



Compensation and Benefits Policy

Effective Date: February 2016	Policy Owner: Graduate Medical Education Administration
Last Review Date: February 2016	Policy Contact: Marsha Sellner
Next Review Date:	ACGME Institutional Requirement #:
Origination Date: February 2016	ACGME Common Program Requirement #:

POLICY STATEMENT

Compensation and Benefits, Stipends

Current information on compensation, benefits, and stipend amounts will be posted on the website annually once confirmed by Human Resources.

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

Insurance

- 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 - Health & Dependent Care
- 457 Deferred Compensation Plan

Counseling and Psychological Support Services
Employee Assistant Program (EAP)

REASON FOR POLICY

PROCEDURES

FORMS/INSTRUCTIONS

RESPONSIBILITIES

FAQ

ADDITIONAL CONTACTS

Subject	Contact	Phone	Fax/Email
Primary Contact(s)			
Subject			

DEFINITIONS

[Texas Physician Health Program Website](#)

RELATED INFORMATION

HISTORY