

Women & Infants

New England's premier hospital for women and newborns



BROWN
Alpert Medical School



Salary/Benefit Information for Fellowship Candidates

Neonatal-Perinatal Medicine Fellowship Program
Women and Infants Hospital, Brown University

Revised:
Sept. 2024

Time Off

- **Vacation:** 20 workdays per year (balance rolls over each year)
- **Hospital Holidays:** 11 per year
- **Holidays Worked:** Time added back to holiday “bank” (~ 2-3 per year, split evenly amongst fellows)
- **Sick Time:** Accrue 3.5 hours per pay period, for a maximum yearly accrual of 12 days (96 hours)

Current Salaries

(typically increases by 2% per yr)

AY 2024-2025

PGY 4 \$76,570

PGY 5: \$81,173

PGY 6: \$83,535

PGY 7 (if Chief Resident as PGY 4):

Perk for Former Chief Residents

(if Chief during a 4th year)

**1st year fellow salary
begins at the PGY-5 level**

Health/Dental Insurance, and Beyond

Blue Cross or United Health

- Caveat: Carrier tends to change every other year, or so
- Affordable
- Current Options:
 - CNE Healthmate (PPO) or CNE Network Blue New England
 - Deductible waived if services provided at Tier I CNE facility
 - CNE Bluesolutions HSA
 - High deductible health savings plan
- Family plans available
- Waive coverage

Dental Insurance

- Delta Dental of Rhode Island
- Very affordable
- High or Standard plans available
- Sufficient coverage

Fellows' Monetary Allowance

- \$4K/fiscal year (typically)
- Reimbursements for medical licensure (Rhode Island and Federal DEA), conference travel (if presenting), course/workshop attendance (if related to one's research); journal subscriptions; medical text books; Board-review podcasts; on-line Board-review courses

Flexible Spending Account Set-up

- Pre-tax
- Wide range of uses (co-pays, prescriptions, medical devices, eyeglasses, contact lenses, etc.)

Disability Insurance Specifically for Fellows

- Low cost
- Via Northwestern Mutual

Vision Options: VSP

Employee Life Insurance Options

- 1 x annual base pay (no cost to employee)
- 1.5 x annual base pay – 5 x annual base pay

Dependent Life Insurance Options

- Employee pays full cost
- Ranges from \$5K/child to \$10K/child
- Spouse: \$10K to \$40K

Long Term Care Insurance

- Employee pays full cost
- Options available for employee and spouse
- Several different levels of care to choose from

Health Care Reimbursement Account (HCRA)

- Employee pre-tax contributions
- Reimbursement for medical, dental, vision, hearing expenses
- OTC medications (with rx)
- Maximum deposit: \$2750 per plan year

Dependent Care Reimbursement Account (DCRA)

- Employee pre-tax contributions
- Reimbursement for dependent child or elder care expenses
- Maximum deposit: \$5000 for married couples or \$2500 for married couples filing separately per plan year

CNE Match + Savings Plan

CNE makes annual contribution credit of 2% to your account. As an incentive to help employees save for retirement, CNE may add a discretionary 2% to employee's 403B AIG account when you save.

Wellness Options

- Healthtrax (CNE) fitness membership
 - 40% discount
- Discounted memberships at several quality yoga and fitness studios