

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

Salary Schedule (FY2023-2024)

PGY-1	PGY-2	PGY-3	PGY-4	PGY-5	PGY-6	PGY-7	PGY-8
\$58,220	\$60,076	\$62,220	\$65,221	\$68,316	\$70,968	\$74,136	\$78,559

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.

Voluntary Retirement Savings Plans - 403(b) & 457(b) Plans - All OUHSC employees to the extent allowed have the option to save funds in a Voluntary Retirement Savings Plan. The university offers both a 403(b) Voluntary Retirement Savings Plans (Pre-tax & Roth options) and 457(b) Voluntary Retirement Savings Plans (Pre-tax & Roth options). To establish a tax-deferred voluntary retirement savings plan, you must enroll at Fidelity Online. Your designated contribution will be deducted directly from paycheck and deposited to your Fidelity account. Additional information is available by going to <https://hr.ou.edu/Employees/Retirement-Planning/Descriptions/Voluntary-Plans>.

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
- Employee and Dependent Vision Insurance
- Short Term Disability (employee only)
- Flexible Spending Accounts
- Health Savings Account

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 of Oklahoma College of Medicine provides an occurrence-based policy for supervised medical practice within the scope of the training program. This means that a “tail” will never need to be purchased once the resident leaves the program as coverage will always revert back to the time of the event while the resident was in training. Residents are covered for the amount

of the state of Oklahoma's legal cap on resident liability, \$100,000 per claim. Defense costs are also fully paid by the policy. External legal counsel will be appointed by OU Health Clinical Risk Services as needed.

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 is committed to providing equal employment opportunities for individuals with disabilities. The Office of Human Resources is the designated office responsible for assisting employees with the formal ADA process to request reasonable accommodations at the University of Oklahoma. These determinations and accommodations are made in accordance with Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act (ADA) of 1990. 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. Additional information can be obtained at: <https://hr.ou.edu/Policies-Handbooks/ADA-Services-for-Faculty-Staff>, or by contacting the OUHSC Human Resources at (405) 271-2190.

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.

Eligibility Requirements for Training

Employment at the University of Oklahoma as a resident or fellow is contingent upon meeting the following requirements which may be modified from time to time as required by state and federal laws, and/or as necessary to protect the health and safety of the Institution's employees and patients:

- Verification of credentials as applicable to appointment as a resident or fellow, including the completion of a background check
- Proof of full COVID-19 vaccination or accommodation for exemption from the Federal requirement
- Proof of compliance with health and safety requirements as required by the College of Medicine and its affiliated clinical institutions
- Required online trainings
- Current visa sponsorship as applicable

A more detailed description of resources and requirements can be found at the following websites:

College of Medicine GME Policies and Procedures -

https://hippocrates.ouhsc.edu/policy/policy_index2.cfm?start=700&end=800

Resident Handbook -

<https://medicine.ouhsc.edu/Portals/1365/Documents/Handbook%20Final%206.22.21.pdf?ver=2022-05-11-162712-297>

ACGME Common Program Requirements - <https://www.acgme.org/what-we-do/accreditation/common-program-requirements/>

Oklahoma Board of Medical Licensure and Supervision Rules/Regulations - <https://www.okmedicalboard.org/laws>

Oklahoma State Board of Osteopathic Examiners - <https://www.ok.gov/osboe/Resources/index.html>

*Salary and Benefits are subject to change