

# Salary and Benefits

Benefit	Provisions								
<b>Resident Salaries</b>	<p><b>PGY-1 Salary:</b> \$54,506 <b>CME:</b> \$450</p> <p><b>PGY-2 Salary:</b> \$56,297 <b>CME:</b> \$600</p> <p><b>PGY-3 Salary:</b> \$58,215 <b>CME:</b> \$750</p>								
<b>Paid Time Off</b>	<p>21 days/yr away from residency to include vacation, sick, personal etc.</p> <p><i>*5 CME days per year</i></p>								
<b>Medical Insurance</b>	<b>Plan Options:</b> BCBS EPO or HDHP w/HSA								
<b>Dental Insurance</b>	<b>Plan Options:</b> Sun Life Dental Basic or Enhanced Plan								
<b>Vision Insurance</b>	<b>Plan Option:</b> VSP Choice								
<b>Disability (Short- and Long-Term)</b>	<p><b>Plan Option:</b> Cigna</p> <p><b>Benefit:</b> 60% of weekly earnings</p>								
<b>Life Insurance &amp; ADD</b>	<p><b>Plan Option:</b> Cigna</p> <p>Up to \$500,000; Guarantee issue: \$150,000</p> <p>Spouse &amp; child(ren) are added option</p>								
<b>401(k) &amp; Roth 401(k) Available</b>	<p><b>Employee Contribution / Employer Match</b></p> <table border="0"> <tr> <td>1% / 1%</td> <td>4% / 2.5%</td> </tr> <tr> <td>2% / 1.5%</td> <td>5% / 3%</td> </tr> <tr> <td>3% / 2%</td> <td>6% / 3.5%</td> </tr> <tr> <td colspan="2">Up to 100% / 3.5%</td> </tr> </table>	1% / 1%	4% / 2.5%	2% / 1.5%	5% / 3%	3% / 2%	6% / 3.5%	Up to 100% / 3.5%	
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<b>SwiftMD</b>	<p>SWIFT MD is a benefit that is offered to ALL employees, spouses, and dependents age 26 and under at NO COST. Talk to a doctor 24/7!</p>								
<b>Employee Assistance Program</b>	<p>Assists employees in finding solutions to personal problems that may adversely affect job performance</p>								
<b>AFMB Boards</b>	<p>Residents will be reimbursed for their board exam fee upon successful passage of the AFMB board exam.</p>								
<b>Licensing</b>	<p>Training license with the state of New Mexico (PGY3's may apply for a full state license which is required for graduation)</p>								
<b>Professional Memberships</b>	<p>American Academy of Family Physicians</p> <p>New Mexico Medical Society</p> <p>Dona Ana County Medical Society (PGY-1 year only)</p>								
<b>Training</b>	<p>ACLS, BLS, PALS, NRP, ALSO.</p>								
<b>Food</b>	<p>Provided while on duty</p>								
<b>Lab Coats</b>	<p>Provided during PGY-2 &amp; PGY-3 years</p>								
<b>Parking</b>	<p>Free</p>								