



ARMC RESIDENT/FELLOW BENEFIT SUMMARY 2025 - 2026

Training Year	Annual Salary	Annual Housing Stipend	Annual Education / Licensing Stipend	Annual Meal Stipend	Annual Vehicle Allowance	Total Annual Salary and Stipends
PGY I	\$74,015.37	\$2,649.92	\$1,300	\$2,600	\$745.16	\$81,310.45
PGY II	\$77,723.61	\$2,649.92	\$1,300	\$2,600	\$745.16	\$85,018.69
PGY III	\$81,222.52	\$2,649.92	\$1,300	\$2,600	\$745.16	\$88,517.60
PGY IV	\$85,299.46	\$2,649.92	\$1,300	\$2,600	\$745.16	\$92,594.54
PGY V	\$90,131.45	\$2,649.92	\$1,300	\$2,600	\$745.16	\$97,426.53
Fellow I	\$95,887.41	\$2,649.92	\$1,300	\$2,600	\$745.16	\$103,182.49
Fellow II	\$100,211.26	\$2,649.92	\$1,300	\$2,600	\$745.16	\$107,506.34
Fellow III	\$106,835.65	\$2,649.92	\$1,300	\$2,600	\$745.16	\$114,130.73

In addition, following list of Benefits are provided for this year:

Medical Insurance	Premium Subsidy, up to \$360.29 per pay period, 26 pay periods per year Kaiser or Blue Cross, HMO or PPO. Up to \$9367.54 annual
Dental Insurance	Premium Subsidy, \$9.46 per pay period. \$245.96 annual
Vision Insurance	No cost to Resident/Fellow
Short Term Disability	No cost to Resident/Fellow
Stipend for Promotional Events	\$50 per hour for services provided while representing ARMC at Health Promotional Events at ARMC with prior approval from the Program Director.
Paid Orientation	County, Hospital and GME New Hire Orientations are paid.
2 Paid Days for PGY-1 Residents to take the USMLE/COMLEX Level 3 Examinations	2 days off with pay to take the United States Medical Licensing Examination (USMLE) Step 3/ Comprehensive Osteopathic Medical Licensing USMLE Step 3/COMLEX Level 3. If it is necessary to re-take the USMLE Step 3/COMLEX Level 3, paid time off must be used.
Jury Duty Leave	Employees who are ordered/summoned to serve jury duty including Federal Grand Jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Such employees will further be required to deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such service. If an employee is required to report to jury duty during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Jury Duty Leave for those hours.
Paid Time Off	4 weeks, (160 hours), of Paid Time Off
Medical, Dental, Care Giver Leave	In accordance with ACGME Institutional Requirement IV.H.1., residents and fellows are eligible for up to six (6) weeks of paid, approved medical, parental, or caregiver leave for qualifying reasons, consistent with applicable laws and institutional policies. This benefit is available once during training and may begin at any time after the official start date. This paid leave is designed to support the well-being of trainees during significant life events. However, approved time away may impact the ability to meet ACGME and specialty board requirements for program completion. Residents and fellows are encouraged to consult with their Program Director to understand potential effects on their training timeline and ensure compliance with program and certification requirements.



Life insurance for resident, premium paid by the County	\$35,000 to a beneficiary of your choice.
Supplemental Term Life & Accidental Death & Dismemberment Insurance	Voluntary option to purchase coverage
Deferred Compensation Plan	7.5% of residents biweekly gross earnings, automatically deducted from residents' earnings - tax deferred *Total compensation will vary, based on the benefits selected by each resident. **You are not taxed on this money until you make a withdrawal OR roll it over into a retirement account.
County's 457(b) Salary Savings Plan	Resident/Fellow is eligible to participate in the County's 457(b) Salary Savings Plan as per the Plan Document.
1) Dependent Care Assistance Plan 2) Flexible Spending Account	Resident/Fellow participation is voluntary, administered by the County, allows tax deferred salary to be set aside to use for childcare or medical expenses.
iPad	Provided for length of training
AMA Membership	Provided for length of training
Safe Ride Home	To ensure that residents and fellows can get home safely after working long hours, ARMC offers two programs. These programs were created to help ARMC Residents and Fellows arrive home safely under adverse circumstances. An example is working an "extended" shift, longer than 16 hours and feeling sleep deprived. This is only to be used in the event a resident or fellow is unfit to drive home. It is not to be used for convenience, or to defray the cost of regular commuting expenses. During regular business hours call: GME at (909) 580-6157 - 15-30 minutes prior to leaving. Outside regular business hours call: Nursing House Supervisor at (909) 580-6295 - 15-30 minutes prior to leaving.
Discount for Gym Membership	Check with Kaiser and Blue Cross for the benefit.
Research and Conference Benefit	GME Office provides support to residents and fellows with advanced GME approval.
PerkSpot	County sponsored discount program, electronics, insurance, other goods and services. https://sailthru.perkspot.com/manage/38y/oc?message_id=27964727.00355259&hash=86e31359
Health Advocate - Employee Assistance Program Includes up to 5 mental health professional visits.	No cost to resident healthadvocate.com/sbcounty (866) 611-8379
Comprehensive General Liability, Professional Liability including Auto Liability self-insurance up to \$3,000,000 (combined single limits for bodily injury and property damage)	No cost to resident
Healthcare Professional Liability self-insurance (combined single limits) \$1,000,000	No cost to resident