

ATTACHMENT I
Inova Fairfax Medical Campus
House Staff Salaries and Benefits
July 1, 2024 – June 30, 2025

A. Resident/Fellow Salary by Postgraduate Level

PGY-1	\$72,090.02
PGY-2	\$76,884.73
PGY-3	\$80,107.81
PGY-4	\$83,367.07
PGY-5	\$86,620.91
PGY-6	\$89,848.18
PGY-7	\$93,265.94
PGY-8	\$96,876.46

B. Vacation and Holiday Time Off

*4 weeks annual paid vacation

*7 annual holidays (not guaranteed--treated for scheduling purposes like a weekend day)

C. GME Resident/Fellow Leave

*7 weeks paid medical, parental, and caregiver leave to be used during training program

D. Inova Paid Parental Leave

*Up to 4 weeks paid leave to care for and bond with a newborn or newly-adopted child

E. Health Insurance

*Cafeteria plan with costs shared between employee and employer including medical, vision, prescription, and dental

*Flexible spending accounts for health care and dependent care

*Employees, spouses, domestic partners and families eligible from commencement date

F. Life Insurance

*Basic Life and AD&D Insurance provided at one times salary rounded down to nearest \$1,000 up to \$500,000

*Option to purchase additional life insurance up to 8 times base salary up to \$1,500,000 (*Paid by employee)

*Option to purchase dependent child, spouse and domestic partner life (*Paid by employee)

G. Disability Insurance

*Short Term Disability – Funded by Inova at 100% of salary for the first 6 weeks and 66 2/3% of salary thereafter

*Long Term Disability – 60% coverage provided at no cost. Voluntary buy-up of additional 10% available

H. Retirement Plans

*401(k) – Funded by Inova and employee: You are 100 percent vested in matching contributions after 3 years. Inova matches 100 percent of the first 5 percent you elect to contribute. A Roth 401(k) feature is also available.

I. Education Benefits

*Educational stipend (up to \$1,000/year for conferences, books, etc.)

*Inova Student Loan Assistance Program – Inova offers student loan assistance up to \$250/month to help team members repay outstanding student loan debt.

*Inova Educational Assistance Program – Inova provides educational assistance to help with expenses you might incur within your career development.

J. Wellness Benefits

*Employee Assistance Program (EAP) offers limited counseling, referral, and support services for members of the house staff and their immediate families at no cost, on a confidential basis.

*Dedicated, Onsite EAP Counselors

*Lyra Health – confidential care for your emotional and mental wellbeing offered at no cost to all Inova team members

*InovaWell – Wellness program available to you and your spouse that offers health coaching

*InovaWell Discount – Health, fitness, parenting and other classes offered at 75 percent discount (*Paid by employee)

*InovaWell Gym – Membership discount available (*Paid by employee)

*Health Coaching – education programs for weight management, nutrition, fitness and exercise regimens, stress management, and overall lifestyle improvement

*Flu / COVID Vaccination – Free influenza and COVID vaccinations offered

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K. Other Benefits

- *Direct deposit – be sure to sign-up for this service with Human Resources
- *Free on-campus parking
- *Meal allowances when on-call
- *Cafeteria/Gift Shop Discounts for meals and other items when Inova ID badge is presented
- *On-site NAEYC accredited infant and childcare, depending upon availability, and, if not available, Employee Assistance Program provides free referral services to off-site childcare facilities (*Paid by employee)
- *Back-up Child Care when your regular arrangements are unavailable (*Paid by employee)
- *Adoption Assistance – Reimburses up to \$7,500 per placement
- *Bereavement Leave (3 days for immediate family members only)
- *Jury Duty – Compensation provided for fulfilling legal obligation
- *Long Term Care insurance - coverage for nursing home and services received at home as well as other types of care facilities (*Paid by employee)
- *On-site Credit Union
- *Employee Assistance Savings Center – exclusive savings opportunities to in-store events, theme parks, discounts, movie tickets and local offerings
- *Group Auto/Home Insurance – discounted auto, home, condo, renter’s, fire, boat and umbrella coverage through a choice of three insurance carriers (*Paid by employee)
- *Pet Care Discount Program – discounts on pet medical care, products and maintenance supplies and services (*Paid by employee)
- *Group Legal Service Plan – easy and low-cost access to a wide variety of personal legal services
- *Commuter Benefits Program – Pay for eligible commuting costs through automatic payroll deduction
- *529 College Savings Plan – Tax-advantaged way to save for your children’s college education
- *Simplified Employment-Verification Service – independent, confidential and rapid employment and salary history verification if you are applying for a loan, mortgage, lease and other transactions.

GME policies and procedures can be found at:
<https://inova.medhub.com>