

UTHSCSA Graduate Medical Education Policies

Section 6	Fiscal Policies and Procedures	Effective:	July 2006
		Revised:	December 2009 March 2012, June 2014
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.

***Family and Medical Leave***

All years - residents are eligible for up to twelve weeks unpaid leave for birth or adoption of a child or care of a seriously ill family member's personal serious health condition.

The FMLA provides leave to care for a new-born child or a child placed in the employee's home for adoption or foster care; to care for an employee's parent, spouse, son or daughter with a personal serious health condition; or for a serious personal health condition which prevents the employee from performing his or her job

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

***Insurance***

All years:

## UTHSCSA Graduate Medical Education Policies

- 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***

Employee Assistant Program (EAP)

[Click here for flyer](#)