

February 24, 2026

Dear St. Luke's Residents and Fellows:

St. Luke's University Health Network is consistently named as one of the nation's top teaching hospitals, as well as one of the best places to work regionally and in the United States. Recently, the U.S. Department of Health and Human Services ranked St. Luke's as the nation's top health system for quality, safety and patient experience.

In addition, St. Luke's earned a prominent position on Premier's 100 Top Hospitals list, and we remain the only health care network in the Lehigh Valley – and in Pennsylvania – to simultaneously receive five-star hospital ratings from the U.S. Centers for Medicare & Medicaid Services (CMS) and straight A's for safety on Leapfrog's report card. **Your valued contributions to the quality care St. Luke's consistently delivers to our patients is one of the main reasons for this success.**

St. Luke's highly values you, and, in an effort to demonstrate our appreciation, St. Luke's continually utilizes compensation data from the region, including the Philadelphia area, to ensure competitiveness. We are incredibly pleased to inform you that St. Luke's has approved pay raises and benefit increases for all residents and fellows, effective July 1, 2026.

	New Salaries	Annual Stipend*	Benefits (avg)	Total Compensation
PGY1	\$73,095	\$2,500	\$35,090	\$110,685
PGY2	\$76,029	\$2,500	\$35,090	\$113,619
PGY3	\$79,078	\$2,500	\$35,090	\$116,668
PGY4	\$82,449	\$2,500	\$35,090	\$120,039
PGY5	\$85,767	\$2,500	\$35,090	\$123,357
PGY6	\$89,567	\$2,500	\$35,090	\$127,157
PGY7	\$92,253	\$2,500	\$35,090	\$129,843

* Each resident and fellow will receive a stipend in the total gross amount of \$2,500 payable in equal installments (quarterly) over the academic year.

These increases represent an ongoing investment in the most important part of our GME program – **YOU!** The following is a summary of your benefits.

Health, Wellness, and Educational Benefits

- Health, Dental, Vision, Life, and Medical Professional Liability insurances.
- Leave of Absence program for approved medical, parental, and caregiver leave(s) - six weeks total, 100% salary coverage during residency training, including return to work courses for new parents.
- Vacation time - 120 hours frontloaded vacation/personal time at the beginning of each year.
- Holiday time - 48 hours frontloaded holiday time at the beginning of each year.
- Sick time - 3.13 hours of sick time accrued on a per pay basis.
- \$2,000 to cover transportation, meals, lodging, and registration cost for presenting scholarly activity.
- \$2,000 board review course/senior conference (for senior residents/fellows only).
- \$700 device allowance for incoming residents and fellows.
- \$700 educational allowance for journals, subscriptions, and minor equipment, including mobile phones.
- \$650 wellness credit for participating in an annual health risk assessment.
- \$400 base meal allowance with additional allowance depending on call schedule.
- \$360 membership at a St. Luke's Health & Fitness Center.

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- Discounts for day care centers, assistance with 529 college plans, availability of a credit union, free parking, and site-to-site mileage reimbursement.
- GME sponsors numerous wellness and social activities each year. The Network also has an Employee Wellness Program in which residents/fellows can participate: [St. Luke's - Caring Starts with You, St. Luke's Employee Wellness Program](#)

Financial, Debt Management, and Retirement Benefits

- Debt Management Services: St. Luke's has partnered with Student Loan Professor to provide comprehensive loan consultations at a discounted rate for all housestaff. The consultation entails a complete review of all federal and private student loans, forgiveness projections (if applicable), various loan repayment options, and an action plan to manage and retire the debt.
- Financial Workshops and Consultations: St. Luke's engages experts to provide financial workshops and consultations to GME house staff at no charge covering income protection, debt and student loans, cash flow strategies, and an introduction to investing.
- Retirement Plan and Consultation: Residents and fellows are eligible to participate in the St. Luke's Defined Contribution Plan through Transamerica. **St. Luke's makes contributions on your behalf based on years of credited service, starting at 2.5% of your base salary.** Additionally, St. Luke's provides its residents and fellows retirement consultation services through Transamerica.

St. Luke's attracts some of the best and brightest to train and work at our 16 campuses and 350+ outpatient sites. Our graduate medical educational program is the largest in the region. By July 2026, we will have 560 residents and fellows training in 60 programs across our Network! **As we continue to grow, we reaffirm our commitment to supporting all of our residents and fellows during your time with us.**

Together, we strive to care for one another and our communities. We hope you consider staying with us and working as an instrumental member of the St. Luke's team following graduation.

We remain grateful to each and every one of you for the remarkable care you provide our patients every day!

Thank you!



Wendy Lazo
President, St. Luke's University Hospital – Bethlehem Campus



Shaden Eldakar-Hein, MD
Chief Academic Officer
Dean of Temple/St Luke's School of Medicine



Edward Nawrocki
President, East Region & Anderson Campus



Sandra Yaich
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