

THE UNIVERSITY OF OKLAHOMA COLLEGE OF MEDICINE-OKLAHOMA CITY
OFFICE OF GRADUATE MEDICAL EDUCATION
RESIDENT STATEMENT OF BENEFITS

Salary Schedule (FY2017-2018)

PGY-1	PGY-2	PGY-3	PGY-4	PGY-5	PGY-6	PGY-7
\$51,587	\$53,427	\$55,124	\$57,448	\$59,599	\$62,330	\$65,807

Salary

A salary will be paid to each resident on a biweekly basis. Salary levels are based upon the resident's functional level of postgraduate training in the specific program in which he or she is currently training. PGY levels attained in previous training programs (if applicable) are not relevant to determining current salary level. Salaries are adjusted periodically upon review and approval of the GMEC and the major affiliated institutions that provide funding for resident salaries. Checks for salaries are issued by the central payroll office of the University of Oklahoma Health Sciences Center (OUHSC) and are distributed by electronic direct deposit. Additional information about salary distribution will be provided to the resident by the Program Director's office.

Insurance Benefits

The University of Oklahoma offers a flexible benefits plan authorized by Section 125 (Cafeteria Plan) of the Internal Revenue Code. Eligible employees receive an allowance of benefits credits, also called Sooner Credits. These credits represent the amount of money the University pays to provide benefit-eligible employees with the following core insurance benefits:

- Medical Insurance (Employee and eligible dependents)
- Basic Dental Plan
- Life Insurance (1.5 times annual base pay)
- Accidental Death and Dismemberment (AD&D) Insurance (\$20,000 policy)

Long Term Disability Insurance – Provided by the College of Medicine to all residents. The benefits are paid at 60% of monthly salary. Benefits start after you have been totally or partially disabled for 90 consecutive days.

Employees are required to participate in the medical insurance plan unless they can show proof of coverage. In addition to the University provided core insurance benefits, employees and their dependents have the option to participate in other benefits available at the employee's cost. These include:

- Dependent Dental, Life, and AD&D Insurance
- Supplemental Employee, Life and AD&D Insurance
- Employee and Dependent Vision Insurance
- Short and Long-Term Disability (employee only)
- Employee and Spouse Long-Term Care
- Flexible Spending Accounts

A compensation based contribution system is in place for medical insurance which provides benefits for residents and eligible dependents. Medical insurance coverage begins commensurate with the date resident begins term of appointment. Employees may pay for medical, dental, life insurance, AD&D, and vision with pre-tax dollars. A full description of benefits is available at: <http://hr.ou.edu/benefits>

Professional Liability Insurance

The University provides professional liability insurance for residents applicable only to duties and assignments within the scope of the residency training program. Coverage amount is \$100,000/\$300,000, the amount of the resident statutory cap in the State of Oklahoma.

Parking

Parking is provided at no cost to the residents through the affiliated institutions. Residents are expected to abide by all rules regarding parking registration, hang tags, etc. Failure to do so can result in a citation with a fine or towing of your vehicle which is the responsibility of the resident.

Library Privileges

Each resident is entitled to use the Robert M. Bird Health Sciences Library. The library has an extensive periodical subscription and complete information retrieval and audiovisual services in addition to its large book collection. A photo "University ID" card is required.

Reasonable Accommodation Policy

The University of Oklahoma will reasonably accommodate otherwise qualified individuals with a disability unless such accommodation would pose an undue hardship, would result in a fundamental alteration in the nature of the service, program, or activity or create undue financial or administrative burdens. The term "reasonable accommodation" is used in its general sense in this policy to apply to employees, students, and visitors. The Disability Resource Center is the designated office that makes initial determinations on reasonable accommodations for individuals with disabilities at The University of Oklahoma. Additional information can be found on The Disability Resource Center website at <http://www.ou.edu/drc.html>

Other

The University does not provide meals, housing, duty uniforms, laundry or parking; however, its affiliated hospitals provide some or all within their scope of regular operations.

A more detailed description of benefits is included in GME Policy 732 Compensation and Benefits which can be found on the GME website under Policies and Procedures at https://hippocrates.ouhsc.edu/policy/policy_index2.cfm?start=700&end=800