



2025 Benefits Summary - Resident

Benefits Team: 844-GO-ASK-HR, Option 4


2025 – 2026 Salaries

PGY1	\$71,580
PGY2	\$75,221
PGY3	\$78,741
PGY4	\$82,985
PGY5	\$86,988
PGY6	\$90,872
PGY7	\$94,506

Benefit and Description	When Eligible	Who Pays
Health Coverage		
<p>Prescription Drugs: Refer to the Benefit Information Guide</p> <p>Wellness Benefit - Participate in wellness activities to earn points for a \$125 gift card. Learn more at mth.lvh.com. The wide array of benefits available to trainees can be explored at the following site LVHN Employee Benefits Package Lehigh Valley Health Network. The network also offers discounted access to gyms, fitness classes, and wellness apps through partnerships with Wellhub, and local YMCAs. You can speak to My Total Health at 610-969-0487</p> <p>LVHN PPO Plan option: PPO plan with \$300 single/\$600 family annual deductible (Tier 1). Populytics 484-862-3505</p> <p>LVHN HSA Plan option: High deductible plan with \$1,650 single/\$3,300 family annual deductible. Also, employee/employer contributions to a Health Savings Account (HSA) up to the IRS maximum annual contribution. Populytics phone number 484-862-3505</p>	Upon employment	Premiums based on plan type, coverage level and earnings.
Dental Coverage		
<p>The dental provider is Delta Dental. 1-800-932-0783.</p> <p>Basic Option: Includes Preventive, Basic and Major services.</p> <p>Comprehensive Option: Includes Preventive, Basic, Major, Implants & Orthodontic services.</p>	Upon employment	Employee via pre-tax payroll deduction
Vision Coverage		
<p>Employees may purchase vision coverage for themselves and/or dependents on a pre-tax basis through payroll deduction. Employees can elect a Base Plan or Buy-Up Plan. The vision provider is EyeMed. 866-800-5457</p>	Upon employment	Employee via pre-tax payroll deduction

Benefit and Description	When Eligible	Who Pays
Sick Time		
Twelve (12) days of paid sick time each year, which can be accumulated to a maximum of eighty-four (84) paid days. Unused sick time will not be compensated.	Upon employment	Employer
Disability		
Short-Term Disability: 60% of base pay from 15th calendar day of disability or after all accrued sick time and PTO has been used, whichever is later, to 180th calendar day of disability.	The first of the month following 6 full months of employment	Employer
Long-Term Disability: 60% of base pay, up to \$10,000 monthly maximum, less Workers' Compensation benefits, Social Security benefits or any other benefits due you because of disability from the 181st calendar day of total disability due to injury or sickness with approval from LTD carrier. Benefits will not be paid during the first year of coverage for any condition that existed and was treated up to six months prior to hire date.		
Leave of Absences (LOA)		
Military Leave: Leave of absence (within limits of policy)	Upon employment	Refer to Leave of Absence Policy - #3002.00 on Human Resources web site
Medical LOA within Trial Period (first 6 months of employment): A leave of absence may be granted by the department director up to, but not to exceed, 60 calendar days. Must use earned PTO.		
Medical LOA after Trial Period: Accrued sick time must be used first then you may use earned PTO. Maximum of 180 days.		
Personal LOA: Approval based on departmental needs. May use available earned PTO. Maximum of 180 days are available but are not paid.	After 6 months of employment	
<p>Family Medical Leave Act (FMLA):</p> <p>Trainees are entitled to ACGME advocated FLMA to include a minimum of six paid (6) weeks of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during the ACGME-accredited program(s). During this time salary and benefits are maintained and a minimum of one (1) week of paid time off is conserved for the trainee outside of this time.</p> <p>Leave of absence for up to 12 weeks for the birth, adoption or foster care of a child (within one year of the event), to care for a spouse, child or parent with a serious health condition or when unable to work because of own serious personal health condition. May use earned PTO.</p>	One time during training per program	Refer to GME Vacation and FLMA Policy
	After completion of 12 months and 1250 hours	Refer to Leave of Absence Policy - #3002.00 on Human Resources web site

Benefit and Description	When Eligible	Who Pays
Tuition Reimbursement		
<p>Maximum per calendar year: Undergraduate - \$4,000 (36-40 hrs/wk), \$2,000 (15-35 hrs/wk); Graduate - \$5,000 (36-40 hrs/wk), \$2,500 (15-35 hrs/wk). 100% reimbursement of tuition cost for any degree level courses leading to a degree which is job related. Must be approved by Manager. Scholarship or other financial aid will offset amount of tuition reimbursement.</p>	<p>Upon employment for any course which begins on or after employee's hire date</p>	<p>Employer</p>
Employee Assistance Program (EAP)		
<p>Up to five free counseling sessions for employees and eligible dependents per calendar year. 610-433-8550</p> <p>Marvin is also available and is a virtual counseling platform. Marvin works with hospitals and other healthcare organizations to provide care for their employees, providing teletherapy, specifically oriented towards their needs. The program is subsidized through insurance and accessible on weekends and evenings if they are more convenient.</p>	<p>Upon employment</p>	<p>Employer</p>
Liability Insurance		
<p>Professional liability coverage.</p>	<p>Upon employment</p>	<p>Employer</p>

	<h2>2025 Benefits Summary - Resident</h2> <p>Benefits Team: 844-GO-ASK-HR, Option 4</p>
Additional Benefits	
Parking	
<p>Residents will have access to <u>free</u> assigned parking in one of our secure parking garages for the length of their training program. Hospital safety is available to escort trainees to their vehicles if requested. In rare cases where trainees travel beyond 30 miles for clinical and educational experience mileage will be reimbursed as per the GME travel policy.</p>	
Meal Allowance & Accommodations	
<p>Designated call rooms and meal allowances are provided for all residents. All trainees will be allotted at a minimum of \$800 to \$1,400 annually to be used for meals when working in the inpatient setting. Various trainee lounges will be stocked with snacks as well as coffee, tea, and other beverages. Additionally, all trainees will have access to lockers and space to safely store their personal items in their clinical areas or at trainees assigned locations at LVHN campuses..</p>	
Resident Workspace /Lounge and Lactation resources	
<p>There are several lounges and work areas, exclusively for house staff, in all major hospitals. These spaces are equipped with computer workstations, TVs, coffee stations, various snacks, refrigerators and microwaves. Appropriate lactation space, and storage for breast milk, is also available in the vicinity of the lounges and in other clinical areas.</p>	
Continuing Education Funds	
<p>Graduate Trainees are provided with an annual stipend of \$1,500 in Continuing Education Funds. The \$1,500 annual total may be used for technology and durable medical equipment purchases (this may be taxable). Travel to scientific meetings shall be in accordance with LVH policy and at the discretion of the program director. Every Graduate Trainee shall be allowed <u>at least one</u> (1) conference during their residency, not to exceed five (5) days including travel, as approved by the program director. Additional time to participate in CME may be allowed at the discretion of the program.</p>	

Posters and Research Support

The network also supports several resources for trainees to participate in research and scholarly activity. This includes statisticians, database managers, library and research services, and assistance in writing manuscripts. Both department's and our GME Division support Research Liaison who can serve as a point-person with research projects.

Attire to include Lab Coats or uniforms

House Staff members are issued lab coats or uniforms upon commencement of training and may receive replacements as requested. Many programs also offer additional clothing to include fleeces, scrubs, etc. to trainees. Trainees will have access to appropriate and clean scrubs and protective gear in all facilities where surgical and other procedures are performed.

Training License Fees

Pennsylvania State law mandates that residents and fellows enrolled in a training program obtain a state medical training license. LVHN pays all initial training license and renewal training license fees.

This benefit summary provides an overview; however, all benefits are administered as defined in the Plan Document.

Your Summary Plan Description(s) provide you with more detailed information regarding your benefit programs.