



RESIDENT PHYSICIANS' STIPENDS AND BENEFITS

STIPENDS FOR 2019/2020

1st Postgraduate Year \$52,000
2nd Postgraduate Year \$53,560
3rd Postgraduate Year \$55,167
4th Postgraduate Year \$56,822
5th Postgraduate Year \$59,726

*Note: Stipends are adjusted annually to maintain comparability with the southern region

FRINGE BENEFITS: The BBH resident physician fringe benefit package is updated routinely in order to meet the needs of residents.

BOOKS/SUPPLIES/TECHNOLOGY ALLOWANCE: \$250 per year.

LAB COAT: \$150 initially and replacements up to \$50 per year as needed.

FREE PARKING: Within close proximity to both facilities.

MEALS: Meals are provided free of charge at Princeton Baptist Medical Center and Grandview Medical Center.

EDUCATIONAL EXPENSE REIMBURSEMENT: Attendance at approved postgraduate courses and scientific meetings is reimbursed up to \$1,000 per academic year for PGY2 and above. Unused funds from previous years are carried forward.

BOARD CERTIFICATION REVIEW COURSE: An additional \$1,000 allowance is provided in the final year of training for categorical residents.

OTHER TRAVEL: Travel reimbursement is available for residents who are invited to present and/or compete at conferences and for other required educational activities. All travel is subject to budget limitations and requires pre-approval by BBH.

VACATION: PGY1 ten calendar days; PGY2 & above fifteen calendar days.

MEDICAL LEAVE: Up to 30 calendar days per year (time may have to be made up).

PROFESSIONAL LIABILITY COVERAGE: Provided while performing educational duties as a resident. \$5,000,000 per claim/\$5,000,000 aggregate for professional and general liability coverage is provided by Brookwood Baptist Health.

DEA and ACSC Fee Reimbursement: Reimbursement of Alabama Controlled Substances Certificate fees and DEA registration fees for required residents (Internal Medicine and General Surgery). Initial fees and renewal fees pro-rated based on end date of residency.

***BBH HEALTH PLAN:** Multiple medical options are offered and are administered by Blue Cross/Blue Shield of AL. Residents can pay more for richer coverage or less for a more basic plan. Approximately 77% is paid by BBH.

***PRESCRIPTION DRUG COVERAGE:** Prescription drug coverage is provided with the health insurance plan.

***BBH DENTAL PLAN:** BBH offers two dental plans -- an Enhanced Comprehensive Plan and a Preventive Plan. Both plans are administered by Delta Dental.

***VISION INSURANCE:** Vision coverage is available.

EMPLOYEE ASSISTANCE PROGRAM (EAP): 5 free counseling sessions per issue are provided for all benefit eligible employees and their dependents. EAP provides assistance with various issues including marital/family/relationship, stress, emotional problems and financial and legal referrals.

HEALTHCARE FLEXIBLE SPENDING ACCOUNT: No cost to you except your contributions. Minimum of \$10 per pay period. Maximum of \$2,550 per year.

DEPENDENT DAY CARE FLEXIBLE SPENDING ACCOUNT: No cost to you except your contributions. Maximum of \$5,000 per year (\$2,500 if married, filing separately).

EMPLOYER PROVIDED LIFE INSURANCE: No cost to you. Coverage equal to 1 x base salary UP TO \$50,000.

SUPPLEMENTAL EMPLOYEE LIFE INSURANCE: Age rated. Coverage up to 6 x base salary. Additional life insurance is also available for your spouse and children.

INDIVIDUAL SHORT TERM DISABILITY: Cost based upon benefit selected. Coverage equal to 50% of monthly base salary after either 14 or 30 days off. Additional coverage up to 60% of income is available.

EMPLOYER PROVIDED BASIC LONG TERM DISABILITY: Cost based upon benefit selected. Coverage equal to 50% of monthly base salary after 90 days off. Additional coverage up to 60% of income is available.

INDIVIDUAL CRITICAL ILLNESS INSURANCE: Cost based upon benefit selected.

EMPLOYEE DISCOUNT PROGRAM: In appreciation for all of your hard work and dedication, Tenet proudly offers employee discounts through Tenet Perks at Work.

401(k) RETIREMENT PLAN: No cost to you except your contributions.

*Deductions from pay for these benefits are taken on a pre-tax basis. Paying premiums on a pre-tax basis saves you federal, state and social security taxes. When you pay premiums on a pre-tax, you can only change your coverage during Open Enrollment or if you have a Family Status Change, and you make the change within 30 days of the event. This is not a contract. Refer to the BBH website for more details. All services are subject to the provisions of the insurance contracts.

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