

**LUTHERAN MEDICAL CENTER  
DEPARTMENT OF MEDICAL EDUCATION**

**Terms, Conditions, and Benefits of Appointment for Residents**

Lutheran Medical Center provides all of our residents who work at least 37.50 hours weekly with a benefit package that is consistent with community practice. These benefits are summarized below.

**Financial support:**

Residents shall be paid at the PGY level based on the number of years of training in their specialty as recognized by the Residency Review Committee (RRC) and/or Council on Postdoctoral Training (COPT). The current salary scale for the 2011-2012 academic year is as follows:

<u>Level</u>	<u>Salary</u>
PGY1	\$55,932
PGY2	\$59,881
PGY3	\$63,111
PGY4	\$66,515
PGY5	\$69,850

**Vacation time:**

A vacation period of four weeks is granted to all residents and rotating interns in our ACGME and AOA accredited training programs. Vacation periods vary in our ADA and CPME approved programs based on accreditation requirements. Any vacation taken by a resident prior to completing one (1) year of service is subject to recovery.

**Parental, sick, and other leaves of absence:**

Lutheran Medical Center's Policy on Time Away from Training for Residents provides paid or unpaid leaves of absence for reasons of vacation, sick/illness, maternity/paternity, family and/or personal reasons. Time away may be granted generally in accordance with Lutheran Medical Center's Human Resources policies.

Any time away from the program (vacation, sick/illness, maternity/paternity, family and/or personal reasons) that exceeds four (4) weeks per academic year is subject to an extension of the training program in accordance with the requirements of that Residency Review Committee and the relevant specialty board. In the event that the resident's time away from the program exceeds four (4) weeks in an academic year, the Program Director shall advise the resident in writing to inform them how much his/her training must be extended. In addition, the Program Director must provide written information regarding the specialty board requirements to each resident on an annual basis, specifically the effect that time away has on board certification eligibility.

In the event of a death in the family, the resident will be granted three (3) consecutive days for the death of a parent, spouse, child, sibling or grandparent and one (1) day for the death of a father-in-law or mother-in-law.

**Professional liability:**

Professional liability insurance is provided by Lutheran Medical Center. If the alleged acts or omissions of a resident are within the authorized scope of the residency program, the liability coverage will provide legal defense against any judgment that is awarded as a result of claims reported or filed during and/or after the completion of the residency training program.

**Hospitalization, health, disability and other insurance:**

The Medical Center offers Hospitalization, Medical Care, Dental Care and Prescription Drug benefits for residents and their eligible dependents. The monthly premiums for the health insurance plans will be deducted from the first two paychecks of each month on a pre-tax basis. The resident will also have the following benefits at the levels indicated below:

1. Optical Program- \$45 every two years for the resident, spouse and dependent children.
2. Long Term Disability- 60% of the resident's salary up to a maximum of \$1500/month.
3. Supplemental Disability- provides a maximum disability benefit of \$215 weekly.

**On call sleeping quarters:**

Sleeping quarters will be provided for residents' use during their on-call hours. A House Staff lounge with a refrigerator and a microwave are accessible to residents at all times. It is the responsibility of the Residency Program Director to ensure specific duties, assignments, duty hours and call schedules are aligned with the requirements of the Accreditation Council for Graduate Medical Education (ACGME), the American Osteopathic Association (AOA), Part 405.4 of the New York State Hospital Code, Joint Commission and other regulatory agencies.

**Meals:**

Low cost meals may be purchased in the hospital cafeteria (first floor) or coffee shop (main lobby). Eligible residents are also provided a meal allowance, in accordance with Medical Center policy. Vending machines are also available at all times to provide meals, snacks and beverages.

**Laundry services:**

Lutheran Medical Center's Linen Service Department provides residents with lab coats, scrub suits and laundering free of charge.