Memorial Medical Center
Member Conemaugh Health System

CONEMAUGH VALLEY MEMORIAL HOSPITAL

RESIDENT/INTERN BENEFIT SUMMARY 2013-14

SALARY & BENEFITS	PGY1	PGY2	PGY3	PGY4	PGY5
Salary	$49,250	$52,000	$54,250	$55,000	$56,000
Relocation Package	5,000				
Educational Allowance	500	2,000	2,000	2,000	2,000
Total Package	**$54,750**	**$54,000**	**$56,250**	**$57,000**	**$58,000**

BENEFIT	WHO PAYS	ELIGIBILITY	WHAT YOU RECEIVE
Time Off With Pay	Hospital	Immediately	A bank of days is established at the beginning of the contract year. This is allocated for vacation and sick time as specified by your department.
Relocation	Hospital	July – 1 pending completion of Human Resources documentation	A one-time $5000 relocation stipend is paid to new PGY1 residents. This is a **ONE-TIME** benefit. In addition, up to three days lodging in a motel is available to ease relocation. Program Staff should coordinate this arrangement. **THIS IS A ONE-TIME BENEFIT.**
Professional Dues	Hospital	Immediately	Reimbursement up to $100/year for dues and/or subscriptions at the discretion of the Program Director.
Educational Allowance	Hospital	PGY2 – PGY5	$2,000 grant is budgeted for use as specified by your department. **May be used to pay for USMLE 3 or Boards at the discretion of the Program Director.**
Educational Allowance	Hospital	PGY1/Preliminary 1	$500 allowance.
Health Insurance	Hospital & You	Immediately	Medical/surgical and major medical insurance for resident and family. "No Deductible" Plan: has a co-pay of approximately 15%: Hospital 85%; or "Deductible" Plan: Hospital pays 100% of employee but there is a small premium share for adding dependants.
Dental Care	Hospital & You	Immediately	Coverage to assist resident and family with the cost of dental services. Plan A or Plan B option as with healthcare.
Eye Care	You	Immediately	Coverage to assist resident and family with the cost of eye care.
Life Insurance	Hospital	1st of month after employment	Insurance in an amount equal to annual salary. Optional additional life insurance is also available payable by the resident in the amount of 100, 200 or 300 % of salary.
Hospital Discount/ Pharmacy Discount	Hospital & You	Immediately	Discount on hospital services and pharmaceuticals purchased at the Pharmacy for residents and immediate family.
Occupational Health Services	Hospital	Immediately	Physical exam, immunizations, chest x-ray, first aid, and minor medications.
Worker's Comp	Hospital	Immediately	Income protection for on-the-job accidents.
Disability Insurance	Hospital	1st of month after employment	Hospital Paid -- Short Term - 60% of salary; Long Term – 50% of salary. Resident may purchase higher options.
Payroll Savings	You	Immediately	Payroll deductions for regular savings to bank, U.S. Savings Bonds, and/or Credit Union.
Credit Union	You	Immediately	Membership in Credit Union; low interest loans.
Employee Assistance Program (EAP)	You	Immediately	Professional counseling, information, and referral service.
Tax Sheltered Annuity	You	Immediately	Long-term savings for which you are exempt from paying federal taxes until withdrawal or receipt in annuity form.