

**Charleston Area Medical Center  
Graduate Medical Education**

**Resident Compensation and Benefits at a Glance 2022**

**\*Salaries and benefits are currently under review and will be updated following the approval of the 2022 budget\***

<b>BASE SALARIES</b>	Medical/Surgical Residents	
	PG-1	\$51,237.74
	PG-2	\$53,354.39
	PG-3	\$55,156.89
	PG-4	\$57,318.86
	PG-5	\$59,206.85
	PG-6	\$61,253.46
	PG-7	\$63,558.60
	Pharmacy Residents	
	PG-1	\$44,311.63
	PG-2	\$46,084
	Psychology Interns	
		\$30,697
<b>RESIDENT PERFORMANCE BASED COMPENSATION</b> <i>(Potential earnings based upon semi-annual reviews of resident performance)</i>	Medical/Surgical Residents	\$3,000 Potential additional annual compensation
	Pharmacy Residents	\$2,400 Potential additional annual compensation
	Psychology Interns	\$1,800 Potential additional annual compensation
<b>TRAVEL</b> <i>(one time trip per resident; separate funds available for research related travel upon approval)</i>	One Year Programs	\$500
	Medical/Surgical Programs (PGY2 & above)	\$3,000
<b>MEAL ALLOWANCE</b>	All PG Levels	According to Call Schedule
<b>VACATION LEAVE</b>	All PG Levels	3 weeks <i>(see leave policy in House Staff Handbook for details)</i>
<b>SICK LEAVE</b>	All PG Levels	12 days
<b>BEREAVEMENT</b>	All PG Levels	24 hours' time off for a family member; 8 hours for a relative. The full list of family and relative relationships are provided in the House Staff Handbook.
<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</b> <i>(including pharmacy benefit)</i>	<u>Offered through Blue Cross Blue Shield:</u> <u>PPO</u> (includes pharmacy plan) Employee pays premium (\$70.00 - \$254.00) per pay for non-tobacco users (depending on individual plan option) plus co-pays; tobacco users pay an additional \$40.00 per pay premium. <u>HDHP</u> (high-deductible health plan) Employee pays premium (\$34.00-\$128.50) per pay for non-tobacco users depending on plan option. 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. 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.	
<b>DENTAL</b>	<u>Offered through Delta Dental Plan:</u> Employee pays premium (\$9.75 single; \$19.25 employee plus children; \$18.75 employees plus spouse; \$27.75 family)	

<b>VISION</b>	Offered through Eye Med: Ranges from \$1.40 per pay for employee to \$4.75 for family.	
<b>HEALTH CARE SPENDING ACCOUNT</b>	Offered through myCafeteriaPlan: 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 \$2,750 <u>Health Saving Account (HDHP Only)</u> Employee Only - Max Contribution \$3,600 Employee +Spouse, Children, or Family coverage – Max Contribution \$7,250	
<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 CAMC hospitals.	
<b>NAUTILUS FITNESS CENTER</b>	Reduced membership fee.	
<b>SHORT TERM DISABILITY</b>	Offered through Unum: Income protection at 60% or 75% coverage is available. If a resident elects coverage on day one, there is no waiting period. Certain exclusions, along with a six month preexisting condition may apply. All employees must use 5 days of leave before eligible to use short-term disability. 75% coverage requires evidence of insurability form and approval by Unum.	
<b>LONG TERM DISABILITY</b>	Offered through Unum: Long Term Disability (LTD) benefits will be provided to all benefit eligible employees at no cost to the employee. LTD insurance replaces 60% of your income if you become partially or totally disabled for an extended time. Certain exclusions, along with a 12-month pre-existing condition limitation, may apply.	
<b>BASIC EMPLOYEE TERM LIFE</b>	Unum	1X annual salary (up to \$50,000) paid 100% by CAMC
<b>OPTIONAL TERM LIFE</b>	Unum	Opportunity to purchase additional life insurance.
<b>SPOUSE TERM LIFE INSURANCE</b>	Unum	Opportunity to purchase life insurance on spouse.
<b>CHILD TERM LIFE INSURANCE</b>	Unum	Opportunity to purchase life insurance for children.
<b>ACCIDENTAL DEATH AND DISMEMBERMENT</b>	Unum	Opportunity to purchase.
<b>HOSPITAL INDEMNITY INSURANCE</b>	Opportunity to purchase.	
<b>CRITICAL ILLNESS INSURANCE</b>	Opportunity to purchase.	
<b>ACCIDENT INSURANCE</b>	Opportunity to purchase. Payroll deduction and campus delivery service to some locations.	
<b>EMPLOYEE PHARMACY</b>	Payroll deduction and campus delivery service.	
<b>401K RETIREMENT PLAN</b>	Managed by Fidelity Investments: CAMC will make an employer matching contribution on your behalf if you have completed one year of service and you made salary deferral contributions for the year. The matching contribution by CAMC will be based on your deferral election up to 4%.	
<b>CREDIT UNION</b>	One block east of Memorial Hospital	Direct checking/savings accounts, payroll deduct loans, Visa credit and debit cards.
<b>PARKING</b>	Free onsite parking for all residents.	
<b>ON-SITE CAFETERIA</b>	Discounts offered for all employees in all three hospital locations.	
<b>GIFT SHOP</b>	Payroll deduction available on purchases in all CAMC hospitals.	
<b>SECURITY</b>	Escort and auto problem assistance available in all CAMC hospitals.	
<b>PASTORAL CARE</b>	Pastoral care assistance available to employees in all CAMC hospitals.	
<b>PRIDE CARD</b>	Offers discounts at stores and for services in the Kanawha Valley. Please visit CAMnet for a full listing.	
<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 Charleston hospitals.	
<b>EMPLOYEE ASSISTANCE PROGRAMS</b>	Health Advocate (Employee Assistance Program offered by Unum) 1-800-854-1446 www.unum.com/lifebalance	
<b>WELLNESS PROGRAM</b>	Programs offered vary throughout the year. Participation is optional.	