**APPENDIX A**

**BENEFITS, SUPPORT AND SALARY**

**SUBJECT TO CHANGE**

Resident Medical Staff Benefits,
Support and Personnel Policy Summary

*Note: Salary and support services are subject to annual review and approval. Benefits are subject to periodic negotiations, and therefore, subject to change.*

**APPROVED LEAVE OF ABSENCES AND / OR OUT OF SERVICE AREA ASSIGNMENTS OR DOMICILES MAY DETERMINE RESIDENT / DEPENDENT(S) BENEFIT COVERAGE.**

| HEALTH INSURANCE | The group health insurance is provided for residents/fellows and is effective upon date of hire. UCDHS currently pays 100% of the premium for all residents and all enrolled dependents. Approved Leave of Absences and/or out of service area assignments or domiciles may determine resident/dependent(s) benefit coverage. Domestic partners (same or opposite gender) are also covered. |
| DENTAL INSURANCE | The group dental insurance is provided for residents/fellows. UCDHS currently pays the premium for all residents/fellows and all enrolled dependents. Domestic partners (same or opposite gender) are covered. |
| VISION INSURANCE | The group vision insurance is provided for residents/fellows. UCDHS currently pays the premium for all residents/fellows and all enrolled dependents. Domestic partners (same or opposite gender) are covered. |
| LIFE INSURANCE | The group life/accidental death and dismemberment insurance is provided for residents/fellows. The plan provides $50,000 of coverage. UCDHS currently pays the premium for all residents/fellows. |
| DISABILITY INSURANCE | A group long-term disability insurance plan is provided to residents/fellows and paid by UCDHS. |
| PROFESSIONAL LIABILITY INSURANCE | The University of California is self-insured for professional medical and hospital liability. This coverage provides defense and indemnification to its employees for allegations of negligence arising out of actions of residents and fellows when they are performing duties within the course and scope of their University training program appointments. Defense and indemnification are based on the date of the incident or occurrence that gives rise to the alleged negligence regardless of when the claim or lawsuit is filed. University defense and indemnification does not extend to any moonlighting employment. |
| MEDICAL LICENSE DEAN’S LOAN PERSONAL DATA ASSISTANT | UCDHS pays for the first Medical License application for Residents only see (RMS 540); Housestaff gymnasium is available; One time no interest Dean’s Loan and low interest mortgage loans may be available at local financial institutions. GME will support up to $100 for the purchase of a Personal Data Assistant (PDA) or a hand held device in their First Year of Training. |
| DEFINED CONTRIBUTION PLAN (DCP) | Residents/fellows (Safe Harbor participants without Social Security Deductions) contribute to the Defined Contribution Plan (DCP) on a pretax basis. Enrollment is automatic and begins the first day of an eligible appointment. Safe Harbor participants are required to contribute 7.5% of gross salary to the DC Plan Pretax Account. DCP contributions can be invested in UC Managed Funds or Fidelity Mutual Funds.  
Fidelity Investments has been determined as the master record keeper for all UC DCP, 403b, 457b accounts under FITSCO (1-866-682-7787) |
| 403(b) PLAN (Optional) | The tax-deferred 403(b) or 457b plans enable you to set aside income before it is taxed and also to defer taxes on your investment earnings. 403(b) contributions can be invested in University of California Managed Funds, Fidelity Mutual Funds or Calvert Mutual Funds.  
Because your contributions to the Plan are deducted from your paycheck before income taxes are calculated, your current taxable income is reduced. Taxes on contributions and earnings are deferred until you retire or take your money out of the Plan. When you retire and begin drawing from your 403(b) Plan saving, you will probably be in a lower income tax bracket than you were during your contributing years - an additional tax advantage. |
### PERSONNEL POLICY

The Resident Medical Staff Program is a distinct segment of the UC Davis Personnel program, with unique salary grades, titles, and personnel policies. The RMS Personnel Policy sets forth policies covering a full range of human resources topics including: resident responsibilities, salary, benefits for residents/fellows and dependents, general provisions, definitions, appointment, reappointment, non-reappointment, resignation, evaluations, personnel records, professional development, emergency loans and emergency payroll payments, scheduling and duty hours, supplemental employment, vacation (20 days per year), educational leave (4 days per year), holidays (13 per year), sick leave (12 days per year), leave of absence (personal, military, family and medical leave, parental leave and pregnancy disability), training-incurred injury/illness, medical separation, corrective action, nondiscrimination, and grievances including gender or other forms of harassment including sexual harassment. The granting of leave/holidays requires departmental approval from the Program Training Director.

### BREASTFEEDING SUPPORT SVCS

The UC Davis Health System is a supportive workplace for Mothers interested in nursing. The program offers: monthly orientation / registration sessions; private pump sites with Medela hospital-grade electric breast pumps; participation in breastfeeding support groups; and a certified Lactation Consultant available for appointment.

*(UCDHS Policy & Procedure #2907)*

### SEXUAL HARASSMENT POLICY

The Sexual Harassment Policy can be found at the following web site. [http://www.ucdmc.ucdavis.edu/hr/hrdepts/harassment_mediation/sexual_harass_prgrm/](http://www.ucdmc.ucdavis.edu/hr/hrdepts/harassment_mediation/sexual_harass_prgrm/)

The UC Davis Policy & Procedure, Personnel Policy Section 400-20 Sexual Harassment.

### ON-CALL MEALS

The Meal Program policy provides meals Residents/Fellows who serve on-call rotations, which includes remaining overnight, remaining late, or being called back to the hospital. The Meal Program is administered through the Graduate Medical Education Office.

### CALL ROOMS

Call rooms are provided within the hospital. They are allocated to each department; the departments, in turn, assign the rooms for use by their residents/fellows.

### RELOCATION ALLOWANCE

$1000 One Time relocation allowance for mitigation of new and/or moving expenses at the start of UC Davis Residency. Only new PG I and PG II’s are eligible.

### PERSONAL ALLOWANCE

$1500 annually is paid to all medical PG levels (Residents and Fellows) compliant with annual online training and TB Screening. (MAT, Privacy & Security, Ethical Values and Conduct Training)

### UNIFORMS

Residents/fellows wear standard white lab coats which are provided and laundered by UCDHS.

### COUNSELING & SUPPORT SERVICES

UCDHS employs a psychologist to provide counseling services to residents and fellows. The counselor holds office hours specifically to accommodate trainees’ schedules and is responsible for responding to calls on the confidential 24/7 Hotline provided for residents and fellows. In addition, the UCDHS Academic and Staff Assistance Program (ASAP) offers confidential, cost-free assessment, intervention, consultation and referral services to all residents and fellows and their families.

### PHYSICIAN IMPAIRMENT & SUBSTANCE ABUSE

The Physician Wellbeing Committee serves as a resource where information and concerns about the health of a physician can be referred for confidential consideration. The Committee educates members of the Medical Staff about physician health, well-being and impairment; about appropriate responses to different levels and kinds of distress and impairment; and about resources for prevention, treatment and rehabilitation. The Committee has developed a resource list offering names of professionals in the community that are available to provide counseling and other services.

### RESIDENCY CLOSURE/REDUCTION

In the unlikely event that the institution reduces or closes a residency program, residents/fellows will be informed as soon as possible and the institution will make every effort to allow residents/fellows to complete their program or assist the residents/fellows in identifying another program.

### PARKING FEES

Residents who have had 12 months of parking auto deducted from payroll and have been in a rotation assignment away from UCDMC for at least 3 months, will be eligible for a three month “holiday” of Parking fees -reimbursed at the end of the contract year.

### PRE-APPOINTMENT CONDITIONS

The appointment will require the successful completion of all residency pre-requisites as determined by the department and Human Resources. The pre-requisites may include but are not limited to a medical clearance examination, documentation proving authorization to work in the United States, criminal background investigation, drug testing and fingerprinting for some programs.

### DISABILITY ACCOMMODATION

Questions regarding reasonable accommodation should be directed to Human Resources Ph# 916/734-6387.

*Updated 09/16/15*