

## Resident Benefits—A Quick Glance

University of Wisconsin Department of Family Medicine and Community Health (UW DFMCH)  
Academic Year July 1, 2023, through June 30, 2024

Benefit	Description
<b>Professional</b>	
Professional Memberships	Resident membership is paid for the American Academy of Family Physicians (AAFP) and the Wisconsin Academy of Family Physicians (WAFP).  For osteopathic residents, membership is also paid for the American Osteopathic Association (AOA), the American College of Osteopathic Family Physicians (ACOFPP) and the Wisconsin Association of Osteopathic Physicians and Surgeons (WAOPS).
Life Support Courses	Depending on the program, fees may be covered for the following life support courses: <ul style="list-style-type: none"> <li>• Advanced Cardiac Life Support (ACLS).</li> <li>• ACLS re-certification.</li> <li>• Pediatric Life Support (PALS).</li> <li>• Neonatal Resuscitation Program (NRP); and</li> <li>• Advanced Life Support in Obstetrics (ALSO).</li> </ul> Residents may use professional development funds and time to obtain additional certifications.
Professional Development	Funds are provided to attend conferences, purchase medical books, journals, and educational software, and reimburse other approved professional development expenses. <b>Each resident will receive \$1,000 in each of the PGY 1, 2, and 3 training years.</b>
Board Exam Fees	Board eligible PGY-3 residents are required to take the ABFM exam in the spring of their 3 <sup>rd</sup> year as a condition of employment. The base fee will be covered by the DFMCH. In addition, osteopathic residents in the Statewide Osteopathic Collaborative will be required to take the AOBFP exam in the spring of their 3 <sup>rd</sup> year, and the base fee for the exam and travel expenses up to \$1000 is covered by the DFMCH.
<b>Paid Time Away</b>	
Personal Days	Residents receive paid time away for personal use such as vacation, illness or injury, and job interviews. First-year residents receive 15 days, and second- and third-year residents receive 20 days.
Holidays	As scheduling for patient care coverage permits, paid holidays are: <ul style="list-style-type: none"> <li>• New Year’s Day</li> <li>• Martin Luther King Day</li> <li>• Memorial Day</li> <li>• Independence Day</li> <li>• Labor Day</li> <li>• Thanksgiving Day</li> <li>• Christmas Eve Day</li> <li>• Christmas Day</li> </ul> .
Professional Development	Second- and third-year residents may take five additional paid days each year to attend professional conferences and other professional development activities.
Life Support Courses	Paid time away is provided for participation in the following life support courses: ACLS, ACLS re-certification, NRP, PALS, and ALSO. Residents may use professional development funds and time for NRP recertification, PALS recertification and/or additional courses.
Leave of Absences	It is recognized that residents may occasionally need to be away for longer periods of time for parental leave, medical conditions, or other personal/family matters. Leaves of absence are arranged in collaboration with the local program director.  Residents are eligible for up to one month of paid leave in certain circumstances. A second month of paid leave may be available at the discretion of the program director.  There is full compliance with Family and Medical Leave Act guidelines, permitting up to 12 weeks of unpaid leave.

<b>Insurance and Retirement</b>	
Group Health Insurance	Several comprehensive health care plans are available for residents and their eligible dependents, domestic partners, and eligible adult children.
Dental Insurance	Dental coverage is available for residents and their eligible dependents, domestic partners, and eligible adult children. Residents may select from basic coverage to a more comprehensive plan.
Vision Care Insurance	Vision care insurance is available for residents and their eligible dependents, domestic partners, and eligible adult children. Residents may select from basic to more extensive coverage.
Group Life Insurance	Residents may select group life insurance: either individual coverage for themselves, or coverage that includes their spouse/domestic partner and eligible dependents.
Long-Term Disability Insurance	Long-term disability is provided for all residents. This provides a monthly benefit in the event of a covered disability.
AD&D Insurance	Accidental Death and Dismemberment insurance (AD&D) provides a benefit in the event of accidental loss of life, sight, or limb, subject to guidelines of the policy. Residents may select individual coverage, or coverage to include their spouse/domestic partner and eligible dependents.
Malpractice Insurance	All residents are provided medical malpractice/professional liability benefits by their employer.
Pre-Tax Benefits	Residents may elect to pay for certain expenses from pre-tax, rather than after tax income, as authorized by the federal Internal Revenue Code – enrollment in these programs reduces taxable income. Programs include: <ul style="list-style-type: none"> <li>• Pre-tax medical expense reimbursement account for income allocated for approved out-of-pocket health care costs.</li> <li>• Pre-tax dependent day care reimbursement account for income allocated for qualified day care costs for dependents</li> </ul>
Retirement Plan	Residents may choose to enroll and contribute to an employer-administered retirement plan. Resident contributions are 100% vested.
<b>Additional Benefits</b>	
Resident Salary	Residents are provided an annual salary consistent with resident salaries provided at the University of Wisconsin Hospitals and Clinics. <b>The salaries for July 1, 2023, to June 30, 2024 are \$63,583 for PG-1, \$66,246 for PG-2, and \$69,175 for PG-3.</b>
Resident Support	Resident support and social activities with peers are essential components of each UW DFMCH residency program. These vary by program, and may include retreats, dinners, parties, resident support groups, and more. Additionally, all residents are offered and have direct access for individual confidential support and counseling from their employing organization for work-related and personal issues.
Meals	Meals may be provided at no charge for residents during local program conferences, and while on hospital call or hospital services.
Pagers	Pagers and associated monthly fees are provided at no cost to residents.
Research Assistance	Residents may apply for small grant funding from the UW DFMCH. Additionally, research staff and principal investigators are available for guidance and assistance for residents interested in research.
Local Program Benefits	Each program may offer benefits such as travel stipends, lab coats, relocation expenses, parking, and more. Check with the local program director or education coordinator for details.

The University of Wisconsin Department of Family Medicine and Community Health is pleased to offer generous and competitive benefit packages for residents in our programs in Baraboo and Madison.