SALARY AND BENEFITS

**SALARY**

PGY-4: $57,953  
PGY-5: $60,014  
PGY-6: $62,678

**BENEFITS**

<table>
<thead>
<tr>
<th>At no cost:</th>
<th>Other benefits at favorable rates:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional liability insurance</td>
<td>Health insurance plans for residents, spouses and dependent children</td>
</tr>
<tr>
<td>Group term life insurance</td>
<td>Dental insurance</td>
</tr>
<tr>
<td>Long-term disability insurance</td>
<td>Vision Insurance</td>
</tr>
<tr>
<td>Accidental death and dismemberment insurance</td>
<td>Hospital Parking</td>
</tr>
<tr>
<td>Lab coats, Pagers, Scrubs</td>
<td>Campus Recreation Center</td>
</tr>
<tr>
<td>Photocopying/faxing privileges</td>
<td>Onsite Childcare</td>
</tr>
<tr>
<td>Medline database</td>
<td>Voluntary Retirement Plans</td>
</tr>
<tr>
<td>Counseling services through the UAB Faculty and Staff Assistance Program</td>
<td>Voluntary Life Insurance Plans</td>
</tr>
<tr>
<td>Three weeks off/year</td>
<td></td>
</tr>
<tr>
<td>Family leave (maternity &amp; paternity)</td>
<td></td>
</tr>
</tbody>
</table>

**MISCELLANEOUS**

- Education Fund
- Conference travel allowance
- Financial support for international rotation
- On-site Medical Library
- Medical license reimbursement
- Moonlighting opportunities
- NRP, BLS, PALS, ATLS Courses
- Yearly in-service exam
EMPLOYEE BENEFITS FOR HOUSE OFFICERS

UNIVERSITY PAID INSURANCE

1. Group Term Life Insurance
   Coverage varies with salary as indicated.
   No cost to employee.

2. Accidental Death and Dismemberment Insurance
   No cost to employee.

3. Long-Term Disability Insurance (Salary Continuation)
   After a 90-day waiting period, 66 2/3% month salary (not to exceed $10,000 per month) for the first 90 days.
   The benefit is then reduced to 60%. No cost to employee.

HEALTH CARE PLANS:

Some form of health insurance coverage is mandatory. Proof of insurance is required if the University's VivaChoice, VivaUAB, VivaAccess, or Blue Cross are not elected.

VivaChoice, VivaUAB, VivaAccess, or Blue Cross monthly deductions:

<table>
<thead>
<tr>
<th>YOUR COST (2018)</th>
<th>Viva Choice</th>
<th>VivaUAB</th>
<th>VivaAccess</th>
<th>Blue Cross/PMD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single coverage</td>
<td>$ 76.00</td>
<td>$ 88.89</td>
<td>$ 153.94</td>
<td>$ 182.77</td>
</tr>
<tr>
<td>Employee+up to 2</td>
<td>$ 257.07</td>
<td>$ 270.66</td>
<td>$ 469.34</td>
<td>$ 557.24</td>
</tr>
<tr>
<td>Family coverage</td>
<td>$ 366.18</td>
<td>$ 408.88</td>
<td>$ 663.73</td>
<td>$ 843.34</td>
</tr>
</tbody>
</table>

Coverage under UAB’s group health care plans must begin on either the date of employment or the first day of the month following date of employment.

VOLUNTARY BENEFITS:

1. MetLife Dental Plans
   Basic Option: Single Coverage - $18.78/month, Family Coverage - $48.05/month
   Comprehensive Option: Single Coverage - $35.74/month, Family Coverage - $91.24/month
   (See UAB Employee Handbook for more information or uab.edu/gme)

2. UAB Select: Flexible Spending Accounts - Pretax reimbursement for eligible medical and dependent care expenses up to $2600 (healthcare acct) or $5,000 (dependent care) annually per account.

3. Voluntary Life Insurance
   Maximum Coverage: Up to 5 times your salary, not to exceed $1.4 million.
   Guaranteed Issue: 3 times your salary or $500,000, elected during the first 60 days of employment without evidence of insurability.

4. Voluntary Accidental Death and Dismemberment Insurance
   Maximum Coverage: $500,000

OTHER BENEFITS:

1. Social Security taxes and benefits established by the U.S. Government.
2. Unemployment Compensation Insurance paid entirely by the University.
3. On-the-job Injury/Illness Program paid entirely by the University.

This information is a brief summary of benefits for general purposes only. Please refer to the UAB School of Medicine website for additional information.