

RESIDENCY/FELLOWSHIP APPLICANTS SUMMARY OF BENEFITS

The following information describes the benefits available to participants of the Graduate Medical Education Programs sponsored by Hartford HealthCare. If you have additional questions please contact the Medical Education office at (860) 972-2536. You may also e-mail questions directly to Sandi Lindsay at sandi.lindsay@hhchealth.org or Rosemarie Portal at rosemarie.portal@hhchealth.org.

SALARIES

The following annual salaries are effective for the **July 1, 2021-June 30, 2022** academic year. Stipend for first year includes your orientation time.

Salaries are paid biweekly:	<u>Grade</u>	<u>Annual</u>
	G1	\$61,549.00
	G2	\$63,289.00
	G3	\$65,731.00
	G4	\$69,088.00
	G5	\$71,408.00
	G6	\$73,362.00
	G7	\$75,041.00

BENEFITS

On-Call In-House Meals (if applicable): Annual on-call meal allowance provided
On-Call Rooms Provided **Lab Coats with Laundry Service Provided**

Vacation: Fifteen days (business days and scheduled under Program guidelines) per contracted year. Vacation time cannot be accrued. There is no compensation for days not used.

Paid Educational/Professional Leave: Up to five days (business days) is provided and is required to be approved and arranged through the Program Director. If not used as educational can be used as vacation days (at the discretion of program director).

Institutional Leave:

An Institutional leave may be granted by the Program Director in accordance with Hospital* policy. If the leave is for an extended period of time, the program requirements may not be fulfilled as defined by the specific Residency Review Committee and Specialty Board. Extended leave can impact the criteria for satisfactory completion of the program and upon a resident's/fellow's eligibility to participate in examinations by the relevant certifying board(s).

*Hartford Hospital – Leave of Absence Policy: #506

Paid Sick Leave: Ten days (business days) of sick leave are allowed for each academic year. Dependent upon the individual program, an additional five days may be given at the discretion of the program director.

Sick leave cannot be carried over into new academic year. In the event of serious injury or prolonged illness additional sick leave may be granted. Sick time should only be taken when an individual is ill and unable to work. It may impact the criteria for satisfactory completion of the program and upon a resident's/fellow's eligibility to participate in examinations by the relevant certifying board. An extended period of sick leave may extend the duration of the individual's residency or fellowship program and will be at the discretion of the program director.

Maternity Leave: Full salary paid when medically unable to work, requires physician's affidavit identifying the leave as a "medical necessity", typically six to eight weeks following delivery. Employee benefits continue.

Family, Parental and Medical Leave: Must have worked for Hartford Hospital for at least 12 months, and must have worked at least 1,000 (1,250 hours for federal FLMA) in the 12-month period immediately preceding the leave. Up to 16 weeks leave in a 12 month period, not to exceed a maximum of 28 weeks in a 24 month period for the following reasons: birth, adoption or foster care of a child, or the serious illness of yourself or a family member.

Benefits

Details and comparison data for all health plans is forwarded directly to incoming individuals prior to their commencement date.

Health and Dental Insurance: Below is the link to health and Dental insurance information: <https://hartfordhospital.org/health-professionals/for-job-seekers/benefits>

Further details of each plan are available through the Benefits Department. Please contact them directly at: HHCandME@hhchealth.org.

Long-Term Disability Insurance: You are provided disability insurance at no cost for the duration of your house staff employment. Coverage is portable, at your expense and provides guaranteed future benefits.

Group Life Insurance: You are provided life insurance at no cost during your housestaff employment that is approximately equal to your annual salary in the event of your death. There is also an enhanced ability to "buy up".

Professional Liability Insurance: Professional Liability Insurance is provided for your activities assigned to you by your program. Coverage for moonlighting or other unofficial activities is not provided.

Retirement Plan Option: Access to a retirement plan.