



RESIDENT SALARY & BENEFITS SUMMARY

Valley Health Team, Inc. is the sponsoring institution for the accredited graduate medical education programs. All trainees are employees of Valley Health Team, Inc. Major training partners in Fresno include: Community Medical Center, Valley Children’s Hospital, and the University of California San Francisco-Fresno Medical Education program. Training partners collaborate to provide housestaff with other benefits such as parking, meals, computer, and internet access.

Salaries effective 7/1/2020 thru 6/30/2021

POSTGRADUATE YEAR	ANNUAL GROSS SALARY	MONTHLY GROSS SALARY
1	\$60,529	\$5,044.08
2	\$62,536	\$5,211.33
3	\$64,992	\$5,416.00

Salaries effective 7/1/2019 thru 6/30/2020

POSTGRADUATE YEAR	ANNUAL GROSS SALARY	MONTHLY GROSS SALARY
1	\$55,026	\$4,585.50
2	\$56,851	\$4,737.56
3	\$59,084	\$4,923.63

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 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.

MEDICAL INSURANCE	Blue Shield High Deductible PPO as well as ASI self-funded coverage
DENTAL INSURANCE	ASI PPO and Valley Health Team Provider Coverage
VISION INSURANCE	MES Vision coverage
TELADOC ACCESS	Teladocs are available 24/7 365 days a year to provide care through the convenience of phone or video consults
FLEXIBLE SPENDING ACCOUNT	Allows pre-tax dollars for your out of pocket medical, dental, and vision expenses
PROFESSIONAL LIABILITY INSURANCE	Provided by VHT through Norcal Mutual Insurance and the Federal Tort Claims Act
EDUCATIONAL FUND	\$1600.00 per academic year; Refer to policy for specifics
LIBRARY SERVICES	Available at training sites as well as an extensive electronic library
SCRUBS/LAB COATS	Two sets of scrubs and two white coats are provided during intern orientation
RESIDENT WELL BEING RESOURCES	Employee Assistance Program provided by Halcyon offering referrals, assessments, short term counseling in addition to many web based services
PARKING	Provided at all training sites
INTERNET ACCESS	Provided at all training sites in addition to VHT employee email account and remote access
PROFESSIONAL SOCIETY MEMBERSHIPS	Please refer to the GME funding policy for program specifics
MEALS	Provided at training sites per visiting resident policies

OTHER BENEFITS

LIFE INSURANCE and AD&D	Life and Accidental Death & Dismemberment coverage is automatically included for all primary enrollees, but not dependents. All housestaff are covered at the same rate and for \$50,000.
LONG TERM DISABILITY	Long term disability pays a portion of your earnings if you miss time at work because of a disabling illness or injury.
STATE DISABILITY	Disability Benefits are for those unable to work because of disability due to a non-occupational accident or illness. Approval of benefits will be determined upon receipt of application to the California State EDD office.
WORKERS' COMPENSATION	Workers' Comp provides medical care and wage loss reimbursement for job-incurred accidents or illness as governed by state law. Initial on-the-job injury evaluation is done by health services at facility where incident occurs; subsequent follow up by workers' compensation provider.

LEAVES

Absences may impact the amount of time credited for training. Additional training may be required by the Residency Review Committee if established times are exceeded. Residents should discuss the possible impact with the Program Director prior to planning leave time.

VACATION & EDUCATIONAL LEAVE	<ul style="list-style-type: none"> • 15 days per academic year • 40 hours educational per academic year • Leave does not carry over from year to year
SICK LEAVE	<ul style="list-style-type: none"> • 9 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 (defined as spouse, child, parent, siblings, parent-in-laws, grandparents, grandchildren)
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.)

<p>PREGNANCY DISABILITY LEAVE (PDL)</p>	<p>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.</p>
<p>CALIFORNIA FAMILY RIGHTS ACT (CFRA)</p>	<p>Leave under the California Family Rights Act (CFRA) may total up to 12 work weeks in a 12-month period and does not need to be taken in one continuous period of time. The leave must be completed within one (1) year of the qualifying event.</p>
<p>PERSONAL LEAVE</p>	<p>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.</p>
<p>JURY DUTY</p>	<p>Housestaff who are called to Jury Duty/Grand Jury will not suffer a loss of regular pay up to two (2) weeks for those days when one would otherwise be scheduled to perform their duties.</p>

1/15/2020