

Employee Handbook Variances

The following outlines the differences between policies for residents versus policies for other Baptist employees.

Disclaimer: It is the goal of this outline to identify every difference between benefits, expectations and policies for the residents and those for other hospital employees. Please be aware that although every effort has been made to be accurate, there exists the possibility that errors or omissions may exist. For discrepancies, please contact the GME Office or Human Resources.

The Employment Relationship

Residents are contractual employees. Contracts are written for one year periods. Please refer to the GME Policy on Non-renewal of Agreements for additional information.

Employment Status

To clarify, residents are exempt employees.

Timekeeping

As exempt employees, residents are not required to badge. Residents are, however, required to keep time logs in New Innovations.

Overtime

As exempt employees, residents do not receive overtime pay.

Shift Differential

As exempt employees, residents do not receive shift differential.

On-Call/Recall

As exempt employees, residents do not receive compensation for being on-call or re-called.

Performance Evaluation

In compliance with ACGME requirements, the Program Director will evaluate the residents bi-annually. Annual pay increases are contingent upon completion of all Baptist requirements and successful promotion to the next PGY level. For more information, please refer to the GME Policy & Procedure manual.

Wage and Salary

As above

Personal Time Off (PTO)

Residents are provided with 184 hours (23 working days) PTO annually. PTO does not carry over from year to year. Please refer to the GME Poligy & Procedure Manual for additional information.

Retirement Plan

Residents may participate in a non-matching retirement plan if desired.

Health, Dental, and Vision Benefits

The basic health, dental and vision insurance premiums are provided for the resident and his/her dependants. The resident pay scale is increased by the amount equal to the amount deducted for this expense.

Short-Term Disability (STD)

Residents are provided with 120 hours of STD. This benefit is used to cover 60% of all sick time after the elimination period. This will provide 60% salary coverage for 25 days. PTO may be used to cover the other 40% of lost pay if available. A written excuse from your physician may be requested in order to qualify for this benefit.

Educational Leave

Residents are provided with up to three one-week paid leaves of absence for educational purposes. All educational leave must be pre-approved by the Program Director.