



**RIO BRAVO FAMILY MEDICINE RESIDENCY PROGRAM  
HOUSE STAFF**

**SALARY & BENEFITS SUMMARY**

Rio Bravo Family Medicine Residency Program (RBFMRP) is a three-year postgraduate training program consisting of six residency positions per year. The RBFMRP is sponsored and housed within Clinica Sierra Vista (CSV) a Federally Qualified Health Center in Kern County. CSV has an academic affiliation with University of California, Los Angeles (UCLA). The RBFMRP complies with the Accreditation Council for Graduate Medical Education (ACGME) Common Program Requirements and the Special Requirements for Residency Training in Family Medicine.

RBFMRP carries out its training and patient care charge through a network of affiliated partners in conjunction with UCLA and Kern Medical Center.

**SALARIES**

POSTGRADUATE YEAR	ANNUAL GROSS SALARY	MONTHLY GROSS SALARY
1	<b>\$54,117.02</b>	<b>\$4,509.75</b>
2	<b>\$55,969.26</b>	<b>\$4,664.10</b>
3	<b>\$58,171.36</b>	<b>\$4,847.61</b>

**BENEFITS**

Clinica Sierra Vista (CSV) offers competitive wages and an excellent benefit package. These include:

<p><b>HEALTH PLAN</b> (available 1<sup>st</sup> day of employment)</p>	<ul style="list-style-type: none"> <li>• <b>Medical: Comprehensive medical insurance plan (PPO), utilizing the Anthem Blue Cross Prudent Buyer Network, which provides benefits for inpatient and outpatient services, prescription benefits, etc.</b></li> </ul>
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	<ul style="list-style-type: none"> <li>• <b>Dental: Comprehensive dental insurance plan utilizing the Ameritas Dental Network, which provides benefits for basic care, major care, and preventative care.</b></li> <li>• <b>Vision: Comprehensive vision insurance plan utilizing the VSP network which provides benefits for eye examination, glasses and contact lenses.</b></li> </ul>
<b>LONG-TERM DISABILITY</b>	<ul style="list-style-type: none"> <li>• Coverage at 60% of monthly salary, subject to a maximum benefit amount of \$10,000 per month for “own occupation” at time of injury;</li> <li>• re-tax option available.</li> </ul>
<b>LIFE INSURANCE</b>	<ul style="list-style-type: none"> <li>• Coverage at 150% of annual salary rounded to the next \$1,000 to a maximum of \$200,000; \$5,000 for spouse, children ages 0-6 months - \$1,000, 6 months - 22 or to age 25 (if a full-time student) - \$5,000.</li> <li>• Additional supplemental coverage available</li> </ul>
<b>MALPRACTICE INSURANCE</b>	<ul style="list-style-type: none"> <li>• Federal Tort Claims Act (FTCA): CSV is a deemed FTCA facility, which means our employees are covered. The Federal government is the primary insurer and the U.S. Department of Justice litigates all cases. There are no coverage limits with FTCA. Since FTCA is an occurrence coverage, future “tail” coverage is not required.</li> <li>• Norcal: A secondary malpractice and professional liability insurance that provides \$1 Million per instance / \$3 Million aggregate coverage.</li> </ul>
<b>403 (B) RETIREMENT</b>	<ul style="list-style-type: none"> <li>• Employee can make personal contributions immediately upon hire. Employee can contribute up to the IRS maximum allowed.</li> </ul> <p>CSV will contribute the basic contribution, as follows:</p> <ul style="list-style-type: none"> <li>• 2% for 1-5 years of service</li> <li>• 3% for 5-10 years of service</li> <li>• 4% for 10 or more years of service</li> </ul> <p>Employees are fully vested at 5 years.</p> <p>If employee contributes at least an additional 2%, CSV will match that 2% after 1 year of</p>

	service.
<b>WORKER'S COMPENSATION</b>	<ul style="list-style-type: none"> <li>• Coverage provided for on-the-job injuries as per California State law.</li> </ul>

## LEAVES

Absences may impact the amount of time credited for training. Additional training may be required by a specific specialty Board or the Residency Review Committee (RRC) if established limits are exceeded. Residents should discuss the possible impact with their program director prior to planning leave time.

<b>VACATION &amp; EDUCATIONAL LEAVE</b>	<ul style="list-style-type: none"> <li>• Residents receive three week (120 hours) of vacation and</li> <li>• One week (40 hours) of educational leave/time allowance.</li> <li>• Vacation and educational time allowance will not roll over into the next year.</li> </ul>
<b>SICK/ EXTENDED ILLNESS BANK (EIB)</b>	<ul style="list-style-type: none"> <li>• Sick leave with compensation shall be twelve (12) days (3 Sick, 9 EIB days) per academic year for personal illness or disability.</li> <li>• Sick leave does not carry forward from year to year and must be taken in the same academic year the sick leave is earned.</li> </ul>
<b>BEREAVEMENT LEAVE</b>	<ul style="list-style-type: none"> <li>• Up to 24 hours of bereavement leave (for the death of immediate family members). Refer to Employee Handbook for more information.</li> </ul>
<b>FAMILY MEDICAL LEAVE ACT (FMLA)</b>	<ul style="list-style-type: none"> <li>• FMLA/CFRA allows for qualified employees to take leave for up to 12 workweeks in a calendar year, continuance of health plan coverage, and employment reinstatement rights due to: <ul style="list-style-type: none"> <li>• Employee's own serious health condition;</li> <li>• Care for child, parent, spouse, or domestic partner (same sex or opposite sex) with a serious health condition; or</li> <li>• Care for a newborn child or a newly placed adopted/foster child (applicable to both maternity and paternity leave).</li> </ul> </li> <li>• To qualify for FMLA/CFRA, an employee must meet the following two criteria: <ol style="list-style-type: none"> <li>(1) Have more than 12 months (52 weeks) of service with CSV, and</li> <li>(2) Worked at least 1,250 hours in the 12 months immediately preceding the leave (these are actual hours worked-including overtime-and do not include time on</li> </ol> </li> </ul>

	vacation, sick leave, or other paid leave). Refer to Employee Handbook for more information.
<b>PREGNANCY DISABILITY LEAVE</b>	<ul style="list-style-type: none"> <li>• Physicians who become pregnant are allowed four months of absence without pay as defined by state and federal law.</li> <li>• During this time, CSV maintains benefits as required by law under the same conditions as for active employees, according to the Family Medical Leave Act, the California Family Rights Act, and Pregnancy Disability Leave. Refer to Policy and Procedure for more information and coordination of benefits.</li> </ul>
<b>MEDICAL OR PERSONAL LEAVE</b>	<ul style="list-style-type: none"> <li>• Additional medical or personal leaves may be requested and available without pay.</li> </ul>
<b>MILITARY LEAVE</b>	<ul style="list-style-type: none"> <li>• Members of any branch of the Armed Forces Reserve Corps of the United States will be granted an unpaid leave of absence, supported by official orders or instructions, per CSV policy.</li> <li>• CSV provides a limit of five (5) years of uniformed services leave. Refer to Employee Handbook for more information.</li> </ul>
<b>JURY DUTY</b>	<ul style="list-style-type: none"> <li>• The residency program has received authorization from the County of Kern to excuse residents who are in the training program from participating or have been selected for jury duty. This will require a letter from the Program Director on behalf of the resident to the County of Kern Superior Court..</li> </ul>

## **OTHER BENEFITS**

<b>CALLS ROOMS</b>	<ul style="list-style-type: none"> <li>• Available at training sites, generally private rooms with telephone and computer access.</li> </ul>
<b>DIRECT DEPOSIT</b>	<ul style="list-style-type: none"> <li>• Automatic monthly paycheck deposits are available with most banks and credit unions.</li> </ul>
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	<ul style="list-style-type: none"> <li>• Anthem Blue Cross-Employee Assistance Program provides 24 hour, toll-free (800-999-7222) access, and up to four free visits with licensed professionals. Available to all household and dependent family members. All services are confidential.</li> </ul>
<b>EDUCATIONAL FUNDS</b>	<ul style="list-style-type: none"> <li>• Available through program offices in the amount of</li> </ul>

	<p>\$1,600 per year per resident. All purchases/expenditures will require prior approval from the Program Director beforehand, and may be subject to denial. Below is the detailed allocation of educational funds:</p> <ul style="list-style-type: none"> <li>• Of the \$1,600 educational allowance, \$1,100 can be allocated to educational software, fees and journals, Up-To-Date, medical equipment, and other related items.</li> <li>• Of the remaining amount, \$500 will be allocated to only electronics, which includes ipads, tablets, computers, labtops, and smartphones.</li> </ul>
<b>HEALTH SERVICES</b>	<ul style="list-style-type: none"> <li>• Initial on the job injury (OJI) evaluation is done by health services at facilities where incident occurs; subsequent follow up per CSV policy.</li> <li>• Annual purified protein derivative (PPD) screening is required and provided at no charge.</li> <li>• Hep B vaccinations and titers provided are no charge.</li> <li>• Influenza vaccinations provided at no charge.</li> </ul>
<b>LICENSE APPLICATION FEES</b>	<ul style="list-style-type: none"> <li>• Residents may be reimbursed for California Medical Board licenses fees.</li> <li>• Residents who apply for licensure within the first three (3) months of eligibility can request payment for the initial application fee (amount applicable at the time of application). Checks will be made payable to the appropriate medical licensing authority.</li> </ul>
<b>PARKING</b>	<ul style="list-style-type: none"> <li>• Available at no cost at practice and training site locations.</li> </ul>
<b>SCRUBS/LAB COATS</b>	<ul style="list-style-type: none"> <li>• Scrubs and lab coats supplied at beginning of training program.</li> </ul>
<b>OTHER BENEFITS</b>	<ul style="list-style-type: none"> <li>• Orientation will be paid by CSV at beginning of first academic year.</li> </ul>