

# Benefits & Conditions of Appointment Summary

**Mercy Fitzgerald Hospital** offers a comprehensive range of benefits to residents. This benefit summary is intended for informational purposes only. Contents are subject to change and should not be interpreted as a contract. Details of any benefit can be discussed with a Human Resources representative who can be reached at 1.877.750.4748. Highlights include:

## Terms of Program

### **Current Resident Stipends (2024 – 2025)**

PGY I:	\$70,426
PGY II:	\$73,728
PGY III:	\$77,264
PGY IV:	\$81,139
PGY V:	\$84,602

## Health & Dental Benefits

Trinity Health Mid-Atlantic (THMA) employees may enroll in one of three health plans:

### **Traditional PPO**

### **Health Savings PPO (includes a health savings account)**

### **Essential PPO**

All plans include prescription coverage. Coverage is available to residents and their eligible dependents beginning on the first day of employment. An employee payroll contribution is required.

**Vision:** THMA offers its employees and their eligible dependents a choice between two comprehensive vision plans from United Health Care: United Health Care High Plan and United Health Care Standard Plan.

**Dental:** THMA also offers its employees and their eligible dependents a choice between two comprehensive dental plans from Delta Dental: Delta Dental High Plan (Premier) and Delta Dental Standard Plan (PPO).

For both vision and dental, your costs will vary based on whether your provider is in or out of the network. An employee payroll contribution is required.

## Vacation, Sick, Excused Absence

PGY-I interns will be entitled to annual leave of fifteen (15) working days per contract year, which includes vacation, personal time off and sick days. During such time, residents will receive full compensation.

PGY-II and above residents will be entitled to annual leave of twenty (20) working days per contract year, which will include vacation, personal time off and sick days. During such time, the residents will receive full compensation.

## Leave Of Absence: Medical, Family (FMLA)

MCMC follows THMA's policy on FMLA, which complies with the requirements of all ACGME, local, state and Federal laws and regulations governing time off from work.

## Direct Deposit

Direct Deposit can be arranged for all employees, which allows for paychecks to be directly deposited into the checking account of their choice.

## Disability Coverage

**Short-Term Disability:** Employer paid income replacement up to 60% of your base salary with no weekly maximum; 7-day elimination period; 6-month coverage period.

**Long Term Disability:** Income replacement up to 60% of base salary, up to \$10,000 per month. Begins after 6 months when Short Term Disability ends.

## Tax Sheltered Annuity

Tax deferred long-term savings plans are available.

## Spring Health (EAP)

In alignment with the ACGME's focus on resident wellness, services are available to employees (including residents) at no cost. Spring Health offers confidential access to: free therapy and coaching, personalized care plans, dedicated support, diverse providers, well-being exercises, work-life services and medication management.

## Malpractice Insurance

THMA provides professional liability insurance coverage at no expense to residents. Coverage amounts provided are not less than required by the Pennsylvania Health Services Care Malpractice Act.

## Embroidered White Coats

All new interns are provided with two long white lab coats embroidered with their name and program to be worn over professional civilian clothes. Residents will be offered one additional coat at the beginning of each subsequent year of training. Residents are responsible for maintaining white coats.

## On-Call Rooms

For on-call shifts, residents are offered private, single-occupant rooms.

## Free Parking

Residents are provided with assigned parking in our secure resident parking area.

## Scholarly Activity Travel Support

Residents enrolled in accredited programs are eligible for travel support to present scholarly activity.

## Posters

Residents are eligible to have accepted posters printed at no cost for presentation at national/society meetings.

## Training License Fees

Pennsylvania State law mandates that residents enrolled in a training program obtain a state medical training license. MCMC pays for all initial training license and renewal fees.

## ACLS/BLS

MCMC residents are provided with initial certification training in Advanced Cardiac Life Support (ACLS) and Basic Life Support (BLS) prior to start of training. Residents are provided recertification training when certification expires.



Trinity Health  
Mid-Atlantic

Mercy Catholic  
Medical Center