



Shannon Internal Medicine Residency Program
Total Compensation Package
Per fiscal year

Financial Benefits

	PGY1	PGY2	PGY3
Salary	\$65,750	\$67,723	\$69,755
New program commencement bonus (only applicable for PGY1 2026*)	\$10,000	-	-
Chief Resident Stipend (only for PGY3 Chief Resident(s))	N/A	N/A	\$2,400
Retirement Fund Contributions (in addition to salary) Retirement plan eligibility after three (3) months of service. After 15 months of service, Shannon will match your contribution for each dollar you contribute to the plan, up to the first 3% and 50 cents on the dollar for the next 2%.	%	%	%
CME & Program Allowance	\$2,500	\$2,500	\$2,500

Vacation, Sick and Other Leave

	PGY1	PGY2	PGY3
Paid Time Off (PTO)	19 days	23 days	23 days
Extended Illness Bank (EIB) (PGY 1 accrue 1.536 hours per pay period; PGY2 and PGY3 accrue 1.848 hours per pay period.)	5 days	6 days	6 days
CME	5 days	5 days	5 days
Leaves of Absence: Paid Bereavement Leave (up to 3 days); Medical/Parental/Caregiver Leave In accordance with ACGME Institutional Requirement IV.H.1., residents/fellows are provided with a minimum of six weeks of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during an ACGME-accredited program, starting the day the resident/fellow is required to report. Residents will be provided with at least the equivalent of 100 percent of their salary for the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken. Further, residents/fellows are provided a minimum of one week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken.	varies	varies	varies

Value of additional benefits

	PGY1	PGY2	PGY3
WebTPA Health Plan: see Monthly Premiums Sheet for Dependent coverage	\$9,384	\$9,384	\$9,384
Flexible Spending Account (Optional) – Healthcare Spending Account and Dependent Care Spending Account *You may contribute up to \$3,050 annually for qualified medical expenses. *You may contribute up to \$5,000 each year to a Dependent Care Spending Account.	*	*	*
Dental Insurance (see Monthly Premiums Sheet for Dependent coverage)	\$364	\$364	\$364
Vision Insurance (Optional – see Monthly Premiums Sheet)	*	*	*
Life Insurance & Accidental Death and Dismemberment (AD&D) Insurance - 1.5x your base stipend (additional Life and AD&D Insurance available)	Included	Included	Included
Professional Liability Insurance: \$500,000 per occurrence; \$1,000,000 annual aggregate	\$11,000	\$11,000	\$11,000
ACP Internal Medicine Board Review Subscription	N/A	N/A	\$925
ACP Internal Medicine In-Training Exam	\$140	\$140	\$140
Exam Prep	\$310	\$310	\$310
Certifications (ACLS + ATLS)	\$2500	N/A	\$500
Communication (cell phone reimbursement)	\$600	\$600	\$600
Free meals at hospital	\$10,000	\$10,000	\$10,000
Dues (American College of Physicians)	\$145	\$145	\$145
Physician in Training Permit (Temporary License)	\$200	N/A	N/A
Texas State Licensure Fees (reimbursement up to \$1,500)	N/A	\$1,500	N/A
Shannon IM Residency Monogrammed Scrubs (PGY1 - 3 sets initially), (PGY2 & PGY3 - 1 scrub top)	\$240	\$40	\$40
Lab coats (PGY1 only - 2 lab coats)	\$90	N/A	N/A
Shannon Health Club individual membership	\$713	\$713	\$713

	PGY1	PGY2	PGY3
Cumulative value of benefits	\$103,936	\$104,419	\$106,376
Cumulative value of benefits – New program with commencement bonus*	\$113,936	-	-
Cumulative value of benefits – Chief Resident(s) Stipend**	-	-	\$108,776

Other Benefits:

- Short Term Disability
- Long Term Disability
- Accident Coverage
- Critical Illness Coverage
- Direct Deposit
- Identity Theft Protection
- Employee Assistance Program
- FMLA
- Shannon On Demand (telehealth visits)
- Pharmacy
- In-house Moonlighting Opportunities Available
- Air Ambulance
- Health Club Membership Discounts
- Medical Supply Discounts
- AT&T, Verizon, & T-Mobile Discount on Monthly Bill
- Wellness Program (Shannon WellSteps)
- Onsite Childcare
- Full privileges at TAMU Health Science Center Medical Library
- Residents' Lounge
- Free Parking at Hospital and Clinics