	Johns Hopkins School of Medicine **Graduate Medical Education (GME) Policies and Forms**	*Policy Number*	P&F019
		Effective Date	07/01/2023
	Subject **Vacation Policy and Compensation Levels, Postdoctoral Fellows**	*Page*	1 of 1
		Supersedes	07/01/2022

Keywords: compensation, fellows, vacation policy

I. <u>VACATION POLICY</u>

The vacation policy is 2 weeks to one month as determined by the training program director for postgraduate year. The vacation time for the year is set and announced at the beginning of the academic year and must be used within the academic year (July 1 – June 30). For appointments beginning after July 1, the vacation allocation will be prorated in accordance with the start date of the appointment. Unused vacation time for fellows does not carry-over beyond the end of the academic year and will not be paid out as a supplement if it is not taken.

II. <u>COMPENSATION LEVELS</u>

Compensation levels will be consistent with University guidelines for years of relevant experience. At a minimum, compensation levels must meet the NIH stipend levels. The Johns Hopkins University School of Medicine maximum compensation levels by PGY level are also stipulated in the table below. Training program directors will determine the exact compensation using the guidelines below.

In addition, Clinical and Research/Clinical fellows must be provided with medical insurance benefits for themselves and their eligible dependents. The Senior Associate Dean for Graduate Medical Education will review all requests for deviations to the policies regarding compensation and benefits.

JHU PGY Level	NRSA/NIH Minimum (effective 10/1/2022)	JHSOM Clinical Scale 2023-2024	JHSOM Maximum 2023-2024
1	$ 56,484 (0-1)	$67,477	$80,972
2	56,880 (1-2)	70,322	84,386
3	57,300 (2-3)	73,708	88,450
4	59,592 (3-4)	76,791	92,149
5	61,572 (4-5)	80,170	96,204
6	63,852 (5-6)	84,094	100,913
7	66,228 (6-7)	87,054	104,465
8	68,604 (7 +)	89,688	107,626
9		94,568	113,483