

SALARY AND BENEFITS

This policy is designed to:

- a. Provide residents with information about salary and benefits provided by the Department of Medicine.
 - b. Inform residents about those benefits provided by the Hospital.
1. Salary for each year is announced in the spring of each year. A reasonable cost of living increase can be expected each year in addition to increased pay at a higher level of training.
 2. Leave is permitted as follows:
 - a. **Vacation:** 28 calendar days (4 weeks) of paid leave per contract year
 - b. **Sick Leave:** Full salary is paid for 29 calendar days (4 weeks) for injury or sickness. Short and long-term disability coverage is provided.
 - c. **Maternity or Paternity Leave:** Female residents may use a combination of sick leave, vacation time and disability leave to permit 6 weeks of post-partum leave for a standard delivery. Residents have 8 weeks of disability after a cesarean section delivery. A male resident may use vacation time to help care for his new family.
 - d. **ABIM Program Requirements:** Residents are permitted no more than 4 weeks of leave during each academic year for any reason. This includes vacation, sickness or disability. Vacation time may not be used to make up time.
 - e. **Interviews:** Reasonable time is permitted to allow residents to interview for jobs and fellowships. Residents must to use vacation time for extended interview trips.
 - f. **End-of-Year Absences:** Third year residents must perform their duties up to and including June 30 of their final year, unless otherwise specified by the Program Director.
 - g. **Vacation Requests:** Requests for 2-week vacation slots are submitted at the time residents choose their electives for the coming year. Requests for the one-week vacation slots must be submitted in writing to the Chief Residents on the appropriate form. These should be submitted 3 months in advance with exception of beginning of PGY-1 for early months.
 3. Residents receive educational allowances and amenities from the Department of Medicine as follows:
 - a. **Book Allowance:** \$100 during each year of residency
 - b. **Senior Conference:** \$750 is available to each senior resident to pay for a conference. This money may not be used for paying for licensing or certification exams.
 - c. **Food, Parking, On-call Rooms and Uniforms:** The Department pays for meals while on-call and for campus parking. Convenient and safe on-call rooms are readily available. White lab coats and optional skirts/pants are provided.
 4. Residents receive uniform benefits that are paid by the University of Maryland Medical System (UMMS) and/or shared with the resident. A description of specific benefits is provided to the resident at orientation and on an annual basis.

Updated July 2007, June 2009