Stipends and Benefits for Duke Residents and Fellows, 2024-2025

Stipends for FY25 (effective 7/1/2024):

<table>
<thead>
<tr>
<th>PGY Level</th>
<th>FY24 Annual Stipend</th>
<th>Monthly Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>67,284</td>
<td>5,607</td>
</tr>
<tr>
<td>2</td>
<td>69,996</td>
<td>5,833</td>
</tr>
<tr>
<td>3</td>
<td>72,720</td>
<td>6,060</td>
</tr>
<tr>
<td>4</td>
<td>75,684</td>
<td>6,307</td>
</tr>
<tr>
<td>5</td>
<td>78,600</td>
<td>6,550</td>
</tr>
<tr>
<td>6</td>
<td>81,720</td>
<td>6,810</td>
</tr>
<tr>
<td>7</td>
<td>85,272</td>
<td>7,106</td>
</tr>
<tr>
<td>8</td>
<td>89,340</td>
<td>7,445</td>
</tr>
</tbody>
</table>

Duke and Durham has a lower cost of living than the home cities of most 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: [Cost of Living Calculator (bestplaces.net)](https://www.bestplaces.net).

Durham/Duke PGY-1 Stipend: $67,284

<table>
<thead>
<tr>
<th>Example Cities</th>
<th>Stipend required for equivalent standard of living</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nashville</td>
<td>$71,149</td>
</tr>
<tr>
<td>Philadelphia</td>
<td>$72,460</td>
</tr>
<tr>
<td>Chicago</td>
<td>$74,116</td>
</tr>
<tr>
<td>Boston</td>
<td>$105,860</td>
</tr>
<tr>
<td>Seattle</td>
<td>$115,797</td>
</tr>
<tr>
<td>New York</td>
<td>$116,350</td>
</tr>
<tr>
<td>San Francisco</td>
<td>$168,383</td>
</tr>
</tbody>
</table>

Relocation Benefit

- $1000 provided to GME trainees who are new employees of Duke University/Health System

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](https://hr.duke.edu/benefits/medical)

403b Retirement Contribution

- Eligible after one year of employment and age 21
- Immediate vesting
• 4% contribution (no employee contribution required)
• Find more information on the Duke HR Website here

Back-Up Care for Dependents
• 10 annual days of backup care at discounted rates using Bright Horizons' network of caregivers who provide care for your dependents when you have a disruption in your regular care.
• Bright Horizons' center-based care is $15 per child per day or $25 per family.
• Bright Horizons' in-home care for both children and adults is priced at $6 per hour.

Earned Wage Access Benefit
• Access portion of already earned wages outside of traditional page cycle
• Find more information here

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

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 to 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
• Financial consulting for insurance and financial planning
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/](https://pas.duke.edu/gme/)
- Concierge 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](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](https://hr.duke.edu/benefits/employee-discounts)