

## UNIVERSITY OF MISSOURI – KANSAS CITY BENEFIT INFORMATION FOR RESIDENTS and FELLOWS

- 1. Professional Liability Coverage.** Resident will be provided professional liability coverage through the Truman Medical Center Professional and General Liability Self-Insurance Trust. The Trust provides limits of \$1,000,000 per occurrence/\$6,000,000 annual program aggregate, for residents. The professional liability coverage is provided per occurrence for medical care delivered as part of the required training program.
- 2. Vacation.** Twenty-one (21) calendar days (including weekends) of paid vacation is provided during each year of service without accumulation from year to year. The amount is prorated for residents with other than one-year resident agreement. Time is to be taken at a time approved by the Resident's Program Director. Resident's shall not be eligible to take his/her earned vacation during the time he/she is scheduled for Emergency Room duty.
- 3. Sick Leave.** Residents earn sick leave at the rate of one (1) day per month for each consecutive month of employment, time shall be cumulative to a maximum of seventy-two (72) days with pay for absence due to illness certified by their Program Director. If the Resident is dismissed or the contract is not renewed, the Resident will not receive payment for accrued but unused sick leave. Upon second year of employment, Resident may be eligible for other leave benefits under the Family Medical Leave Act. Any paid sick leave used by the Resident will count toward the Resident's leave under the Family Medical Leave Act provided eligibility requirements are met by the Resident and the reason for the leave. In the event of prolonged absence due to illness or disability, Resident's Program Director will determine whether or not make-up service and education are necessary in order to certify credit for the residency year.
- 4. Counseling.** University Counseling Center offers Psychological Counseling to students, faculty, and staff. Mental Health and Chemical Dependency benefits are provided through MHNNet. The plan will pay for eligible mental health and chemical dependency charges as specified in the schedule of benefits.
- 5. Health Benefits Program.** The University offers two options for medical coverage, myChoice Health Program and myOptions Health Program, which is a qualified high deductible plan. The University contributes the majority of the cost of coverage. The Resident's cost depends on the plan option chosen and the number of family members covered. Residents are eligible for coverage on their first day of employment. There are also wellness initiatives and programs available through the University. You can find additional information by visiting the Healthy for Life webpage.
- 6. Dental & Vision Benefits Program.** Total cost depends upon the individual or family coverage options chosen by the Resident.
- 7. Long Term Disability Program.** The University provides coverage at no cost to the Resident for option A, 60% of salary. Option B coverage may be purchased by the resident that provides up to 66 2/3% of salary.
- 8. Tax Deferred Annuity Program.** Resident may authorize the University to set aside a portion of salary to purchase an annuity contract or deposit into a mutual fund. The Resident makes all investments.
- 9. Accidental Death & Dismemberment Program.** Optional for the Resident, the program pays specific levels to cover for the death or dismemberment due to an accident. The Resident pays all cost.
- 10. Life Insurance Program.** The University provides for 1x annual salary at no cost to the Resident, and subsidizes 2x annual salary coverage. Additional coverage is available at variable cost.
- 11. Flexible Benefits Program.** Tax savings are available to Resident through Health Care and Dependent Care spending accounts. In addition, the Resident may pay their portion of premium cost for Life, Long Term Disability, Medical, and Dental coverage on a pre-tax basis.
- 12. Meal Vouchers.** Meal Vouchers for the use at hospital cafeterias are provided for on-call periods.
- 13. Medical Education Fund.** Each full-time resident, PGY-2 and up, is allowed a \$1,000 allowance per contract year in accordance with current policy on allowable expenses. The amount is prorated for residents with other than one-year resident agreement.
- 14. Research Presentation Fund.** Each full-time resident is eligible to apply for financial assistance for scholarly activity once per contract year. Up to \$500 has been allotted toward regional conference presentations and up to \$750 has been allotted for national and international conference presentations. Pre-approval is necessary. Policy and procedure is located on the GME website.

Further details regarding each of the benefits available to University of Missouri employees can be obtained at:  
<http://www.umssystem.edu/totalrewards/>

Policies and procedures governing resident performance and evaluation including topics below can be found at <http://med.umkc.edu/gme/policies>.

Disciplinary Action Policy and Procedure

Duty Hours Policy

Impaired Physician Policy

Leave of Absence Policy

Moonlighting Policy

Promotion and Dismissal Policy

Recruitment and Appointment Policy

Sexual Harassment Policy