

# Employment, Benefits, and Eligibility Quick Facts for House Officer Applicants



**WELCOME to the University of Michigan!** We are delighted that you have chosen to explore Michigan Medicine as a training site. The following provides some useful information regarding salary, benefits and employment eligibility.

## Salary & Benefits

*This document highlights the annual salary and some of the essential aspects of benefits provided to the U-M House Officers. For a comprehensive listing and details please visit the U-M Benefits website.*

**Annual Salary** (effective July 1, 2024 for 100% employment effort)

Paid monthly, on the last day of the month or last Friday of the month if the last day is on a Saturday/Sunday.

HO1	\$72,275	HO6	\$87,934
HO2	\$75,166	HO7	\$91,451
HO3	\$78,173	HO8	\$95,109
HO4	\$81,300	HO9	\$98,913
HO5	\$84,552		

## Benefits

<https://hr.umich.edu/benefits-wellness>

### Health Insurance

Health insurance coverage begins the first day of employment.

Managed care and fee-for-service health insurance plan options that include medical and prescription drug benefits are provided. Additional benefits provided include:

- Life Insurance
- Professional Liability Insurance
- Long Term Disability
- Leaves of Absence (serious illness, bereavement, maternity, parental, caregiver, military, personal, family medical care, and FMLA)
  - Maternity = 6 weeks for regular delivery. For a House Officer who gives birth by caesarian section, 2 additional weeks of paid Serious Illness Leave are provided. During the last trimester of pregnancy, and for 2 months post-partum, overnight call will not be scheduled, and duty will be limited to 12 consecutive hours.
  - Parental = 6 weeks for a House Officer who becomes a parent, including birth mothers who take maternity leave, to be used within 1 year of the event (birth, adoption, foster placement).
- Travel Accident Insurance

### Optional Benefits Include:

- Dental Plan
- Vision Plan
- Optional Life Insurance
- Dependent Life Insurance
- Legal Plan
- Flexible Benefits Program (Health Care and Dependent Care)

### **Lump Sum Payment** (effective July 1, 2024 for 100% employment effort)

A lump sum payment is provided to encourage retirement savings. Lump sum payments are based on employment effort percentage and active status.

HO1	\$7,227	HO6	\$8,793
HO2	\$7,516	HO7	\$9,145
HO3	\$7,817	HO8	\$9,510
HO4	\$8,130	HO9	\$9,891
HO5	\$8,455		

### **Holiday Pay**

When a House Officer is assigned any responsibilities (including on-call, inpatient service coverage, clinics, rounding, jeopardy, home call, back-up, etc) on a holiday listed below, the House Officer will receive an additional 1/365<sup>th</sup> of their annual salary as compensation.

#### House Officer Holidays:

- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve
- New Year's Day
- Memorial Day
- House Officer Birthday

Michigan Medicine recognizes other holidays may have more significance to an individual than those listed above. Therefore, each House Officer receives an annual lump sum Holiday Payment equivalent to the amount of 2 paid holidays. This Holiday Payment occurs in the month of January each year.

### **Vacation**

Based on a full-time appointment (100%), House Officers receive twenty-eight (28) days of vacation time per academic year, inclusive of weekends (Saturday and Sunday). A maximum of twenty (20) of the twenty-eight (28) days will occur on a Monday through Friday schedule.

### **Personal Day**

House Officers receive one (1) Personal Day per program year, which may be used for any personal need. Personal Days may be used in full or half day increments.

### **Additional Paid Time Off**

House Officers will receive time off to take examinations and life support training courses required by the training program or as part of their Board requirements (number of days of the examination plus reasonable travel time). House Officers in a residency program will receive up to two (2) days off to take USMLE Step 3 or COMLEX Level 3. Additionally, House Officers can receive time off to attend conferences that are specifically approved by the Program Director.

### **Cellular Phone Stipend**

House Officers using their cell phone for employment related activities are eligible for a \$60 monthly cell phone stipend to begin following the completion and submission of a Verification Statement and utilization of Michigan Medicine's security software on their phone.

### **Meal Allowance**

Within 2-weeks of hire, a House Officer will receive \$250 on their MCard (U-M ID badge). Based on Department and work schedules, House Officers may be eligible for meal allowances for lengthy shifts or in-house call.

### **USMLE Step 3 or COMLEX Level 3 Reimbursement**

House Officers in a residency program are eligible for reimbursement of the application fee for USMLE Step 3 or COMLEX Level 3.

## **UH South Wellness Center**

House Officers are eligible to join the UH South Wellness Center at any point during their training program. The Center is conveniently located in a building connected to the main hospital and the cost is \$10/month. The Center offers access to physical activity equipment and services, as well as other health and well-being programs. It is available to members 24 hours a day, 7 days a week.

## **Prerequisites for Employment**

### **Medical School**

An applicant for postgraduate medical training must be a graduate of a medical school recognized for its quality of education.

For U.S. and Canadian medical school graduates, the applicant must be a graduate of a medical school that has been accredited by the Liaison Committee on Medical Education (LCME). The list may be found at: <https://lcme.org/directory/accredited-u-s-programs/>

For U.S. osteopathic medical school graduates, the applicant must be a graduate of a medical school that has been accredited by the American Osteopathic Association (AOA). The list may be found at:

[www.osteopathic.org/inside-aoa/about/affiliates/Pages/osteopathic-medical-schools.aspx](http://www.osteopathic.org/inside-aoa/about/affiliates/Pages/osteopathic-medical-schools.aspx)

For non-U.S. or Canadian medical school graduates, the applicant must be a graduate of a college/university found on the *Medical Schools Recognized by the Medical Board of California* list posted on the Michigan Medicine website, affiliation with a school on the approved list is not sufficient. The list may be found at:

[https://medicine.umich.edu/medschool/sites/medicine.umich.edu.medschool/files/assets/California%20Recognized%20School%20list%20for%20Policy\\_MSS\\_12-2019.pdf](https://medicine.umich.edu/medschool/sites/medicine.umich.edu.medschool/files/assets/California%20Recognized%20School%20list%20for%20Policy_MSS_12-2019.pdf)

### **Background Check**

Successful completion of a background check is a condition of employment.

### **Pre-Employment Drug Screen**

Successful completion of a pre-employment drug screening is a condition of employment.

*Note: Cannabis (marijuana) use in any form, whether for medical purposes or not, is prohibited. You should be aware that some cannabidiol (CBD) products will result in a positive drug test for marijuana. A positive drug test for marijuana will therefore prevent successful completion of the pre-employment drug screen and will result in revocation of a conditional employment offer.*

### **Employment Eligibility**

Non-US citizens are required to have one of the following: a J-1 visa sponsored by the ECFMG; have a valid Permanent Resident (green card) status; in the process of pursuing a green card application and hold a valid EAD on the basis of that application that the U-M International Center has reviewed and determined the probability that the EAD will remain valid or can be extended for the duration of the training program; or have an EAD card associated with the granting of Deferred Action for Childhood Arrivals (DACA).

Within very limited circumstances, exceptions by the University to allow employment and clinical credentialing on another visa may be considered on a case-by-case basis at the discretion of the Program Director and must be prospectively approved by the GME Committee.

### **Occupational Health Services (OHS) Preplacement Assessment**

Completion of the OHS preplacement assessment, including providing proof of immunity/vaccination to certain communicable diseases and if needed obtaining any immunizations/vaccinations.

## **Veterans Affairs Medical Center Appointment**

For training programs that have required rotations at the Veterans Affairs Medical Center (VAMC), an applicant must be eligible to be credentialed to work at the VAMC. For males, who are U.S. citizens or who lived in the U.S. between the ages of 18 and 26 this includes registering with the Selective Service System.

## **Foreign Medical Graduates**

Graduates of foreign medical schools are required to hold a current, valid certificate from the ECFMG.

## **National Examinations**

Completion of the applicable examinations is required:

- MD ..... USMLE Step 1 and 2 CK
- DO..... COMLEX Step 1 & 2
- Dentists ..... NBDE Steps 1 & 2
- Podiatrists .. NBPME Part 1 and 2 (Class of 2015 and after [excluding Class of 2016], part 2 written & CSPE)

## **Licensure**

A State of Michigan Medical License and Controlled Substance License (Educational Limited or Permanent) is required. Any House Officer with a Permanent Medical License must also obtain a personal Federal DEA license.

If a full medical license will be sought upon entry or during training (due to exceeding eligibility years for Educational Limited License or another reason) attempts to pass any USMLE Step taken after December 6, 2016 must not exceed a total of 3 attempts.

## **Life Support Training**

Specific to specialties, life support training courses are a requirement prior to the clinical start date. The Program Administrator can provide the course(s) required for your specialty.

Incoming PGY-1s: Basic Life Support, Advanced Cardiac Life Support and/or Pediatric Advanced Life Support is required prior to the clinical start date and is offered during orientation.

Incoming PGY-2s and higher: Basic Life Support, Advanced Cardiac Life Support and/or Pediatric Advanced Life Support is required as part of clinical credentialing and is a pre-hire condition of employment.

## **Additional Information**

### **Start Dates**

PGY1 residents typically start mid-June. PGY2 and higher residents and fellows typically start July 1<sup>st</sup> (unless otherwise noted by the training program).

The following items have also been provided, however, please ask the Program Administrator for a copy if you are unable to locate one of these documents.

- ✓ Program Selection Policy
- ✓ Institutional Selection Policy
- ✓ Clinical Program Trainee (CPT) Appointment Agreement
- ✓ Institutional Leave of Absence Policy