

UCSF FRESNO MEP HOUSE STAFF Salary & Benefits Summary

UCSF Fresno is a regional campus of the University of California, San Francisco School of Medicine. House staff 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 & the Veterans Administration Central California Health Care System. Training partners collaborate to provide house staff with other benefits such as parking, meals, computer and Internet access.

SALARIES

Effective 7/1/18 thru 6/30/19

POSTGRADUATE YEAR	ANNUAL GROSS SALARY	MONTHLY GROSS SALARY
1	\$57,233	\$4,769.42
2	\$59,130	\$4,927.50
3	\$61,453	\$5,121.08
4	\$63,879	\$5,323.25
5	\$66,493	\$5,541.08
6	\$68,964	\$5,747.00
7	\$71,257	\$5,938.08

Notes: Chief residents receive an additional \$150 stipend per month and Co-Chief resident assignments are compensated at appropriate prorated amounts. 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>MEDICAL INSURANCE</p>	<ul style="list-style-type: none"> • Medical: Choice of Anthem Blue Cross (PPO) or Anthem Blue Cross (HMO) plan. Both include prescription drug coverage. • Dental: Delta Dental PPO • Vision: VSP Vision Plan • For more information on costs, co pays, and benefits please refer to the benefits website located at http://hr.ucsf.edu/hr.php?A=157&AT=cm&org=c; dependent coverage is also available. <p>Note: House staff benefits are bundled; therefore, if a trainee opts out of health insurance then he/she is not eligible for any of the other insurance benefits i.e. dental, vision, life and disability.</p>
<p>DISABILITY</p>	<p>Disability coverage is automatically included for all primary enrollees, but not dependents. There is a 30-day waiting period from first date of disability. CIGNA's policy and coverage provisions are detailed on the benefits website located at http://hr.ucsf.edu/hr.php?A=157&AT=cm&org=c. There are no choices to be made in this area; all house staff are covered at the same rate and for the same amount.</p> <p>In essence, Disability 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, house staff expecting to be on leave more than 30 days postpartum, are wise to file a claim.</p> <p>Note: House staff are not eligible for, nor covered by State Disability Insurance (SDI) for short-term disability.</p>
<p>LIFE INSURANCE and AD&D</p>	<p>Life and Accidental Death & Dismemberment coverage is automatically included for all primary enrollees, but not dependents.</p> <p>CIGNA provides the policy and the coverage provisions are detailed on the benefits website located at http://hr.ucsf.edu/hr.php?A=157&AT=cm&org=c. There are no choices to be made in this area; all house staff are covered at the same rate and for \$50,000.</p>
<p>PROFESSIONAL LIABILITY</p>	<p>Professional liability Insurance coverage is provided by UCSF.</p>
<p>RETIREMENT</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 in lieu of paying into Social Security (FICA).</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>WORKERS' COMPENSATION</p>	<p>Worker's Comp provides medical care and wage loss reimbursement for job-incurred accidents or illness as governed by state law. Initial OJI evaluation is done by health services at facility where incident occurs; subsequent follow up by worker's compensation provider.</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. House staff should discuss the possible impact with their program director prior to planning leave time.

VACATION & CONFERENCE/EDUCATIONAL LEAVE	<ul style="list-style-type: none"> • 15 days per academic year. • 5 days educational per academic year. • Leave does not carry over from year to year.
SICK LEAVE	<ul style="list-style-type: none"> • 12 days per academic year. • Leave does not carry over from year to year.
BEREAVEMENT LEAVE	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.
FAMILY MEDICAL LEAVE ACT (FMLA)	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.)
PREGNANCY DISABILITY LEAVE	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.
PERSONAL LEAVE	Personal leave to attend to personal matters of a serious and time consuming nature may be taken by mutual agreement with their program. Personal leave in excess of vacation and sick leave is uncompensated.
JURY DUTY	House staff 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

CALL ROOMS	Available at training sites, generally private rooms with telephone and computer access.
DIRECT DEPOSIT	Automatic monthly paycheck deposits are available with most banks and credit unions.
EMPLOYEE ASSISTANCE PROGRAM	Confidential counseling program designed to help employees and their families through difficult and stressful times. INSIGHT provides three free counseling sessions per six month period.
EDUCATIONAL FUNDS	Available through program offices.
FITNESS CENTER	Free CRMC Fitness Center/Gym access.
HEALTH SERVICES	<ul style="list-style-type: none"> • Annual PPD screening is required and provided at no charge. • Annual Influenza vaccinations are required and provided at no charge. • Hep B vaccinations & titers are optional and provided at no charge.
FRESNO HOUSE	For approved rotations to San Francisco, housing is available close to the UCSF/Parnassus campus on a first-come, first served basis.
HOUSING/LIVING QUARTERS	Not generally provided by program except for required rotations to San Francisco (See Fresno House language referenced above).
INTERNET ACCESS	Free email accounts provided by UCSF Fresno.
LAUNDRY SERVICES	Available at training sites for contaminated items.
LICENSE APPLICATION FEES	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.
LICENSE FAIR	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.
MEALS	Provided at all major training sites while on duty.
PAID MEMBERSHIPS	<p>OMFS house staff are eligible for Fresno-Madera Dental Society and California Dental Association Membership (benefits include Journal of the CDA & Dentistry Today).</p> <p>All other medical house staff are eligible for Fresno-Madera Medical Society Membership & California Medical Association Membership.</p>
PARKING	Free at all hospital training sites.
SCRUBS/LAB COATS	Scrubs and lab coats supplied at beginning of training program.
OTHER BENEFITS	<ul style="list-style-type: none"> • Paid orientation at beginning of first academic year. • Photographs provided free of charge for licensure applications.

Revised May 2018