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| Title: GME Salary & Benefits | *Applicable to: Beaumont Health | Effective Date: 03/27/2018 |
| Policy Owner: Graduate Medical Education Committee | Document Type: Policy | Last Periodic Review Date: 03/27/2018 Functional Area: GME Human Resources |

***For This Document, Beaumont Health Includes:**

Beaumont Corporate Shared Services
 Beaumont Hospital, Dearborn
 Beaumont Hospital, Farmington Hills
 Beaumont Hospital, Grosse Pointe
 Beaumont Hospital, Royal Oak
 Beaumont Hospital, Taylor
 Beaumont Hospital, Trenton
 Beaumont Hospital, Troy
 Beaumont Hospital, Wayne
 Beaumont Medical Group

I. PURPOSE

The purpose of this policy is to define the process used for determining salary and benefits for residents and fellows.

II. POLICY

Beaumont Health is committed to compensating all employees, including residents and fellows, market competitive salary and benefits commensurate with their responsibilities, competitive with other organizations in the labor market in which we compete, and perceived to be fair and equitable. Resident/fellow salaries and benefits are reviewed against market data and internal resources.

III. SALARIES

- A. Beaumont Health uses the Association of American Medical Colleges (AAMC) *Survey of Resident/Fellow Stipends and Benefits* national median as its compensation benchmark. The Michigan Association for Medical Education (MAME) Annual House Officer Stipend & Benefit Report is also considered.
- B. The Graduate Medical Education Committee (GMEC) makes recommendations for resident/fellow salaries and benefits to the Beaumont Health Medical Education Steering & Operations Committee which, in turn, make recommendations to the Beaumont Health Executive Leadership Team for approval.

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C. Placement on the Salary Scale. Position on the salary scale aligns with the level in the program, irrespective of prior experience. If a resident/fellow changes programs, no credit is given for the previous program, unless it may be counted towards the new program (e.g., after two years, resident leaves Surgery and goes into Family Medicine; surgical year is not included in program requirements, therefore, the resident starts Family Medicine as a Post Graduate Year 1(PGY)). If a resident or fellow is not promoted, their salary remains at the level of training until they are promoted, however, they will be moved to the current salary scale if it has changed.

IV. BENEFITS

A. Benefits are specified by Beaumont Health Human Resources polices. Benefits are subject to change. Residents/fellows are offered the following:

1. Health Care Benefits include:
 - a. Options for Medical & Prescription Drug coverage, all of which include mental health coverage and options for confidential self-referral
 - b. Options for Dental coverage
 - c. Vision plan coverage
2. Employee Assistance Program, offering confidential assessment, referral services and short-term counseling with 24/7/365 access
3. Access to the Michigan Health Professionals Recovery Program (HPRP) For alcohol & substance abuse disorders (800-453-3784)
4. Access to GME Wellness Director
5. Flexible Spending Accounts for Health Care and Dependent Care
6. Short-Term Disability
7. Long-Term Disability
8. Employee Life & Accidental Death & Dismemberment (AD&D) Insurance
9. Retirement Savings Plan (403(b))
10. Medical Professional Liability Insurance by the hospital's Self-Insurance Plan for incidents arising out of patient care duties performed within the scope of the employment, including tail coverage. Liability coverage does not cover international rotations and patient care activities, performing non-program-related volunteer services or moonlighting outside of Beaumont Health
11. [GME Education Fund & Hospital-Paid Expenses for Residents & Fellows](#) Policy
12. On-Call meal stipend
13. 24-hour access to medical library resources on-line
14. Research development and support
15. Opportunity to participate in Resident/Fellow Council, American Medical Women's Association, Gold Humanism Honors Society and others

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- 16. Opportunity to participate in multiple patient safety and quality improvement committees
- 17. Resident / Fellow Lounge
- 18. Free secure parking
- 19. Various discount programs and special offers on apartment rentals, autos, insurance, cellphone service, computers, electronics, entertainment, travel, and more

V. PROGRAM CHIEF STIPENDS

- A. Program Chiefs are elected or appointed to **serve as leaders and take on administrative responsibilities**, in addition to completing their programmatic requirements. These chiefs are paid at their appropriate PGY level and provided an additional stipend. The amount per chief funding is considered as part of the salary and benefits discussions and recommendations. Chiefs are expected to participate in all required chief-related activities.
- B. Each program determines the structure of resident administrative leadership required. **Funding** for chiefs is determined based the size of the program: up to 15 residents, 1 chief; 16 – 30 residents: 2 chiefs; 31 or more residents, 3 chiefs; 10 or more fellows, 1 chief; <10 fellows determination will be made on a case by case basis. Each program determines how many chiefs are required and divides the allocated amount among the number selected, however, no individual shall be paid more than the allocation for one chief (e.g., if allocation is for two chiefs, and only one is selected, the chief does NOT receive the entire amount).
- C. Post-Graduate Chiefs, who have completed all programmatic requirements, are paid at the individual PGY level plus and additional stipend (e.g., Internal medicine is a three year program, its Post-graduate chief would be paid as a PGY 4 plus the additional stipend). Additional compensation may be provided based on assigned duties.

VI. REFERENCES

Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements, Section IV.E, F & H.1

Approved by the Beaumont Health Graduate Medical Education Committee (GMEC),
June 20, 2017

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CORPORATE AUTHORITY:

Beaumont Health (“BH”) as the corporate parent to William Beaumont Hospital, Botsford General Hospital, and Oakwood Healthcare Inc., (“Subsidiary Hospitals”) establishes the standards for all policies related to the clinical, administrative and financial operations of the Subsidiary Hospitals. The Subsidiary Hospitals, which hold all health facility and agency licenses according to Michigan law, are the covered entities and the providers of health care services under the corporate direction of BH. The Subsidiary Hospitals’ workforces are collectively designated as BH workforce throughout BH policies.