

May 1, 2020

For the Union: *David E. DePety*  
 Date: May 1, 2020

For the University: *Maure Gardner* *ARO*  
 Date: May 1, 2020

**Article \_\_\_\_\_ : SALARY**

- A. The appointment of a Resident shall be based on the Resident’s appropriate PGY, which shall be determined as follows:
  - 1. Residents shall be placed at PGY levels commensurate with their completed years of training program requirements.
  - 2. A Resident who, during the term of this Agreement, successfully completes his or her services for a year and is reappointed to serve for an additional year, in their particular program shall be advanced to the next higher PGY year salary in that program.
  
- B. The salary levels for all Residents shall be established as follows:
  - 1. Upon contract ratification, each resident shall receive a lump sum payment of \$1,600 paid in the June 1, 2020 paycheck, subject to tax withholding.
  - 2. Effective July 1, 2020, the salary scale will be as follows with salaries increasing 4% effective July 1, 2021:

PGY	7/1/2020	7/1/2021 4.0%
1	\$61,903	\$64,379
2	\$63,955	\$66,513
3	\$66,468	\$69,126
4	\$69,092	\$71,855
5	\$71,919	\$74,796
6	\$74,591	\$77,575
7	\$77,072	\$80,154
8	\$81,129	\$84,374
9	\$81,616	\$84,881

Chief Stipend	\$50/month	\$50/month
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3. A resident who services as Chief Resident will receive an additional stipend of \$50/month during the service period.
- C. Upon contract ratification, each resident shall receive a ratification bonus of \$500 paid in the June 1, 2020 paycheck, subject to tax withholding