

Duke Benefits Summary 2025–2026

Athletic Facilities

- All Duke trainees have access to an onsite gym facility that is reserved specifically for trainees.
- Other on campus facilities available to trainees and spouses/same sex spousal equivalents for an annual fee.

Call Rooms

- Duke Nephrology has a call room with coffee maker, our own bathroom, and our own shower

403b Retirement Contribution

- Eligible after one year of employment and age 21
- Immediate vesting
- 4% contribution (no employee contribution required)

Relocation Benefit

- \$1,000 provided to GME trainees who are new employees of Duke University/Health System and are entering their first Duke GME program.

Technology Stipend

- \$30 per month, paid out twice a year

Child & Elder Care Resources

- Child care consultant and elder care consultant available
- On-campus daycare at the Duke Children's Campus
- Severe weather child care program
- For more information: www.hr.duke/childcare

Counseling

- Personal Assistance Service available for free
 - Confidential, professional consultation for assessment, short term counseling, and referral

Dental Insurance

- Three plans offered
- Family plans available: \$45 – \$119
- 2023 monthly premiums for individuals: \$12 – \$40

Disability Insurance

- Free of charge
- After disability has kept a trainee from work for 90 days, plan provides coverage of 60% of stipend to maximum benefit of \$2000/month
- Voluntary component allows purchase of individually owned insurance above group plan

Maternity/Paternity leave

- 6 weeks paid leave
- 1 week of vacation must be preserved to be used at other times

Meals

- Each fellow receives meal tickets
 - \$380 for 1st year fellows

- \$250 for 2nd year fellows
- \$250 for 3rd year fellows
- In addition, on night float fellows receive \$15 per night (\$450)

Fatigue Ride Home

- Free taxi service to assist in the management of fatigue.

Laundry Service

- Laundry service for your white coats is provided for free

Health Insurance

- 4 health insurance plans (3 HMO's and a PPO)
- Coverage available for families, spouses/same-sex spouse
- 2 plans at no cost for individuals

Parking

- On campus parking provided at no cost to the trainee (~\$1,400 benefit annually)

Salary

The 2025-2026 stipends for GME trainees are:

PGY	Annual Stipend
4	\$77,580
5	\$80,568
6	\$83,772

*fellows who complete an additional stand along chief year will get PGY credit for that year. For example. If an incoming fellow completed and additional year after 3 years of internal medicine residency, they will enter as PGY5 salary.

Reimbursement Accounts

- Health Care and/or Dependent Day Care Reimbursement Accounts
- Deposit to account before federal, state and social security taxes are withheld

Retirement Plan

- Voluntary retirement plan
- Benefit Planning Group offers fee-based investment counseling and financial planning (not affiliated with Duke Benefits Office)

Vacation

- 4 weeks total
 - 3 weeks paid vacation throughout year
 - 1 week paid holiday vacation
- 1 week off paid to attend NKF Spring Clinical Meeting (1st years), 2nd and 3rd years attend ASN Kidney Week
- 2nd and 3rd year fellows can attend NBLUniv, Home Dialysis University, and other conferences.

Jackets

- Each fellow receives a Patagonia fleece embroidered with name

Nephrology Provides the Following:

- \$2,000 travel stipend for upper level fellows (per year)
- \$1,500 travel stipend for 1st year fellows to attend NKF
- Textbooks (Handbook of Dialysis, Handbook of Kidney Transplantation, NKF Primer on Kidney Diseases, Nephrology Secrets)

Mental Health

- PAS (Personal Assistance Service)- 8 sessions of short-term counselling for any issue including personal, family, and work. Can reengage for new problem and get 8 additional sessions.

To learn more about benefits at Duke, go to <http://www.gme.duke.edu/>