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. The NP resident locality-based per annum stipend for 2025-2026 is $91,011.

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:**
    - 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.
    - 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.
    - 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 vision and dental insurance, Federal Medical Leave Act, or paid parental leave.

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