	Payroll deductions available on purchases.
<b>SECURITY</b>	All 3 Hospitals	Escort and auto problem assistance available.
<b>PASTORAL CARE</b>	All 3 Hospitals	Available to employees.
<b>PRIDE CARD</b>		Offers discounts at stores and for services in the Kanawha Valley.
<b>SAVINGS BONDS</b>		Payroll deduction available for investing.
<b>HOUSING</b>		CAMC offers affordable housing options near the Memorial and General hospital campuses.
<b>CALL ROOMS</b>		Call rooms available in all three hospitals.
<b>EMPLOYEE ASSISTANCE PROGRAMS</b>		Available as requested.
<b>WELLNESS PROGRAM</b>		Optional enrollment.