



YOUR TOTAL COMPENSATION

Your compensation extends far beyond your base salary. The **sample R4** total annual compensation statement below shows the cash compensation, value of time off, and what the University contributes to retirement, health care, and other insurances for medical and dental residents.

Your Total Compensation: \$103,434 *
= Cash compensation + employer paid benefits + employer paid taxes

Cash Compensation	Days		Total \$
Regular Earnings	309	\$	65,870
Paid Personal Holiday**	1	\$	213
Professional Leave**	up to 10	\$	2,132
Sick Time Off**	up to 17	\$	3,624
Vacation Time Off**	28	\$	5,969
Total Cash Compensation	365	\$	77,808

(includes \$6000 allowance, per CBA)

UW Employee Benefits	UW Contribution
Retirement Contributions	\$ 3,890
Health Insurance	\$ 13,560
Total Benefits value	\$ 17,450

Taxes	UW Contribution
WA Paid Family & Medical Leave	\$ 125
Social Security & Medicare	\$ 5,952
Other (Worker's Comp, etc.)	\$ 342
Total Taxes	\$ 6,419

Other	UW Contribution
Professional Development (Stipend)	\$ 450
Limited License (Washington)	\$ 391
Total Other	\$ 841

UW contributes 32.9% above cash compensation

* individual programs may offer additional financial benefits

** Time away from training is governed by specialty boards and use of this time may impact board eligibility

Additional Resources

[RFPU-NW Contract \(Effective 7/4/22 – 6/30/2025\)](#)

[Compensation Schedule for RFPU-NW Members \(Effective 7/1/22 – 6/30/25\)](#)

[UW Summary of Benefits for Residents and Fellows](#)

This statement is intended solely as an estimate of total compensation. Nothing herein is intended to be an employment policy or contract or shall function as any form of promise or guarantee.