
RESIDENT PHYSICIANS' STIPENDS AND BENEFITS

STIPENDS FOR 2017/2018

1 ST Postgraduate Year	\$50,000
2 ND Postgraduate Year	\$51,625
3 RD Postgraduate Year	\$53,303
4 TH Postgraduate Year	\$55,035
5 TH Postgraduate Year	\$58,024

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

FRINGE BENEFITS: The BBH housestaff fringe benefit package is updated routinely in order to meet the needs of residents and their families.

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 Grandview Medical Center and at Princeton Baptist 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.

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. \$1,000,000 per claim/\$3,000,000 aggregate for professional and general liability coverage is provided by Brookwood Baptist Health.

***BBH HEALTH PLAN:** Two medical options are offered, and both options are administered by Blue Cross/Blue Shield of TX. 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: Basic & Dental Plus

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

EMPLOYEE ASSISTANCE PROGRAM (EAP): 3 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 SPENDING ACCOUNT: No cost to you except your contributions. Minimum of \$10 per pay period. Maximum of \$2,500 per year.

DEPENDENT CARE 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.

OPTIONAL EMPLOYEE LIFE INSURANCE: Age rated. Coverage up to 4 x base salary. Maximum \$600,000 (combined Basic and Optional Employee Life coverage).

OPTIONAL SPOUSE LIFE INSURANCE: Age rated. \$25,000, \$50,000 \$75,000 or \$100,000. Election cannot exceed Optional Employee Life coverage.

OPTIONAL CHILD LIFE INSURANCE: \$0.66 per pay period for \$10,000 of coverage. Must elect Optional Employee Life.

EMPLOYER PROVIDED BASIC LONG TERM DISABILITY: No cost to you. Coverage equal to 40% of monthly base salary, up to \$10,000 per month.

LONG TERM DISABILITY BUY-UP: Age rated. Coverage equal to 20% of monthly base salary, up to \$10,000 per month combined Basic and Buy-Up maximum benefits.

INDIVIDUAL SHORT TERM DISABILITY : Cost based upon benefit selected. May choose from \$400 to \$5,000 monthly benefit, up to 60% of gross monthly salary.

INDIVIDUAL CRITICAL ILLNESS INSURANCE: Cost based upon benefit selected. May choose benefit amounts from \$5,000 to \$50,000 in \$1,000 increments.

YMCA MEMBERSHIP DISCOUNT: \$10 discount on the monthly membership fee and 50% off enrollment fee.

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

ADOPTION ASSISTANCE PLAN: Provides a \$3,000 benefit per adoption and \$4,000 for adopting a child with special needs. Lifetime Maximum equal to two adoptions.

CHRONIC CONDITION PROGRAM: A program providing free health coaching to help treat certain chronic conditions.

BUSINESS TRAVEL ACCIDENT: If you suffer a fatal accident or dismemberment while traveling on company business, a benefit up to \$100,000.