



Resident Benefits Summary

www.kadlec.org/residency

Benefits	Highlights
Your benefits enrollment period will start on your first day of employment and end after 30 days. You will need to elect benefits during this timeframe for a benefits start date of your date of hire.	
Salary	R1: \$56,500 R2: \$58,500 R3: \$60,500
Paid Time Off (PTO)	Up to 18 days of paid time off per academic year and up to 8 holidays per year
Medical *	Kadlec offers two comprehensive medical plans – the HRA (Health Reimbursement Account) Medical Plan and the HSA (Health Savings Account) Medical Plan. The plans covers physician services, hospitalization, laboratory charges, prescriptions, and other medical needs.
Dental *	Kadlec provides an outstanding dental plan through Delta Dental of Washington. The plan covers 100% of preventative care charges and a significant portion of the expenses for other dental work.
Retirement	<p>All caregivers will be automatically enrolled in the 401(k) Plan at 6% pre-tax within 45 days of hire. You can always opt-out or change the amount you contribute to the Plan at any time during the year via the Road2Retirement website at https://road2retirement.org Eligible caregivers are immediately vested in their contributions and Kadlec matching contributions. Matching contributions will equal 50% of your before-tax and/or Roth after-tax contributions up to a maximum percentage of your pay (3%, 4.5%, 6%) based on your years of Match Level Service.</p> <p>Kadlec also expects to make an annual discretionary contribution based upon your years of Benefit Service as a percentage of your pay (3%, 5%, 6%). A year of Benefit Service is accrued upon completing at least 1,000 hours of service per payroll year.</p>
Basic Group Life/AD&D Insurance *	Enrollment is automatic and employer paid. Caregivers are enrolled in two times their base pay up to a maximum of \$300,000.
Short and Long Term Disability *	Enrollment is automatic and employer paid.
Flexible Spending Accounts (FSA) *	<p>Health Care FSA: Set aside pre-tax dollars to pay for eligible health care expenses for you and your eligible family members—\$2500 annual maximum.</p> <p>Dependent Care FSA: Set aside pre-tax dollars of your paycheck to pay for eligible child care expenses—\$5000 annual maximum.</p>
Professional Liability Insurance	Provided by Kadlec Regional Medical Center.

* Offered to benefits eligible caregivers – Must have an FTE greater than 0.5 FTE (20 hrs/week) or 0.45 FTE (if 12 hour shifts)

Additional Benefits	Highlights
Professional Development Funds Allocation of funds will follow the Kadlec Physician Policy and must be approved by Program Director.	R1: \$500 R2: \$1,000 R3: \$1,500
Professional Development Leave	R1: Zero Days R2: Three Days R3: Three Days
Courses Covered	Advanced Cardiac Life Support (ACLS) Advanced Life Support in Obstetrics (ALSO) Basic Life Support (BLS) Neonatal Resuscitation Program (NRP) Pediatric Advanced Life Support (PALS)
Exams *Upon first successful completion, will receive reimbursement of 50% of cost **Upon first successful completion, will receive reimbursement of 100% of cost	USMLE/COMPLEX step 3 registration fee* ABFM Certification exam registration fees in R3 year **
Licensure	Washington State Board of Medicine Licensure Application DEA License (3-year license). If renewal needed, reimbursement will be prorated based on remaining number of months left in residency. - Initial Limited License
Annual Memberships	Washington Academy of Family Physicians American Academy of Family Physicians University of Washington Family Medicine WWAMI Network Washington State Board of Pharmacy Registration Fee Registration fee for EBAHR
Meals	Provided at no cost to residents for inpatient service rotations and required conferences
Parking	Free at all rotation sites, including the Family Medicine Center and the hospital
Information Technology/Extras	Tablet for use during residency Two white coats Scrubs provided for residents with free laundry services Smart phone stipends Access to online physician resources including electronic library and CMEs
Child Care Center – Bright Horizons	Located on campus and licensed by the State of WA. Caregivers have priority placement, as space is available. For details, contact Bright Horizons at 509-946-4611, ext 4465.
Caregiver Assistance Program (CAP)	All caregivers and their immediate family members are able to directly access Kadlec's CAP. The CAP was established to provide confidential, professional counseling for personal, marital, family, financial, or job related problems. Kadlec covers the cost of the intake assessment and up to four follow-up visits.
Kadlec Caregiver Discounts	Kadlec caregivers are offered discounts throughout the community.

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