

Graduate Medical Education Policy	Resident Salary
Facility/Sponsor	CMC/GMEC
Policy Origin Date	January 2011
Revision Date	March 2025

PURPOSE

The Sponsoring Institution, in partnership with its accredited programs and participating sites, must provide all residents and fellows with financial support and benefits to ensure that they are able to fulfill the responsibilities of their programs.

Carilion Medical Center (CMC) supports fair and equitable compensation for all residents. This policy describes the methods used to ensure a comparable level of financial support for all residents at similar levels of experience and training in all its programs.

SCOPE

This policy applies to all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited graduate medical education programs sponsored by Carilion Medical Center (CMC).

DEFINITIONS

Resident refers to all interns, residents, and fellows participating in CMC post-graduate training programs.

Graduate Medical Education Committee (GMEC) is the committee authorized by the Board of Directors and administration of Carilion Medical Center, to advise, monitor and evaluate all aspects of residency education. Membership is determined by the GMEC policy.

PROCEDURE

1. The Designated Institutional Official (DIO) and Senior Administrative Director will present proposed changes in house staff salary and benefits to the GMEC on an annual basis. Proposed changes to residents' salaries will be based on CMC budget projections, published benchmark data from similar programs, and the needs of residents. Proposed changes will be made by the DIO through the CMC budget process and must be approved through this process before implementation.
2. A resident's salary level will be based upon the post-graduate year of training they are entering and NOT based on their prior years of Graduate Medical Education (GME) training.
3. If a resident completes a year of training in one Carilion residency program and transfers to another Carilion residency program, the contract, postgraduate level, and pay for the program into which the resident transfers will NOT reflect the trainee's cumulative years of service (postgraduate year) but rather the entry level postgraduate year of training and pay for the position to be filled. For example, if a resident completes a year in family practice and then transfers to a first-year

surgical residency position, the resident is to be assigned and paid at the post-graduate year one (PGY1) level.

4. If a resident is not promoted to the next program year but continues in the program, the resident's salary will not be advanced to the next postgraduate year level of pay at the end of the current contract year, which is usually June 30th. If there is an institutional increase in the current postgraduate year pay rate for the new Academic Year, the resident will receive the new rate of pay for that same PGY level. Upon promotion to the next postgraduate year, their new pay rate will be effective based on their updated contract dates and PGY level.
5. If entering a program at a time other than July 1st, the resident will receive a pay change when they advance to the next postgraduate level, which may be off cycle in the academic year.

Designated Institutional Official	Reviewing Committee	Date Approved
Daniel Harrington, MD	GMEC	March 11, 2007
Daniel Harrington, MD	GMEC	January 1, 2011
Donald Kees, MD	GMEC	June 10, 2014
Donald Kees, MD	GMEC	September 19, 2017
Donald Kees, MD	GMEC	September 15, 2020
Arthur Ollendorff, MD	GMEC	March 18, 2025