

Salary and Benefits 2023-2024

	Stipend	Bi-weekly
Post Graduate Year 1	\$68,728.30	\$2,643.40
Post Graduate Year 2	\$71,454.01	\$2,748.23
Post Graduate Year 3	\$74,365.87	\$2,860.23
Post Graduate Year 4	\$78,209.48	\$3,008.06
Post Graduate Year 5	\$81,302.38	\$3,127.01
Post Graduate Year 6	\$84,711.97	\$3,258.15
Post Graduate Year 7	\$88,256.30	\$3,394.47
Post Graduate Year 8	\$92,900.08	\$3,573.08**

*(**PGY-8 only applies to specific approved specialties)*

Pay Supplement

\$75.00 bi-weekly

Medical Insurance

- AvMed Jackson First, AvMed Select HMO and AvMed POS
- No cost to employee for Jackson First Plan
- Employee responsible for 100% of dependent premium

HEALTH INSURANCE PREMIUM RATES AND PLANS ARE SUBJECT TO CHANGE FOR THE 2023-2024 ACADEMIC YEAR.

A NO COST OPTION WILL BE PROVIDED FOR SINGLE EMPLOYEE COVERAGE

Dental Insurance

- Delta Dental DHMO and Delta Dental PPO (Standard Plan): no cost to employee. Employee responsible for 100% of dependent premium.
- Delta Dental DHMO and Delta Dental PPO (Enriched Plan): Employee responsible for portion of the premium and 100% of dependent premium.

Vision Insurance –Davis Vision Plan: Employee responsible for 100% of employee and dependent premium.

DENTAL AND VISION INSURANCE PREMIUM RATES AND PLANS ARE SUBJECT TO CHANGE FOR THE 2023-2024 ACADEMIC YEAR.

Mental Health Insurance- Optum for employees and dependents

Disability Insurance- at no cost to employee while in training 60% of monthly basic earnings, to a maximum of \$3,500/ month.

Life Insurance- \$50,000 at no cost to employee/ \$50,000 Supplemental Insurance \$60/ annually

Professional Allowance- \$2,000/ per residency academic year
****As of July 2024, will be \$2,500*

Parking- Discounted \$5.54/ bi-weekly

Lab Coats and Scrub- 3 new lab coats and scrubs per residency academic year

Meal Card- \$1,375/ per residency academic year
****As of July 2024, will be \$1,500*

Vacation- 28 days per residency academic year including weekends and holidays

Sick- 14 days per residency academic year

Wellness Day- 1 day per residency academic year

For questions regarding **Medical, Mental Health, or Dental Insurance** please call
FBMC at (305) 585-6512

For questions regarding **Disability or Life Insurance** call the
JHS Benefits Office at (786) 466-8378

NOTE: RATES ARE SUBJECT TO CHANGE PER UNION CONTRACT NEGOTIATIONS

PTO – House Staff, co. 700

Program	Detail
Program Design	<ul style="list-style-type: none"> Separate Vacation & Sick Leave program
Vacation	
Number of Days	<ul style="list-style-type: none"> HSO shall receive four (4) full weeks of vacation per residency year Front-loaded allotment, no waiting period Automatic rollover at the end of year
Sick Leave	
<ul style="list-style-type: none"> HSO shall accrue, as of the commencement of employment and annually thereafter, fourteen (14) days of paid sick leave. Unused sick leave may be accumulated and carried over to subsequent years. 	
Medical, Parental and Caregiver Leave of Absence	
<ul style="list-style-type: none"> All residents/fellows are provided with a minimum of six weeks of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during an ACGME-accredited program, starting the day the resident/fellow is required to report 	

Make Time, Take Time

- **Be sure to plan your vacation.** Employees who plan their vacation each year tend to take longer vacations (a week or more at a time). By comparison, workers who don't plan their vacations take significantly fewer days off at a time (zero to three).
- **Vacation planning = happiness.** Research shows that vacation planners typically are “very” or “extremely” happy with their relationships, health and well-being, and job.

Source: The State of American Vacation 2017; www.projecttimeoff.com

That's why Jackson Health wants you to...

Make time...For your family, your friends, and what matters to you.

Take time... No, really – take the time! Your life outside of work is calling.