

Paid Leave

Paid Leave Time	First Year	Subsequent Years
Vacation	10 days	15 days
Sick Leave	12 days	12 days

*Effective: July 1, 2016

Maternity or Paternity Leave

Residents are eligible for up to twelve (12) weeks unpaid leave under the UTRGV Family and Medical Leave policy ([FMLA](#))

Insurance

- Medical Insurance- *No Cost to Resident*
- Prescription Drug Coverage-*No Cost to Resident*
- Dental Insurance
- Vision Insurance
- Life Insurance
- Disability Insurance
- Accidental Death & Dismemberment Insurance
- Professional Liability Insurance- *No Cost to Resident*

* Insurance begins on the first official day of residency. For detailed information please visit the [UT System of Employee Benefits website](#).

Additional Benefits

- Dependent Medical, Vision and Dental Insurance at group rates
- 20,000 Group Term Life
- UT Flex
- Teacher Retirement System of Texas
- Optional Retirement Program
- Paid membership in Hidalgo/Starr or Cameron County Medical Society and The Texas Medical Association.
- Reimbursement for Texas Medical Board Physician in Training (PIT) Permit

Services

- **Employee Assistant Program(EAP)**- Residents and their family members can access convenient and confidential services at no cost to you. EAP offers a variety of services from counseling consultations to legal and financial resources. For more information visit the [EAP website](#).
- **University Recreation (UREC)**- The UTRGV [Recreation Center](#) provides quality programs, services and facilities to encourage a lifelong pursuit of active healthy lifestyles.