



## Stipends and Benefits for Duke Physician Residents and Fellows, 2023-2024

### Stipends for FY24:

PGY Level	FY24 Stipend
1	63,404
2	65,975
3	68,521
4	71,328
5	74,073
6	77,016
7	80,370
8	84,195

All stipend levels will be increased by 3.5% from FY23 to FY24, reflected in the stipend amounts above. Continuing trainees will realize total stipend increases between 7 and 8 percent.

Durham has a lower cost of living (COL) than the home cities of many other major academic medical centers. Therefore, you can afford a higher standard of living with a comparable stipend. To compare COL in Durham with other cities see: [2023 Cost of Living Calculator \(bestplaces.net\)](https://www.bestplaces.net/cost-of-living-calculator)

Durham/Duke FY24 PGY-3 Stipend: \$68,521

<i>Example Cities</i>	<i>Stipend required for equivalent standard of living</i>
Nashville	\$72,457
Philadelphia	\$73,792
Chicago	\$75,479
Boston	\$107,806
Seattle	\$117,926
New York	\$118,489
San Francisco	\$171,478

### Health Insurance Coverage

- Choice of four plans, two at no cost to trainee (Duke Basic and Duke Select)
- Discounted premiums for GME trainees
- Dental and vision coverage <https://hr.duke.edu/benefits/medical>

### 403b Retirement Contribution: Effective January 1, 2024 - new this year!

- Eligible after one year of employment and age 21—additional information will be sent to eligible trainees this fall
- 4% contribution (no employee contribution required), immediate vesting
- To set up a one-on-one complimentary confidential financial counseling appointment with Fidelity: [www.fidelity.com/reserve](https://www.fidelity.com/reserve)
- To use Fidelity’s retirement calculator, attend retirement planning workshops, and much more, visit Duke’s 403b Plan site: [www.fidelity.com/duke](https://www.fidelity.com/duke) or call Fidelity at 800-343-0860.

## **Disability and Life Insurance**

- Life Insurance- no cost to trainees
  - \$100K benefit with additional benefit for death/dismemberment—portable upon graduation
  - Supplemental life insurance (\$500K) for trainees who are required to do air transport in their training
- Base Disability Insurance- no cost to trainees
  - 60% of stipend up to \$4000 per month
  - Specialty-specific through retirement age
  - Convertible to individual policy at graduation
- Supplemental Disability Insurance-optional at discounted rates
  - Underwriting concessions, fully portable
  - Specialty-specific, discounted rates

## **Financial Consulting**

- Insurance and financial planning

## **Vacation/Leave Benefits**

- Trainees eligible for DUHS parental leave policy (6 weeks paid leave)
- GME-specific policy for medical illness or caregiver leave
- 20 paid vacation days per year
- 8 paid days for acute illness, bereavement
- 2 paid days for schedule medical/dental appointments

## **Other Important Benefits**

- Parking permit in premium deck at no cost to trainee (~\$1400 benefit annually)
- \$12 per night meal benefit when on call
- On-campus gym for GME trainees only (renovation in progress)
- Labcoats for all trainees with annual refresh

## **Well-Being**

- GME Premium appointments at Personal Assistance Services: 7 am, 5-7 pm appointments for GME trainees only, as well as normal appointment times <https://pas.duke.edu/gme/>
- Concierge phone line/service at Duke Primary Care for GME trainees to facilitate establishing care and scheduling appointments
- Live for Life: multiple programs, activities and assessments to help employees and their family achieve health and fitness goals. <https://hr.duke.edu/wellness/live-life/services-programs>
- Duke PERQS—discounts for employees at many local businesses and services <https://hr.duke.edu/benefits/employee-discounts>