



## RESIDENT SALARY & BENEFITS SUMMARY

Updated 2/1/2024

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 Healthcare, and the University of California San Francisco-Fresno Medical Education program. Training partners collaborate to provide house staff with other benefits such as parking, meals, computer, and internet access.

### Salaries effective 7/1/2024 thru 6/30/2025

POSTGRADUATE YEAR	ANNUAL GROSS SALARY	MONTHLY GROSS SALARY
1	\$69,073	\$5,756.08
2	\$71,835	\$5,986.25
3	\$74,709	\$6,225.75

### Salaries effective 7/1/2023 thru 6/30/2024

POSTGRADUATE YEAR	ANNUAL GROSS SALARY	MONTHLY GROSS SALARY
1	\$67,061	\$5,588.42
2	\$69,743	\$5,811.92
3	\$72,533	\$6,044.42

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.

**Note:** The California physician minimum wage exemption does not apply to medical residents, however, the minimum salary above **may** change due to the California standard exemption laws in place for regular exempt employees.

## BENEFITS

*Benefits are covered beginning the first day of employment.*

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

**OTHER BENEFITS**

<b>LIFE INSURANCE and AD&amp;D</b>	Life and Accidental Death & Dismemberment coverage is automatically included for all primary enrollees, but not dependents. All house staff are covered at the same rate and for \$50,000.
<b>LONG TERM DISABILITY</b>	Long term disability pays a portion of your earnings if you miss time at work because of a disabling illness or injury.
<b>STATE DISABILITY</b>	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.
<b>WORKERS' COMPENSATION</b>	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 at an occupational health facility with subsequent follow up visits, as needed, 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.*

<b>VACATION &amp; EDUCATIONAL LEAVE</b>	<ul style="list-style-type: none"> <li>• 15 days per academic year</li> <li>• 40 hours 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>• 9 days per academic year</li> <li>• Leave does not carry over from year to year</li> </ul>
<b>BEREAVEMENT LEAVE</b>	Up to 5 working days with full pay for death in immediate family (defined as spouse, children, parents [including in-laws], siblings, grandparents, domestic partners and grandchildren)
<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 (PDL)</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>CALIFORNIA FAMILY RIGHTS ACT (CFRA)</b>	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.
<b>PERSONAL LEAVE</b>	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.
<b>JURY DUTY</b>	House staff who are called to Jury Duty/Grand Jury will not suffer a loss of regular pay up to 10 working days for those days when one would otherwise be scheduled to perform their duties.

2/1/2024

02/27/2024

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Date GMEC Approved