

**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*

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	Medical/Surgical PG-1	\$1,000
<i>Signing bonus available for first time PG1 residents only.</i>	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 Year Programs	\$500
	Medical/Surgical Programs (PGY2 & above)	\$3,000
USMLE/COMLEX 3 REIMBURSEMENT	Up to \$835	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
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>PPO (includes pharmacy plan) 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) 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>
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. Debit card system utilized for claims. <u>Flexible Spending Account (PPO Plan Only)</u> Max. Contribution allowed \$2,500. <u>Health Saving Account (HDHP Only)</u> Employee Only - Max Contribution \$3,350 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
EMPLOYEE HEALTH SERVICES		Available at all three hospitals.
NAUTILUS		Reduced membership fee.
SHORT TERM DISABILITY	Lincoln Financial	Income protection at 60% of basic pay– must use 5 days of leave before eligible to use short term disability)
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.

**CHARLESTON AREA MEDICAL CENTER
GRADUATE MEDICAL EDUCATION PROGRAMS
ACCREDITATION STATUS REPORT**

Charleston Area Medical Center (CAMC) is the sponsoring institution for the residency programs listed below with their current accreditation status.

Institution/Program	Status
Institutional Review	Continued Accreditation
Emergency Medicine (AOA)	Continuing Approval
Family Practice (ACGME)	Continued Accreditation
Family Practice (AOA)	Continuing Approval
Geriatrics (ACGME)	Continued Accreditation
Internal Medicine (ACGME)	Continued Accreditation
Internal Medicine (AOA)	Continuing Approval
Internal Medicine/Pediatrics (ACGME)	Continued Accreditation
Obstetrics and Gynecology (ACGME)	Continued Accreditation
Osteopathic Internship (AOA)	Continuing Approval
Pediatrics (ACGME)	Continued Accreditation
Pediatrics (AOA)	Continuing Approval
Pharmacy (ASHP)	Accreditation
Psychiatry (ACGME)	Continued Accreditation
Surgery (ACGME)	Continued Accreditation
Urology (AOA)	Continuing Approval
Vascular Surgery Fellowship (ACGME)	Continued Accreditation
Vascular Surgery Integrated (ACGME)	Initial Accreditation
Emergency Medicine Pharmacy (ASHP)	Pre candidate Accreditation
Geriatrics Pharmacy (ASHP)	Accreditation
Critical Care Pharmacy (ASHP)	Accreditation
Psychology Internship (APA)	Accreditation