

Salary Information For Office Of Graduate Medical Education

Salary levels for 2005-2006 will be determined as part of the FY2006 budget process and will be available approximately May or June 2005. This information will be posted on the GME website (www.med.unc.edu/residency).

Salary Funding

While officially classified as temporary, full-time employees, residents and subspecialty residents are exempt from the State Personnel Act and are not subject to classification by the Office of State Personnel. Funding for resident and subspecialty resident salaries is provided from several sources. Some residents and subspecialty 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	2004-05 Annual Salary
I	\$39,500
II	\$41,000
III	\$42,000
IV	\$43,000
V	\$44,000
VI	\$45,000
VII	\$46,000
VIII	\$47,000
IX	\$48,000

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 most banks or credit unions in North Carolina. UNC Hospitals requires all employees to participate in direct payroll deposit. Residents and subspecialty residents 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 and subspecialty residents are paid on a monthly basis, the last work day of the month.

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.

Benefits Information For Office Of Graduate Medical Education

Benefits available to Residents and Subspecialty Residents include:

Professional Liability Coverage

As a resident or subspecialty resident of UNC Hospitals, 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. The limit of liability for each occurrence is in excess of \$1 million.

Health Insurance

Residents and subspecialty residents are provided coverage through the Blue Cross Blue Shield of North Carolina Blue Options Plan. 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 OGME offers all residents and their dependents the opportunity to participate in a voluntary group dental plan. This benefit is entirely funded by the resident. Premium costs are paid either via payroll deduction for residents and subspecialty residents on the Hospital's payroll or by personal check for those not on the Hospital's payroll.

Enrollment forms for this coverage are included in the Physician Benefit Packets mailed in early spring. If you have had prior dental coverage, proof of this should be provided on your enrollment form to eliminate the 12-month "waiting period" for Major Services.

Dental insurance benefits are reviewed annually and are subject to change. The monthly rates for the current year - July 1, 2004 through June 30, 2005 - are:

Employee Only	\$24.83
Employee and Spouse	\$50.11
Employee and Child(ren)	\$57.43
Family	\$69.18

Life & AD&D Insurance

The Life and AD&D Insurance benefit is reviewed annually and is subject to change. The following became effective 9/1/2004.

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 the following amounts: Additional 1, 2, or 3 x Salary
- Maximum Benefit: \$500,000
- Amt. allowed without medical questionnaire form: Additional 1 x salary up to \$250,000
- Reduces to 65% of original amount at age 70
- Terminates at retirement

Additional Benefits

- Will preparation through Hyatt Legal
- Travel Assistance
- Accelerated Benefit
- Portable upon termination or retirement

Optional Dependent Life Insurance

- Spouse Benefit: \$25,000
- Child(ren) Benefit: \$10,000 (on each eligible child)

Dependent Life Insurance is available only to eligible employee who is insured for Employee Optional Life Insurance. Dependent Life Insurance is available without a Statement of Health form during the initial eligibility enrollment period only.

Definition of Dependent includes:

- Your Spouse
- Child(ren) from 14 days of age up to age 19 (through age 25 if wholly dependent upon you for maintenance and support and if enrolled as a full-time student in an accredited school or college).

Monthly Cost Employee/Spouse Rates:	Employee Age	Life Insurance Rate/\$1000	AD&D Rate/\$1000
	Under 25	.044	.03
	25-29	.052	.03
	30-34	.068	.03
	35-39	.092	.03
	40-44	.132	.03
	45-59	.208	.03

	50-54	.308	.03
	55-59	.480	.03
	60-64	.740	.03
	65-69	1.480	.03
	70-74	2.520	.03
	Child(ren): \$0.85/month		

Enrollment forms for these coverages are included in the Physician Benefit Packets mailed in early spring. Residents can make beneficiary changes by contacting the OGME office.

Disability Insurance

Eligible Classes - All Residents

Amount of Insurance - 80% of basic monthly earnings not to exceed the maximum monthly benefit, less other income benefits

Maximum monthly benefit - \$3,000

Elimination Period - 90 days

Minimum requirement for active employment - 20 hours per week

Definition of basic monthly earnings - Basic monthly earnings means your monthly rate of earnings from the employer just prior to the date disability begins. It does not include commissions, bonuses, overtime pay, and other extra compensation.

The cost of this insurance is paid entirely by your employer.

Definition of disability - Disability and Disabled mean that because of injury or sickness:

- 1) you cannot perform each of the material duties of your regular occupation; and
- 2) after benefits have been paid for 24 months, you cannot perform each of the material duties of any gainful occupation for which you are reasonably fitted taking into consideration training, education, or experience, as well as prior earnings.

Partial disability payments - When we receive proof that you are partially disabled within 31 days of the end of a period during which you received disability benefits, we will pay a monthly benefit. The partial disability must result from the injury or sickness that caused disability.

For any questions about this policy please contact Dan Hill at 919-967-5900 or email at dan@hillchesson.com

This summary serves as a highlight of your coverage. If there should be any disagreement between this summary and the contract, the governing document will be the contract for policy 303084.

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 Hospitals. 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 OGME 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.