

SALARY AND BENEFITS

SALARY

PGY-4: \$57,953

PGY-5: \$60,014

PGY-6: \$62,678

BENEFITS

At no cost:

Professional liability insurance

Group term life insurance

Long-term disability insurance

Accidental death and dismemberment insurance

Lab coats, Pagers, Scrubs

Photocopying/faxing privileges

Medline database

Counseling services through the UAB Faculty and Staff Assistance Program

Three weeks off/year

Family leave (maternity & paternity)

Other benefits at favorable rates:

Health insurance plans for residents, spouses and dependent children

Dental insurance

Vision Insurance

Hospital Parking

Campus Recreation Center

Onsite Childcare

Voluntary Retirement Plans

Voluntary Life Insurance Plans

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.

ANNUAL SALARY

\$24,000-29,999

\$30,000-39,999

\$40,000 and above, 125% of salary with a maximum insurance coverage of \$300,000.

COVERAGE

\$37,500

\$50,000

2. Accidental Death and Dismemberment Insurance

No cost to employee.

\$22,500 for accidental death

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:

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

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.