



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

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

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

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/cost-of-living-calculator).

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

Example Cities	Stipend required for equivalent standard of living
Nashville	\$71,149
Philadelphia	\$72,460
Chicago	\$74,116
Boston	\$105,860
Seattle	\$115,797
New York	\$116,350
San Francisco	\$168,383

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>

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 pay cycle
- Find more information [here](#)

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

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/>
- 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>
- Duke PERQS—discounts for employees at many local businesses and services <https://hr.duke.edu/benefits/employee-discounts>