

**LUTHERAN MEDICAL CENTER
DEPARTMENT OF MEDICAL EDUCATION**

Terms, Conditions, and Benefits of Appointment for Residents

It is the Medical Center's Policy to provide all of its residents with benefits consistent with community practice. To this end the Medical Center has developed a benefit package which it provides to all its residents working at least 37.50 hours weekly. 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. The current salary scale for the 2008-2009 academic year is as follows:

<u>Level</u>	<u>Salary</u>
PGY1	\$52,214
PGY2	\$55,901
PGY3	\$58,916
PGY4	\$62,094
PGY5	\$65,208

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. All vacation advanced is subject to recovery if the resident works less than one (1) year.

Parental, sick, and other leaves of absence:

Lutheran Medical Center's Leave of Absence Policy for residents provides for paid or unpaid leaves of absence for reasons of illness, maternity/paternity, family and/or personal reasons. These leaves of absence may be granted in accordance with Lutheran Medical Center's general policy on leaves of absence.

At the end of an involuntary leave which does not exceed eight (8) weeks, a resident can return to his/her current PGY level. When a resident exceeds eight (8) weeks for an involuntary leave or four (4) weeks for a voluntary leave the requirements of the Residency Program Requirements in the resident's specialty and the judgment of the Program Director shall determine whether the resident will be required to make up all or a portion of the time off.

If the resident decides to extend the Leave of Absence beyond the involuntary portion, the Medical Center is not obligated to reinstate the resident to their former PGY level and may require that the resident repeat the year of residency provided there is a vacancy in that year.

In the event of illness or disability, the resident will be granted a maximum of 12 days sick leave per year with a maximum accumulation of 48 days. Sick days are earned at the rate of one (1) per month.

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 in the event of the death of father-in-law or mother-in-law.

Professional liability:

Professional liability insurance is provided by the Medical Center. This coverage will provide legal defense against awards from claims reported or filed during and/or after the completion of training if the alleged acts or omissions of the resident are within the authorized scope of the residency program.

Hospitalization, health, disability and other insurance:

The Medical Center offers insurance plans for residents and their eligible dependents covering Hospitalization, Medical Care, Dental Care and Prescription Drug benefits. 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 salary up to a maximum of \$1500/month.
3. Supplemental Disability - to provide a maximum disability benefit of \$215/weekly.
4. \$100,000 term life insurance policy and short and long term disability policies.

On call sleeping quarters:

Specific duties, assignments, duty hours and call schedules, will be under the direct control of the Department Director in keeping with the requirements of the ACGME, the AOA, Part 405.4 of the N.Y. State Hospital code, the JCAHO and other regulatory agencies. 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 all residents at all times.

Meals:

Low cost meals may be purchased in the hospitals cafeteria on the first floor. There is a coffee shop located on the main lobby floor. Vending machines are also available at all times to provide meals, snacks and beverages. Individual departments provide meal tickets for residents with overnight and weekend on call responsibilities, as appropriate.

Laundry services:

The Medical Center's Linen Service Department will provide lab coats, scrub suits and laundering free of charge.