

# UCSF FRESNO MEP HOUSESTAFF Salary & Benefits Summary

UCSF Fresno is a regional campus of the University of California, San Francisco School of Medicine. Housestaff are employees of the University of California, San Francisco. Residency programs are sponsored by the UCSF Fresno Medical Education Program. Major training partners in Fresno include: Community Medical Centers, Children's Hospital Central California, and the Veterans Administration Central California Health Care System. Training partners collaborate to provide housestaff with other benefits such as parking, meals, computer and Internet access.

## SALARIES

Effective July 1, 2011

POSTGRADUATE YEAR	ANNUAL GROSS SALARY	MONTHLY GROSS SALARY
1	\$49,291	\$4,107.58
2	\$51,062	\$4,255.17
3	\$53,071	\$4,422.58
4	\$55,208	\$4,600.67
5	\$57,635	\$4,802.92
6	\$59,451	\$4,954.25
7	\$61,624	\$5,135.33

**Notes:** Chief residents receive an additional \$150 per month during their chief resident assignment. However, chief residents at levels beyond standard length of training, i.e. PG-4s in Internal Medicine, receive regular PG-level pay as appropriate and do not receive the additional \$150 per month.

## BENEFITS

Benefits are covered beginning the first day of employment.

<p><b>MEDICAL INSURANCE</b></p>	<ul style="list-style-type: none"> <li>• <b>Medical: Choice of Anthem Blue Cross (PPO) or Health Net (HMO) plan. Both include prescription drug coverage.</b></li> <li>• <b>Dental: Delta Dental PPO</b></li> <li>• <b>Vision: VSP Vision Plan</b></li> <li>• <b>For more information on costs, co pays, and benefits please refer to: <a href="http://www.ucsfhr.ucsf.edu/index.php/residents/">http://www.ucsfhr.ucsf.edu/index.php/residents/</a>; dependent coverage is also available.</b></li> </ul> <p><b>Note: If you decline health coverage you automatically decline dental, vision, life and disability insurance benefits.</b></p>
<p><b>LONG TERM DISABILITY</b></p>	<p>LTD (long-term disability) coverage is automatically included for all primary enrollees, but not dependents. There is a 30-day waiting period from first date of disability. Sun Life Assurance Co. provides the LTD policy and the coverage provisions are detailed on the benefits page located at: <a href="http://www.ucsfhr.ucsf.edu/index.php/residents/">http://www.ucsfhr.ucsf.edu/index.php/residents/</a> There are no choices to be made in this area; all housestaff are covered at the same rate and for the same amount.</p> <p>In essence, LTD pays a disabled trainee 66.67% of base salary (capped at \$3,000/mo and after a 30 day wait period) for the duration of the disability. Maternity leave extending beyond 30 days can often be a qualifying disability; so, residents expecting to be on leave more than 30 days postpartum, are wise to file a claim.</p>
<p><b>LIFE INSURANCE and AD&amp;D</b></p>	<p>Life and Accidental Death &amp; Dismemberment coverage is automatically included for all primary enrollees, but not dependents.</p> <p>Sun Life Assurance Co. provides the policy and the coverage provisions are detailed on the benefits page located at: <a href="http://www.ucsfhr.ucsf.edu/index.php/residents/">http://www.ucsfhr.ucsf.edu/index.php/residents/</a> There are no choices to be made in this area; all housestaff are covered at the same rate and for \$50,000.</p>
<p><b>PROFESSIONAL LIABILITY</b></p>	<p>Professional liability Insurance coverage is provided by UCSF.</p>
<p><b>RETIREMENT</b></p>	<p>There is a mandatory Defined Contribution Plan (Safe Harbor) deduction representing a contribution rate of 7.5% of monthly wages. This is a supplemental retirement benefit established because housestaff earnings are not covered under Social Security (FICA) Benefits.</p> <p>Enrollment is automatic and begins the first day of an eligible appointment. Contributions are deducted from monthly salary before income taxes are calculated, reducing taxable income. Upon separation from the University, you may request a distribution to be paid to you or arrange for a direct rollover of your money to an IRA or other qualified employer plan.</p>
<p><b>WORKERS' COMPENSATION</b></p>	<p>Worker's Comp provides medical care and wage loss reimbursement for job-incurred accidents or illness as governed by state law</p>

## LEAVES

Absences may impact the amount of time credited for training. Additional training may be required by a specific specialty Board or the Residency Review Committee (RRC) if established limits are exceeded. Residents should discuss the possible impact with their program director prior to planning leave time.

<b>VACATION &amp; EDUCATIONAL LEAVE</b>	<ul style="list-style-type: none"><li>• 15 days per academic year.</li><li>• 5 days educational per academic year.</li><li>• Leave does not carry over from year to year.</li></ul>
<b>SICK LEAVE</b>	<ul style="list-style-type: none"><li>• 12 days per academic year.</li><li>• Leave does not carry over from year to year.</li></ul>
<b>BEREAVEMENT LEAVE</b>	Up to 3 days with full pay for death in immediate family, one day for grandparents, grandchildren, mother-in-law or father-in-law. Counted as a part of sick leave.
<b>FAMILY MEDICAL LEAVE ACT (FMLA)</b>	Up to 12 weeks of leave coordinated with paid leave for personal illness, birth or adoption of a child, serious illness of a child, or to care for a parent or spouse who has a serious health condition. (Available after 12 months of employment and 1250 hours.)
<b>PREGNANCY DISABILITY LEAVE</b>	Up to four months of leave for medically certified disability due to pregnancy or childbirth. PDL and FMLA run concurrently for at least the first 12 work weeks of the pregnancy related disability. May use vacation/educational leave or sick time; balance unpaid.
<b>MEDICAL OR PERSONAL LEAVE</b>	May be requested and available without pay.
<b>MILITARY LEAVE</b>	Up to 30 days of leave with pay while engaged in the performance of military duty.
<b>JURY DUTY</b>	Housestaff who are called to Jury Duty/Grand Jury Duty will not suffer a loss of regular pay for those days when one would otherwise be scheduled to perform their duties.

## OTHER BENEFITS

<b>CALL ROOMS</b>	Available at training sites, generally private rooms with telephone and computer access.
<b>DIRECT DEPOSIT</b>	Automatic monthly paycheck deposits are available with most banks and credit unions.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	Confidential counseling program designed to help employees and families through difficult and stressful times. INSIGHT provides three free visits per six month period and referrals if needed.
<b>EDUCATIONAL FUNDS</b>	Available through program offices.
<b>HEALTH SERVICES</b>	<ul style="list-style-type: none"> <li>• Initial OJI evaluation is done by health services at facility where incident occurs; subsequent follow up by worker's compensation provider.</li> <li>• Annual PPD screening is required and provided at no charge.</li> <li>• Hep B vaccinations &amp; titers provided at no charge.</li> <li>• Influenza vaccinations provided at no charge.</li> </ul>
<b>FRESNO HOUSE</b>	For approved rotations to San Francisco, housing is available close to the UCSF/Parnassus campus on a first-come, first served basis.
<b>HOUSING/LIVING QUARTERS</b>	Not generally provided by program except for required rotations to San Francisco (See Fresno House language referenced above).
<b>INTERNET ACCESS</b>	Free email accounts provided by UCSF Fresno.
<b>LAUNDRY SERVICES</b>	Available at training sites for contaminated items.
<b>LICENSE APPLICATION FEES</b>	Initial MD/DO/DDS/DMD license <u>application</u> fees are paid if an application is submitted to the state within the first six months of eligibility.
<b>LICENSE FAIR</b>	Held annually in the Spring to assist with completion of California medical license forms. Includes notary, photo, and fingerprints. Attended by representative from the Medical Board of California.
<b>MEALS</b>	Provided at all major training sites while on duty.
<b>PAID MEMBERSHIPS</b>	<p>OMFS housestaff are eligible for Fresno-Madera Dental Society and California Dental Association Membership (benefits include Journal of the CDA &amp; Dentistry Today).</p> <p>All other housestaff are eligible for Fresno-Madera Medical Society Membership.</p>
<b>PARKING</b>	Free at all hospital training sites.
<b>SCRUBS/LAB COATS</b>	Scrubs and lab coats supplied at beginning of training program.
<b>OTHER BENEFITS</b>	<ul style="list-style-type: none"> <li>• Paid orientation at beginning of first academic year.</li> <li>• Photographs provided free of charge for licensure applications.</li> </ul>