

## 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](http://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 1<sup>st</sup> year fellows

- \$250 for 2<sup>nd</sup> year fellows
- \$250 for 3<sup>rd</sup> 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 an 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 (1<sup>st</sup> years), 2<sup>nd</sup> and 3<sup>rd</sup> years attend ASN Kidney Week
- 2<sup>nd</sup> and 3<sup>rd</sup> 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 1<sup>st</sup> 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/>