

House Staff Benefits Overview

① 2023-24 Salaries:	PGY 1 = \$64,383	PGY 5 = \$77,952
	PGY 2 = \$68,611	PGY 6 = \$81,145
	PGY 3 = \$70,793	PGY 7 = \$84,089
	PGY 4 = \$74,430	PGY 8 = \$85,519

① **Cigna** offers the choice of Select EPO, PPO Premier, or HSA Health Plans. This is a highly subsidized plan for family coverage including civil union partner. The premiums shown below are monthly and will be taken on a semi-monthly payroll deduction.

Individual and family **health insurance**, subject to a monthly premium of:

FREE	Individual House Officer (with no dependents)
\$ 50.00	Individual + Child(ren)
\$ 60.00	Individual + Spouse/Civil Union Partner
\$ 70.00	Individual + Family

- Generic Rx for acute needs and oral contraceptives filled at hospital for free; employee discount of \$3 off any prescription insurance co-pay

① **Cigna** offers a choice of PPO or DHMO Plan.

Dental PPO:

FREE	Individual House Officer
\$ 37.83	Individual + Spouse/Civil Union Partner
\$ 45.93	Individual + Child(ren)
\$ 66.12	Individual + Family

Dental HMO:

FREE	Individual House Officer
\$ 17.74	Individual + Spouse/Civil Union Partner
\$ 20.02	Individual + Child(ren)
\$ 28.18	Individual + Family

① **Basic Life Insurance:** \$50,000 term policy provided at no cost to residents.

① **Disability Insurance:** Short Term Disability – full salary up to 90 days.
Long Term Disability – max of \$4,000 monthly up to age 65 after 90 days

① **VSP Vision Plan** (optional): House officers may elect to participate at a nominal cost. The monthly payroll deductions are as follows:

\$10.32	Individual House Officer
\$ 14.54	Individual + Spouse/Civil Union Partner
\$ 15.04	Individual + Child(ren)
\$ 24.22	Individual + Family

***All coverage is effective upon your start date except for Basic Life Insurance, which becomes effective on the first day of the month following 90 days of employment.**

① **Rush Enhancement Funds:** \$1,000 per calendar year reimbursement for conference & workshop registration fees, test costs, and study materials.

① **Meal Allowance:** \$1000 provided per year.

① **Family Medical Leave:** Take up to 12 weeks of FMLA to care for a spouse, parent, or child with a serious health condition.

① **Parental and Caregiver Leave:** 4 weeks of paid time off, which can be combined with 4 weeks of vacation for additional time off.

① **Vacation/Education Leave:** 4 weeks per academic year of which one week can be taken as an educational leave.

① **403b Plan:** House staff may participate in plan with institutional matching

① **Wellness Days:** Up to 2 wellness days in addition to vacation each year.

① **Sick Days:** Up to 5 sick days in addition to vacation each year

① **Travel (Mileage) Reimbursement:** for required rotations.

① **Fatigued House Staff Transportation:** refer to GME policy

① **Wellness Center:** Free and confidential counseling available to all house staff.

① **Parking:** Garage parking at no cost; \$30 deposit required for parking AVIT

① **White Lab Coats:** Issued to house staff at no cost.