

Office of Graduate Medical Education Salary and Benefits Information

Salary levels for 2012-2013 will be determined as part of the FY2013 budget process and will be available approximately May or June 2012. This information will be posted on the GME website (<http://gme.unchealthcare.org/>).

Salary Funding

While officially classified as temporary, full-time employees, residents are exempt from the State Personnel Act and are not subject to classification by the Office of State Personnel. Funding for residents' salaries is provided from several sources. Some residents are funded by UNC Hospitals, while others are paid from clinical funds, grants, and other outside sources, such as military branches and Veterans Administration Hospitals.

Post Graduate Level	Annual Salary
I	\$46,984
II	\$48,622
III	\$50,203
IV	\$51,306
V	\$53,427
VI	\$54,551
VII	\$55,676
VIII	\$56,801

Social Security

According to Federal law, you are covered by the Social Security Act, and will be required to contribute to this program through payroll deduction.

Income Taxes

As employees, North Carolina and Federal income taxes will be withheld from your payroll check. You will receive a W-2 form from the Department of Payroll annually in January.

Paychecks

The Hospitals and University are set up to directly deposit paychecks into checking or savings accounts with almost any bank or credit union in North Carolina. UNC Hospitals requires all employees to participate in direct payroll deposit. Housestaff on UNC Hospitals' payroll should turn in a UNC Hospitals request form to the Office of Graduate Medical Education. Direct deposit from the Hospitals takes one pay period to implement. Once your direct deposit is established, a receipt of the deposit will be placed in your Hospitals mailbox each payday. Residents on the UNC Hospitals payroll are paid on a biweekly basis.

Veterans Administration Benefits

UNC Hospitals is approved to enroll veterans, participants, military, and other eligible persons in the ACGME approved residency training programs under provisions of Titles 38 and 10 United States code.

Professional Liability Coverage

As members of UNC Hospitals' Housestaff, you are covered for professional liability while

performing approved residency activities, including off-site residency rotations. Moonlighting is excluded from coverage. Professional liability coverage is provided to residents as a benefit of employment. Coverage is provided on an occurrence basis. This means that a resident is covered for anything that occurs within the course and scope of his or her employment as a resident, even if a claim or a lawsuit is brought for that occurrence after the resident has left the Hospitals' employment. Coverage is triggered by an occurrence rather than a claim. Professional liability coverage is provided by the UNC Liability Insurance Trust Fund which is administered by the Legal Department of UNC Hospitals.

Health Insurance

Residents may choose between two coverage options, a Low Plan and a Buy-Up Plan, administered by Blue Cross Blue Shield of North Carolina. Your family members can also be covered with the premium being shared by you and your employer. Health insurance benefits, along with the employer contributions and the employee contributions, are reviewed annually and are subject to change. Prescription drug coverage is also provided.

Dental Insurance

UNC Hospitals' Office of Graduate Medical Education offers all residents and their dependents the opportunity to participate in a voluntary group dental plan. As of July 1, 2009, the two plan options are offered through MetLife. This benefit is entirely funded by the resident. Premium costs are paid either via payroll deduction for Housestaff on the Hospital's payroll or by personal check for those not on the Hospital's payroll.

Plan Summaries for the 2 plans offered and enrollment information for this coverage are included in the Physician Benefit Packets mailed in the spring. If you enroll in a plan during your initial eligibility period, there is no waiting period for any services. If you decide at a later date to enroll, there will be a 12 month waiting period for Major Services. The monthly rates for the current year - July 1, 2011 through June 30, 2012 - are:

High Option

Employee Only \$36.48
Employee and Spouse \$73.80
Employee and Child(ren) \$85.36
Family \$102.78

Low Option

Employee Only \$21.30
Employee and Spouse \$43.10
Employee and Child(ren) \$49.84
Family \$60.10

Life & AD&D Insurance

The Life and AD&D Insurance benefit is reviewed annually and is subject to change.

Basic Life and AD&D Insurance – UNC Hospitals pays for this benefit

- Benefits equal 1 times salary

Optional Employee Life & AD&D Insurance

- Choice of an additional 1, 2, 3 or 4x Salary
- Maximum Benefit including Basic Life and AD&D: \$625,000
- Guarantee Issue Amount (no Statement of Health form required during initial enrollment period): Additional 1x salary up to a total of \$250,000 (Basic and Optional total)

Optional Dependent Life Insurance

- Spouse/Domestic Partner Benefit: \$25,000
- Child(ren): \$10,000 (each eligible child from 14 days up to age 26)
- Dependent Life Insurance is available without a Statement of Health form during initial enrollment period only (new hire)

Additional Benefits

- Will preparation through Hyatt Legal - covers legal fees when using a participating attorney
- Travel Assistance administered by AXA - assistance when more than 100 miles from home
- Accelerated Benefit
- Portable upon termination or retirement

Monthly Cost: Employee/Spouse Rates

Employee Age	Life Insurance Rate/ \$1000	AD&D Rate/ \$1000
Under 25	.040	.03
25-29	.047	.03
30-34	.061	.03
35-39	.081	.03
40-44	.090	.03
45-59	.135	.03
50-54	.207	.03
55-59	.387	.03
60-64	.594	.03
65-69	1.143	.03
70-74	1.854	.03

Child(ren): \$0.85/month

Flexible Spending Accounts

Residents who are paid by UNC Hospitals or UNC School of Dentistry payrolls have the option of enrolling in Flexible Spending Accounts for health care and/or dependent care expenses.

Disability Insurance

This disability insurance plan is intended to offer coverage that will provide you with continuing income in the event that an injury or illness prevents you from working.

- This plan covers 70% of your basic monthly earnings if you suffer from a disabling accident or illness on or off the job.
- The maximum monthly benefit is \$3,500; the minimum monthly benefit covered under this plan is \$100.
- Your covered salary is based on your stated annual salary.
- Benefit payments will begin after you have been unable to work for 90 days (elimination period) due to disability.
- Until age 65, you will receive benefit payments while you are unable to work in your own occupation.
- You will receive benefit payments until Social Security Normal Retirement Age while you remain disabled.
- This plan includes partial disability benefits. You must be totally disabled through the elimination period and receive one monthly payment for total disability. After the work incentive period, benefits payments are then reduced by 50% of your current monthly earnings.
- This plan includes a work incentive feature. We will not reduce our benefit by your part-time earnings for the first 12 months of partial employment, unless the sum of such earnings and our gross monthly benefit exceeds 100% of your prior earnings. If the total exceeds 100%, we deduct only the excess from our benefit.
- There is a \$175,000 Lifetime benefit for Loan Payoff.
- Critical Disability Supplement - An additional 30% of monthly earnings up to \$3,000 maximum.
- The cost of this insurance is paid entirely by your employer.

Conversion Option: You may convert your group disability coverage to individual coverage if your full-time employment ends.

For more information or if you have any questions about this policy please contact The Benefit Planning Group at 919-489-1720 or email info@mybpginc.com. In addition to this coverage, supplemental coverage options are also available.

This summary serves as a highlight of your coverage. If there is a discrepancy between this summary and your benefit booklet, the benefit booklet prevails.

Hyatt Legal/MetLaw Plan

UNC Hospitals Office of Graduate Medical Education offers residents and subspecialty residents the opportunity to enroll in a Voluntary Legal Plan offered by Hyatt Legal, a MetLife company. This is a full service legal plan, not a discount program. Covered services include Wills & Trusts, Sale or Purchase of a home and other Real Estate Matters, Financial Matters, Traffic Offenses, Juvenile Matters, Identity Theft Defense, Debt Collection Defense, and more.

MetLaw offers:

- All legal services delivered by plan attorneys
- Direct payment of Plan Attorney fees by MetLaw for all covered matters
- No waiting periods, hour limits, page limits, claim forms, or co-pays for plan attorneys' covered services
- No pre-existing limitations unless an attorney has already been retained
- Out-of-network attorneys coverage. MetLaw provides a fee reimbursement schedule.

- Great Customer service – Representatives answer the phone within 5 seconds during business hours.
- A full service website with an easy “Attorney Locator Search Engine” and many helpful resources.
- An open enrollment period held once a year to coincide with annual benefit open enrollment period in late spring.
- The plan is Portable at Group Rates.

The minimum enrollment period is one year. Re-enrollment is not required each year. Monthly rate is \$15.75, and premiums are paid by the participant via payroll deduction. Rates are guaranteed through June 30, 2013. Cost covers Employee, Spouse/Domestic Partner and Dependents.

Tax Deferred Savings

Residents on the UNC Hospitals payroll may invest in a 403(b) plan and save money from their current paychecks to use later at retirement. These plans are voluntary and residents may enroll at any time. UNC Health Care does not provide matching funds to these accounts. TIAA-CREF and Fidelity are the 403(b) vendors available to UNC Health Care residents.

Home and Auto Insurance

METPAY is a personal property insurance program offered through MetLife Auto and Home and is designed for the residents at UNC Hospital. The METPAY program is employee paid and gives you access to special group rates for auto, home, renters, and other types of insurance. With the low group rates and other discounts available, you could save 10% or more of your overall costs each year. This program offers the option convenience of payment through payroll deduction for those who are funded through the Hospitals' payroll.

Policies available through the Office of Graduate Medical Education METPAY program include:

- Auto
- Homeowners
- Renters
- Condominium
- Mobile Home
- Fire
- Recreational Vehicle
- Boat
- Personal Excess Liability ("umbrella")

The METPAY brochure is included in the annual benefits packet you receive in May each year. MetLife sends out additional mailings during the year describing this benefit. You may contact the MetLife Insurance Consultant at any time to obtain quotes, apply for coverage, make changes to your coverage, and report claims.

The Insurance Consultant at MetLife can be contacted by dialing 1-800-GET-MET8 or 1-800-438-6388.