



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. However, for a comprehensive listing and details, please visit the U-M Benefits website and review the House Officer Association (HOA) Contract.

House Officers Association (HOA)

The House Officers Association represents House Officers employed by the University of Michigan. Terms, conditions, and benefits that apply to House Officers' employment may be found here: <https://hr.umich.edu/working-u-m/my-employment/union-contracts-wage-schedules>

Annual Salary (effective July 1, 2019, 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	\$58,576	HO5	\$71,746
HO2	\$61,799	HO6	\$75,388
HO3	\$64,860	HO7	\$79,138
HO4	\$68,260	HO8	\$82,934

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 plans 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, secondary care provider, adoption, military, personal, child care and FMLA)
 - Maternity = 6 weeks for regular delivery or 8 weeks for a caesarian section. 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.
 - Secondary Care Provider = 14 consecutive days to be used up to 3 months after the delivery or arrival of the child. 1 month after the return from leave, a House Officer may request no overnight call and duty limited to no more than 12 consecutive hours.
- 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, 2019, for 100% employment effort)

Every November, a lump sum payment is provided to encourage House Officers' retirement savings. Lump sum payments are based on employment effort percentage and active status.

HO1	\$5,272	HO5	\$6,457
HO2	\$5,562	HO6	\$6,785
HO3	\$5,837	HO7	\$7,122
HO4	\$6,143	HO8	\$7,464

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 in the HOA Contract (and below), the House Officer will receive an additional 1/365th 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

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.

Additional Paid Time Off

House Officers will receive time off to take examinations required by the training program or as part of their Board requirements (number of days of the examination plus reasonable travel time). Additionally, House Officers will receive time off to attend conferences that are specifically approved by the Program Director.

Cellular Phone Stipend

House Officers are eligible for a \$50 monthly cell phone stipend to begin the first full employment month following the completion and submission of a Verification Statement.

Meal Allowance

Within 2-weeks of hire, a House Officer will receive \$100 on their MCard (U-M ID badge). Additionally, following specific criteria as outlined in the HOA Contract, House Officers are provided with breakfast, lunch and/or dinner funds.

Prerequisites for Employment

Medical School

An applicant for postgraduate medical training must be a graduate of an acceptable medical school. A listing of colleges and universities from which degrees will be accepted by the U-M is regularly updated by the State of California. Candidates must have graduated from a medical school found on the California approved list, affiliation with a school on the approved list is NOT sufficient.

The list may be found at:

http://www.mbc.ca.gov/Applicants/Medical_Schools/Schools_Recognized.aspx

An applicant for postgraduate medical training from an osteopathic medical school must be a graduate of a medical school that has been accredited by the American Osteopathic Association (AOA). This list is regularly updated by the AOA and maintained on the AOA website.

The list may be found at:

www.osteopathic.org/inside-aoa/about/affiliates/Pages/osteopathic-medical-schools.aspx

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, whether for medical purposes or not, is prohibited. 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 a Permanent Resident status or a J-1 visa sponsored by the Educational Commission for Foreign Medical Graduates (ECFMG). J-1 visa holders must be eligible to renew their J-1 visa for the length of the U-M training program.

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 & CS

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

Basic Life Support, Advanced Cardiac Life Support and/or Pediatric Advanced Life Support will be required as part of clinical credentialing and prior to the start of employment. The Program Coordinator can provide the course(s) required for your specialty.

Additional Information

Start Dates

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

The following items have also been provided, however, please ask the Program Coordinator 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