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. For a comprehensive listing and details please visit the U-M Benefits website.

Annual Salary (currently in effect 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 plan options 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 (currently in effect for 100% employment effort)
A lump sum payment is provided to encourage 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 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 can receive time off to attend conferences that are specifically approved by the Program Director.

Cellular Phone Stipend
House Officers using their cell phone for employment related activities 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 and utilization of Michigan Medicine's security software on their phone.

Meal Allowance
Within 2-weeks of hire, a House Officer will receive $100 on their MCard (U-M ID badge). Based on Department and work schedules, House Officers may be eligible for meal allowances for lengthy shifts or in-house call.

UH South Wellness Center
House Officers are eligible to join the UH South Wellness Center at any point during their training program. The Center is conveniently located in a building connected to the main hospital and the cost is $10/month. The Center offers access to physical activity equipment and services, as well as other health and well-being programs. It is available to members 24 hours a day, 7 days a week.

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.

Within very limited circumstances, exceptions by the University to allow employment and clinical credentialing on another visa may be considered on a case-by-case basis at the discretion of the Program Director and must be prospectively approved by the GME Committee.

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
Specific to specialties, life support training courses are a requirement prior to the clinical start date. The Program Administrator can provide the course(s) required for your specialty.

> Incoming PGY-1s: Basic Life Support, Advanced Cardiac Life Support and/or Pediatric Advanced Life Support is required prior to the clinical start date and is offered during orientation.
>
> Incoming PGY-2s and higher: Basic Life Support, Advanced Cardiac Life Support and/or Pediatric Advanced Life Support is required as part of clinical credentialing and is a pre-hire condition of employment.

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 Administrator 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