

Comprehensive Resident Stipend and Benefits Summary

Corewell Health Lakeland Graduate Medical Education

Academic Year July 1, 2026, through June 30, 2027

BENEFIT	DESCRIPTION
<u>SALARY AND ALLOWANCES</u>	
Resident Salary	Salaries for the academic year 2026-2027 are: PGY-1 \$69,430; PGY-2 \$72,120; PGY-3 \$74,730. Salaries are reviewed annually and adjusted as needed to match the current market data.
Meals	An allowance for Resident meals is based on rotational time spent while performing duties at Lakeland and at participating sites on mandatory (non-elective) rotations. The meal allowance for residents is up to \$2,000 annually.
Reimbursement of Additional Fees Incurred	Fees incurred to obtain required testing or licensing will be reimbursed to the residents annually. <ul style="list-style-type: none"> • Michigan Educational Limited License • Controlled Substance License • USMLE or COMLEX Step 3 Examination (first attempt) • Board Review materials (as approved by the program)
<u>PROFESSIONAL EXPENSES</u>	
Professional Memberships	For all residents: <ul style="list-style-type: none"> • MSU/SCS membership is paid annually • Specialty dues and subscriptions are paid as approved by programs • Clinical Faculty Appointment through MSU College of Osteopathic Medicine
Life Support Courses	Fees are covered for the cost following locally offered life support courses and re-certification: <ul style="list-style-type: none"> • Basic Life Support (BLS) • Advanced Cardiac Life Support (ACLS). • Pediatric Life Support (PALS) FM and EM residents only. • Neonatal Resuscitation Program (NRP) FM and EM residents only. • Advanced Trauma Life Support (ATLS) – EM residents only.
Professional Development / Conference Attendance	An educational stipend of \$2,500 (per resident) to attend a local, national, regional, or international conference pre-approved by the Graduate Medical Education Department. An educational stipend to present scholarly activity (as defined by ACGME) at a local, national, regional, or international conference.
Professional Liability Insurance	Malpractice coverage and comprehensive liability protection is provided for any malpractice incident arising out of a resident's participation in the educational program. This is a \$1,000,000 per claim and \$3,000,000 annual aggregate policy that begins on the first day of resident employment.

Health and Wellness	
Group Health, Dental and Vision Insurance	Residents and their dependents may choose from several comprehensive medical, dental, and vision insurance plans designed for individuals or families if desired.
Short-Term Disability Insurance	100% of your weekly pay. Benefits begin on the 1st day of disability and may be paid up to 26 weeks.
Long-Term Disability Insurance	60% of your monthly pay. Benefits begin after Short-Term Disability Benefits have exhausted.
Supplemental Life Insurance	Supplemental life insurance allows employees a chance to buy a greater amount of coverage. Up to 8 times base salary or a maximum of \$1,500,000.
Dependent Life (Spouse) Insurance	Supplemental coverage for spouses from \$20,000 – \$200,000 is available
Dependent Life (Children) Insurance	Supplemental coverage for child(ren) from \$10,000, \$15,000, \$20,000, or \$25,000 is available
Health Care & Dependent Care Spending Accounts	Allows you to set aside monies on a pre-tax basis to pay for qualified medical & childcare expenses
Retirement Plan (403b)	<p>Employees may contribute up to \$23,500 voluntary tax-deferred savings to a 403b. Corewell Health matches 50% of your contributions up to 6% of your pay, for a maximum employer match of 3% of pay.</p> <p>In addition, there is an Employer service contribution that is based on years of service. You are vested in the service contributions after three years of service. The percentage of the contribution is based on your base pay rate.</p> <p>1-4 years: 1% match 5-9 years: 2% match 10+ years: 3% match.</p> <p>** Employer Matching and Service Contributions are deposited quarterly.</p>
Wellness Incentives	<p>Qualifying residents can reduce their medical plan contributions up to \$650 per year, \$25 per pay, just for enrolling in Healthy Lifestyles with Priority Health and completing an assessment.</p> <p>All residents are provided Wellness Coaches and are eligible to participate in up to 4 one-on-one sessions per academic year.</p>
Paid Time Off	It is our policy to provide paid time off to all eligible Residents. Paid time off includes vacation, sick, and all other requested time off with pay. Residents will receive 4 weeks or 20 weekdays of paid time off per year (which will be added to their bank on the first day of hire), with the maximum accrual of 160 hours at one time. Please see the program-specific PTO policy for additional details.
Leaves of Absence	<p>Maternity, paternity, parental, and bereavement paid time off in accordance with the Hospital's benefit policies, as amended from time to time. The Family Medical and Leave Act (FMLA) entitles qualified employees up to 12 weeks of leave per twelve-month period for the birth or adoption of a child, to care for a spouse, or an immediate family member with a serious health condition, when unable to personally work because of a serious health condition for self, or for certain military-related situations.</p> <p>Residents may refer to the House Staff Manual (Attendance and Time Away Policy) as well as Hospital's leave policies.</p>