

**ATTACHMENT I**  
**Inova Fairfax Medical Campus**  
**House Staff Salaries and Benefits**  
**July 1, 2022 – June 30, 2023**

**A. Resident/Fellow Salary by Postgraduate Level**

PGY-1	\$66,239.80
PGY-2	\$69,021.90
PGY-3	\$72,164.32
PGY-4	\$75,106.89
PGY-5	\$78,412.12
PGY-6	\$82,169.08
PGY-7	\$85,453.30
PGY-8	\$88,192.72

**B. Vacation and Holiday Time Off**

\*4 weeks annual paid vacation

\*7 annual holidays (not guaranteed--treated for scheduling purposes like a weekend day)

**C. GME Resident/Fellow Leave**

\*7 weeks paid medical, parental, and caregiver leave to be used during training program

**D. Inova Paid Parental Leave**

\*Up to 4 weeks paid leave to care for and bond with a newborn or newly-adopted child

**E. 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

**F. 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 employee)

\*Option to purchase dependent child, spouse and domestic partner life (\*Paid by employee)

**G. Disability Insurance**

\*Short Term Disability – Funded by Inova at 100% of salary for the first 6 weeks and 66 2/3% of salary thereafter

\*Long Term Disability – 60% coverage provided at no cost. Voluntary buy-up of additional 10% available

**H. 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.

**I. Other Benefits**

\*Direct deposit – be sure to sign-up for this service with Human Resources

\*Educational stipend (up to \$1,000/year for conferences, books, etc.)

\*On-site NAEYC accredited infant and childcare, depending upon availability, and, if not available, Employee Assistance Program provides free referral services to off-site childcare facilities (\*Paid by employee)

\*Back-up Child Care when your regular arrangements are unavailable (\*Paid by employee)

\*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 - coverage for nursing home and services received at home as well as other types of care facilities (\*Paid by employee)

\*Free on-campus parking

\*Meal allowances when on-call

\*Cafeteria/Gift Shop Discounts for meals and other items when Inova ID badge is presented

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- \*On-site Credit Union
- \*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.
- \*Dedicated, Onsite EAP Counselors
- \*InovaWell – Wellness program available to you and your spouse that offers health coaching, discounts on insurance premiums and much more
- \*InovaWell Discount – Health, fitness, parenting and other classes offered at 75 percent discount (\*Paid by employee)
- \*InovaWell Gym Membership discount available (\*Paid by employee)
- \*Health Coaching – education programs for weight management, nutrition, fitness and exercise regiments, stress management, and overall lifestyle improvement
- \*Employee Assistance Savings Center – exclusive savings opportunities to in-store events, theme parks, discounts, movie tickets and local offerings
- \*Flu / COVID Vaccination – Free influenza and COVID vaccinations offered
- \*Group Auto/Home Insurance – discounted auto, home, condo, renter's, fire, boat and umbrella coverage through a choice of three insurance carriers (\*Paid by employee)
- \*Pet Care Discount Program – discounts on pet medical care, products and maintenance supplies and services (\*Paid by employee)
- \*Group Legal Service Plan – easy and low-cost access to a wide variety of personal legal services
- \*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.

GME policies and procedures can be found at:  
<https://inova.medhub.com>