

PC-NP Resident Salary and Benefits

Benefits and Pay

- The per annum stipend for NP residents is established by OAA and is non-negotiable. OAA provides approved facilities with stipends, Federal Insurance Contribution Act (FICA) contributions, and health and life insurance premiums. Employees on temporary (one year or less), are eligible to enroll in an Federal Employee Health benefits (FEHB) plan. These eligible employees will receive the same government contribution as full-time permanent employees. These employees are also eligible for the Federal Dental and Vision Program (FEDVIP). Employees are not required to enroll in FEHB in order to be eligible for FEDVIP. Employees who were initially appointed in a position in which they were insured prior to their temporary appointment, may be eligible to continue FEGLI coverage. Refer to FEGLI Handbook Exclusions by Regulation. Exceptions.

Leave Accrual

NP residents accrue leave based on their Federal Service Computation Date (SCD), comparable to Title 5 employees.

- **Sick Leave:** 1 hour for every 20 hours worked per pay period
- **Annual Leave:**
 - o If the resident has less than three years of eligible Federal Service, they accrue 1 hour of annual leave for every 20 hours worked per pay period.
 - o If the resident has between 3 and 15 years of eligible Federal Service, they accrue 1 hour of annual leave for every 13 hours worked per pay period.
 - o If the resident has over 15 years of eligible Federal Service, they accrue 1 hour of annual leave for every 10 hours worked per pay period.

Other Benefits

- 11 paid federal holidays per academic year (12 in years with an additional federal holiday for Inauguration Day), aligning with the federal calendar.
- Paid administrative leave to attend approved educational conferences and meetings.
- Health insurance coverage, starting the first day of employment.
- Per current federal regulations, temporary employees are not eligible for Federal Medical Leave Act, or paid parental leave.