

Resident Benefits

Residents are employees of The University of Texas Rio Grande Valley (UTRGV). UTRGV is the sponsoring institution for the residency program.



RESIDENT CONTRACT

Residents are required to sign an annual Graduate Medical Education (GME) Agreement establishing the terms and conditions for participation in the GME program's facilities or other participating institution facilities.

STIPEND

Annual and monthly stipends for academic year 2015-2016.

PGY Level	Stipend	Monthly Stipend
1	\$49,036.77	\$4,086.40
2	\$50,387.72	\$4,198.98
3	\$52,008.70	\$4,334.06
4	\$53,832.38	\$4,486.03
5	\$55,678.57	\$4,639.88

***PLEASE NOTE:** The current salaries for UTRGV residents are provided as reference. Revised salaries for the upcoming program year are typically published in January for July 2016.

MAJOR BENEFITS

Benefits are established through the UT System Office of Employee Benefits. Benefits begin on the first official day of residency/fellowship. [details](#)

- Health Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Disability Insurance
- Professional Liability Insurance

Active Employees and their eligible dependents may enroll in:

- UT SELECT Medical Insurance
- Prescription Drug Coverage
- \$20,000 Group Term Life
- Accidental Death & Dismemberment (AD&D) Insurance

**Basic Coverage for active employees is at \$0 cost to employees.*

Optional Coverage Includes:

- Dental Insurance
- Vision Insurance
- Voluntary Group Term Life Insurance
- Voluntary Accidental Death and Dismemberment (AD&D)

Additional Coverages (Employee only)

- UT FLEX
- Disability Insurance

MANDATORY RETIREMENT [details](#)

All eligible employees of The University of Texas System are automatically enrolled in the Teacher Retirement System (TRS) of Texas on their first day of employment. For FY15, employees contribute 6.7% of monthly pay to TRS. The institution contributes 6.8%.

At the time of orientation, residents will also be given a one time opportunity to enroll in the Optional Retirement Program (ORP) instead of TRS. For ORP, employees contribute 6.65%. The institution contributes 8.5%. Learn more about ORP, [here](#).

VACATION and SICK LEAVE

		First Year	Subsequent Year
	Vacation	10 days	15 days
	Sickness	10 days	10 days

Dates of vacation are determined through the program director.

MATERNITY or PATERNITY LEAVE

Residents are eligible for up to twelve (12) weeks unpaid leave under the Parental Leave policy (FMLA).

EMPLOYEE ASSISTANT PROGRAM (UTEAP) [details](#)

The UTEAP provides an Employee Assistance Program (EAP) for all UTRGV employees, faculty, staff members and their families. Through the EAP, you, your spouse or live-in partner, and eligible dependent children can access free, convenient and confidential services. The EAP offers a variety of services including counseling sessions with a licensed mental health professional, legal and financial resources, and WorkLife referrals.

PHYSICIANS IN TRAINING PERMIT [details](#)

TMB PIT Permit application fee reimbursed