

UTHSCSA Graduate Medical Education Policies

Section 6	Fiscal Policies and Procedures	Effective:	July 2006
		Revised:	December 2009 March 2012, June 2014, July 2022
Policy 6.3.	Compensation and Benefits	Responsibility:	Designated Institutional Official

Compensation and Benefits

Compensation and Benefits, Stipends

[Click here to access current information about compensation, benefits, and stipend amounts](#)

Vacation

- PGY-1 year - 10 days paid leave; cannot be carried over except as determined by program and Professional Staff Services.
- PGY-2 year and above - 15 days paid leave; cannot be carried over except as determined by program and Professional Staff Services.

Sick Leave

All years - 10 working days paid leave per year; cannot be carried over except as determined by program and Professional Staff Services.

Please refer to Program Policies and University Health (UH) House Staff Manual, Section V: House Staff Leave Policies for more details about Vacation/Sick Leave, Medical Leave, Paternal/Medical/Caregiver Leave of Absence, House Staff Time Donation Program, Seminars/Meetings, and Other Leave.

<https://www.uthscsa.edu/academics/medicine/about/ogme/policies/hospital>

Family and Medical Leave

For more information, see [GME Policy 7.3 - Family and Medical Leave.](#)

Insurance

All years:

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- Major Medical Insurance: shared cost
- Major Medical Insurance for Dependents: shared cost
- Outpatient Mental Health: shared cost
- Inpatient Mental Health: shared cost
- Group Life Insurance: paid by institution
- Dependant Term Life Insurance: participant paid
- Dental Insurance: shared cost
- Disability Insurance: paid by Institution
- Disability Insurance for Occupationally Acquired HIV: paid by institution
- Flex Accounts - Hlth & Dep.
- 457 Deferred Comp Plan

Counseling and Psychological Support Services

Work-life Wellness Resources,
Employee Assistant Program (EAP),
and other resources can be found at
this site on the “Wellness Page”:

[https://www.uthscsa.edu/academics/
medicine/education/gme](https://www.uthscsa.edu/academics/medicine/education/gme)