

ATTACHMENT I
Inova Fairfax Medical Campus
House Staff Salaries and Benefits
July 1, 2018 – June 30, 2019

A. Resident/Fellow Salary by Postgraduate Level

PGY-1	\$60,571.95
PGY-2	\$63,157.06
PGY-3	\$66,478.52
PGY-4	\$69,324.58
PGY-5	\$72,797.09
PGY-6	\$77,631.27
PGY-7	\$79,376.55
PGY-8	\$81,757.85
PGY-9	\$83,393.01

B. Vacation and Holiday Time Off

- * 4 weeks vacation
- * 6 holidays (not guaranteed--treated for scheduling purposes like a weekend day)
- * 7 days sick leave

C. Health Insurance

- * Cafeteria plan with costs shared between employee and employer including medical, vision, prescription, and dental
- * Flexible spending accounts for health care and dependent care
- * Employees, spouses, domestic partners and families eligible from commencement date

D. Life Insurance

- * Basic Life and AD&D Insurance provided at one times salary rounded down to nearest \$1,000 up to \$500,000
- * Option to purchase additional life insurance up to 8 times base salary up to \$1,500,000, paid by resident
- * Option to purchase dependent child, spouse and domestic partner life, paid by resident

E. Disability Insurance

- * Short Term Disability – Funded by Inova at 66 2/3% of salary
- * Long Term Disability – 60% coverage provided at no cost. Voluntary buy-up of additional 10% available

F. Retirement Plans

- * 401(k) – Funded by Inova and employee: You are 100 percent vested in matching contributions after 3 years. Inova matches 100 percent of the first 5 percent you elect to contribute. A Roth 401(k) feature is also available.
- * 403(b) – Funded by Employee: Set aside additional funds for retirement pre-tax. Roth feature available.

G. Other Benefits

- * Educational stipend (up to \$1,000/year for conferences, books, etc.)
- * On-site NAEYC accredited infant and child care, depending upon availability, and, if not available, Employee Assistance Program provides free referral services to off-site child care facilities
- * Back-up Child Care when your regular arrangements are unavailable
- * Free on-campus parking
- * Meal allowances when on-call
- * Cafeteria/Gift Shop Discounts for meals and other items when Inova ID badge is presented
- * On-site Credit Union
- * Direct deposit – be sure to sign-up for this service with Human Resources
- * Gym membership discounts at various gyms
- * Employee Assistance Savings Center – exclusive savings opportunities to in-store events, theme parks, discounts, movie tickets and local offerings
- * Inova HealthSource Discount – Health, fitness, parenting and other classes offered at 75 percent discount
- * Personal Food Coach and Personal Fit coach – work with a personal coach to achieve healthy eating and fitness goals
- * Employee Assistance Program (EAP) offers limited counseling, referral, and support services for members of the house staff and their immediate families at no cost, on a confidential basis.
- * Flu shots – Free influenza vaccinations offered during flu season
- * Group Auto/Home Insurance – discounted auto, home, condo, renter's, fire, boat and umbrella coverage through a choice of three insurance carriers paid by House Officer
- * Pet Care Discount Program – discounts on pet medical care, products and maintenance supplies and services paid by House Officer
- * Group Legal Service Plan – easy and low-cost access to a wide variety of personal legal services

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- *Commuter Benefits Program – Pay for eligible commuting costs through automatic payroll deduction
- *529 College Savings Plan – Tax-advantaged way to save for your children’s college education
- *Simplified Employment-Verification Service – independent, confidential and rapid employment and salary history verification if you are applying for a loan, mortgage, lease and other transactions.
- *Babynet –While pregnant, receive individualized support by a Care Manager nurse, through phone conversations and email. While breastfeeding, you will have access to a certified Lactation Consultant who will help you establish and maintain breastfeeding.
- *Weightnet –Inova WeightNET is a gradual lifestyle change program, that assists you with incorporating healthy choices into your daily life, and therefore impacts your weight. This goal-based program is tailored to meet your individual needs.
- *Backnet - Inova BackNET is a twelve-session program to help you develop a healthy lifestyle for taking care of your back. The program focuses on prevention and education to help you change behaviors that may cause or worsen back problems.
- *Adoption Assistance – Reimburses up to \$7,500 per placement
- *Bereavement Leave (3 days for immediate family members only)
- *Jury Duty – Compensation provided for fulfilling legal obligation
- *Long Term Care insurance paid by employee (coverage for nursing home and services received at home as well as other types of care facilities)

GME policies and procedures can be found at:

<http://www.inova.org/clinical-education-and-research/education/residency-and-fellowship-programs/house-policies.jsp>