



**Title: Resident Salary and Benefits**

# RP- 116

Written By: Chief Development Officer

Effective Date: 02/13/2024

Approved By: Graduate Medical Education Committee

Revision Date:

Authorized By: WMCHC Board of Directors

Review Date: 10/17/25

**PURPOSE:** The purpose of this policy is to set forth institutional standards for the procedure used to determine salary and benefits for residents. It is necessary to offer salary and benefits comparable to the levels of other institutions sponsoring residency programs to maintain consistency and to attract quality resident physicians.

## **PROCEDURE:**

- A. Benefits:** Benefits shall be offered to residents consistent with Wayne Memorial Community Health Centers' Human Resources procedures for benefits to all WMCHC employees. Residents shall be afforded equal benefits opportunities.
- B. Salary:** Each year the WMCHC GMEC will review multiple resources which may include the Association of American Medical Colleges annual report, and regional residency program statistics. The reports will be used as a guide to determine salaries for the upcoming academic year, July 1 through June 30. Proposed salaries are based on data reported for the northeastern United States and more specifically northeastern Pennsylvania. Proposed salaries will be presented to WMCHC administration and Board of Directors for final approval.

In order to maintain consistency in salaries for all training physicians, WMCHC salaries will be paid in accordance with the PGY training level of each resident, regardless of previous trainings or completion of previous residencies prior to the current WMCHC training program.