

**THE UNIVERSITY OF OKLAHOMA COLLEGE OF MEDICINE-OKLAHOMA CITY
OFFICE OF GRADUATE MEDICAL EDUCATION
RESIDENT STATEMENT OF BENEFITS**

Salary Schedule (FY2014-2015)

PGY-1	PGY-2	PGY-3	PGY-4	PGY-5	PGY-6	PGY-7
\$49,525	\$51,146	\$53,045	\$54,788	\$56,691	\$58,869	\$62,012

Insurance Benefits

The University of Oklahoma offers a flexible benefits plan authorized by Section 125 (Cafeteria Plan) of the Internal Revenue Code. Each month, eligible employees receive an allowance of benefits credits. These credits represent the portion the University pays to provide benefit-eligible employees with the following core insurance benefits:

- Medical Insurance (Employee and eligible dependents)
- Basic Dental Plan
- Life Insurance (1.5 times annual base pay)
- Accidental Death and Dismemberment (AD&D) Insurance (\$20,000 policy)

Long Term Disability Insurance – Provided by the College of Medicine to all residents. The benefits are paid at 60% of monthly salary. Benefits start after you have been totally or partially disabled for 90 consecutive days.

Employees are required to participate in the medical insurance plan unless they can show proof of coverage. If proof is provided, full-time employees receive a \$50 per month opt-out credit. In addition to the University provided core insurance benefits, employees and their dependents have the option to participate in other benefits available at the employee's cost. These include:

- Dependent Dental, Life, and AD&D Insurance
- Supplemental Employee, Life and AD&D Insurance
- Employee and Dependent Vision Insurance
- Short and Long-Term Disability (employee only)
- Employee and Spouse Long-Term Care
- Flexible Spending Accounts

A compensation based contribution system is in place for medical insurance which provides benefits for residents and eligible dependents. Medical insurance coverage begins commensurate with the date resident begins term of appointment. Employees may pay for medical, dental, life insurance, AD&D, and vision with pre-tax dollars. A full description of benefits is available at: <http://hr.ou.edu/benefits>

Professional Liability Insurance

The University provides professional liability insurance for residents applicable only to duties and assignments within the scope of the residency training program. Coverage amount is \$100,000/\$300,000, the amount of the resident statutory cap in the State of Oklahoma.

Parking

Parking is provided at no cost to the residents through the affiliated institutions. The program director or service chief makes assignment, depending on the location of a specific rotation. Residents are expected to abide by all rules regarding parking registration, hang tags, etc. Failure to do so can result in a citation with a fine or towing of your vehicle which is the responsibility of the resident.

Library Privileges

Each resident is entitled to use the Robert M. Bird Library of the Health Sciences Center. The library has an extensive periodical subscription and complete information retrieval and audiovisual services in addition to its large book collection.

Vacation Leave

Each resident earns a maximum of 15 days (M-F) of paid vacation leave per year. Training regulations imposed by the national certifying boards in some specialties limit the amount of leave which may be taken by a resident to a lesser amount. Earned but unused vacation time will not be carried over from one academic year to another. No additional payment will be made for unused vacation upon completion of residency training or at any other time.

Sick Leave

Each resident earns a maximum of 15 days (M-F) of paid sick leave per year. Unused sick leave will not be carried forward to the next academic year. No additional payment will be made for unused sick leave upon completion of residency training or at any other time. Beyond the 15 days of paid sick leave, leave without pay is possible contingent upon recommendation by the Program Director and approval by the GME Office. The University complies with the Family Medical Leave Act.

Extended Leave of Absence

If the leave of absence is for personal reasons and not medical and the resident has accrued vacation leave, the leave of absence will be paid to the extent of the accrued vacation leave. Once the vacation leave is exhausted, the remainder of the leave of absence will be unpaid. If the leave of absence is for medical reasons and the resident has accrued vacation leave and sick leave, the leave of absence will be paid to the extent of the accrued vacation leave and sick leave. Once the vacation leave and sick leave are exhausted, the remainder of the leave of absence will be unpaid. Benefits must be paid by the resident during the unpaid leave. A resident may not take a leave of absence longer than 30 days per academic year unless the leave is a qualifying FMLA event. Please refer to the Family Leave Policy regarding FMLA.

Educational Leave

Residents may request up to five days of educational leave each year. The request should be submitted to the program director at least (6) weeks prior to the requested leave date. The meeting can be no more than one week in duration and must be within the USA. Approval is granted solely at the discretion of the Program Director, who also determines the travel reimbursement policy for the individual residency program.

Family Leave - Federal Guidelines

Federal law mandates that, after one year of University employment, qualified employees may take up to 12 weeks of leave (available paid leave and then unpaid leave) during any 12-month period for (1) the birth and care of a newborn child; (2) the placement of a child for adoption or foster care and to care for the newly placed child; (3) the care of the employee's spouse, son, daughter, or parent with a serious health condition; and (4) the employee's own serious health condition. Contact Human Resources for additional information.

The university will continue to pay the cost of the university provided insurance coverage for employees for the 12 weeks of FMLA protected leave. The employee will continue to be responsible for payment of premiums for any elective coverage. It is the employee's responsibility to contact the campus Benefits office to determine premium payment requirements.

Resident Family Leave Policy

Depending on specialty board requirements, periods of family leave may extend the length of the residency training needed to meet specialty board requirements.

Maternity/Paternity Leave

Available sick leave, vacation time, or leave without pay, may be used in accordance with the Family Leave Act guidelines as described above. Specific questions should be addressed to the Program Director.

Reasonable Accommodation Policy

The University of Oklahoma will reasonably accommodate otherwise qualified individuals with a disability unless such accommodation would pose an undue hardship, would result in a fundamental alteration in the nature of the service, program, or activity or create undue financial or administrative burdens. The term "reasonable accommodation" is used in its general sense in this policy to apply to employees, students, and visitors. The Disability Resource Center is the designated office that makes initial determinations on reasonable accommodations for individuals with disabilities at The University of Oklahoma. Additional information can be found on The Disability Resource Center website at <http://www.ou.edu/drc/hsc.html>.

Other

The University does not provide meals, housing, duty uniforms, laundry or parking; however, its affiliated hospitals provide some or all within their scope of regular operations.

A more detailed description of benefits is included in the *Resident Handbook* which can be found on-line at [http://www.oumedicine.com/collegeofmedicine/information-about-/residency-programs-\(gme\)](http://www.oumedicine.com/collegeofmedicine/information-about-/residency-programs-(gme))