

# Attachment A: Resident Physician Benefits

(Subject to Change)

Trios Health offers a comprehensive benefit package for resident physicians. Below is a summary of benefits available to Trios Health residents.

Benefit	Detailed Information
<b>Stipend/Salary</b>	PGY 1: \$58,720 PGY 2: \$60,720 PGY 3: \$63,720 Paychecks are direct deposited each pay period (every two weeks). Phone stipend of \$60 per month is included in the annual salary (\$720.00).
<b>Paid Time Off (PTO)</b>	Each resident is provided 20 days of PTO each training year (12 months). Two weeks is scheduled into a resident's rotation schedule to ensure that vacation is provided and allotted. An additional 10 days is allocated for a resident to take as needed (resident must follow procedure to get time approved off). PTO is used for vacation, personal or sick leave. PTO cannot be transferred to the next training year and any remaining PTO time cannot be cashed out upon completion of the training year, leave from the program or termination from the program. The residency programs comply with all applicable laws.
<b>Professional Liability Insurance</b>	Residents are fully covered by professional liability insurance by Trios Health while completing their residency training. Residents can find more information about their liability coverage through their resident agreement (contract) or may request more information from the Graduate Medical Education Department.
<b>Conference and Educational Stipend</b>	Residents can be reimbursed up to \$2,500 in total during their three years of residency to support attendance at conferences or meetings or for other educational purposes. Please refer to the resident handbook for a full list of uses of these funds. Local conference attendance at certain conferences is covered by the program. Financial support to attend conferences or professional meetings where a resident is presenting may also be supported with approval by the Program Director.
<b>Licenses</b>	DEA License for Three Years- 100% reimbursed Limited License (Initial) -100% reimbursed Limited License (Renewal while in training)- 100% paid by program
<b>Meals</b>	Residents have access 24 hours a day to meals provided in the physician's lounge and receive \$500 in meal cards every six months while on a current contract. Meals are provided for certain didactics and other special events. Employees receive a 20% discount on cafeteria purchases.
<b>Annual Memberships</b>	American Academy of Family Physicians, American College of Physicians, and the Washington State Medical Association are reimbursed 100% while in training. Any membership required by the ACGME is covered by the program.
<b>Certifications</b>	Trios Health Education Department is a designated American Heart Association Training Center. Residents may renew certifications including ACLS, PALS, BLS and NRP at no

	charge through the Education Department. Residents must have current certifications prior to engaging in patient care.
<b>Resident Wellness Program</b>	Residents may access three wellness days per training year that can be used as part of the residency wellness program. Residents must follow the appropriate process to request use of wellness days. Additional wellness activities are scheduled by the Resident Wellness Committee.
<b>Parking</b>	Residents receive physician parking status which includes designated physician parking at Trios Health and Trios-Auburn. Parking is free at all rotation sites and clinics.
<b>Information Technology</b>	Trios Health has 24-hour IT on-call support available to all Trios residents and physicians. Residents also receive a hospital issued laptop to use during residency and a hospital email account.
<b>Facilities</b>	The Trios Health system includes two hospitals, multiple physician clinics and urgent care facilities. Residents have designated space at Trios Health, Trios-Auburn, and Trios Care Center at Southridge. On-call rooms are available at both hospitals and in the Care Center at Southridge.
<b>Faculty</b>	Faculty for the Trios Health Residency Programs include Trios Health physicians, local physicians from other health care systems and doctors in private practice. Trios Medical Group (TMG) is one of the largest group medical practices in Eastern Washington.
<b>Exams</b>	In-Training Exams (ITE) covered by program at 100% each year. COMLEX III or USMLE III- Reimbursement at 100% for the cost of the exam if taken and passed on the first attempt during the PGY 1 training year. Residents should schedule their examination during an outpatient rotation.
<b>Other Benefits Provided</b>	Two white coats, pager, laptop, access to medical library resources
<b>Employee Discounts</b>	Trios Health employees are eligible for discounts throughout the Tri-Cities Area. For information on discounts, please contact Human Resources.
<b>Health Benefits, Retirement and Other Benefits</b>	Health benefits are provided to residents on the first of the month following thirty days of employment. Specific information about health benefits will be provided during the new employee orientation.  Other health benefits include vision and dental coverage. Additional benefits include group life insurance, accidental death insurance, dependent life insurance, additional life insurance, long term disability, a wellness program and an employee assistance program.  Retirement plan benefits will also be provided during new employee orientation or can be obtained through Human Resources.