

## UC Davis Housestaff Compensation Plan Academic Year 2026-2027

The terms of this compensation package are outlined in the collective bargaining agreement between the University of California and the UC Davis Housestaff.

The collective bargaining agreement covers all UC Davis Health physician residents and clinical fellows, except for those who are employed by the US military.

### I. Salary:

The following salary table is effective September 1, 2026.

| PGY Level | Annual    | Monthly     |
|-----------|-----------|-------------|
| 1         | \$91,367  | \$7,613.90  |
| 2         | \$94,117  | \$7,843.06  |
| 3         | \$97,486  | \$8,123.85  |
| 4         | \$101,002 | \$8,416.80  |
| 5         | \$104,792 | \$8,732.68  |
| 6         | \$108,377 | \$9,031.40  |
| 7         | \$111,703 | \$9,308.60  |
| 8         | \$117,140 | \$9,761.68  |
| 9         | \$121,479 | \$10,123.23 |
| 10        | \$125,974 | \$10,497.81 |

Chief appointments will be paid a stipend of \$100 per month

## II. Additional Financial Components:

| Stipend                   | Annual Value  | Available To   | How / When Paid                                                                         |
|---------------------------|---------------|----------------|-----------------------------------------------------------------------------------------|
| Resident Enhancement Fund | \$8,000       | All Housestaff | FY27: Paid out 90 days from Ratification<br>FY28-30: Paid out no later than August 10th |
| CA Medical License        | License Fee   | All Housestaff | Reimbursement for Trainee cost                                                          |
| Step / COMLEX 3 Exams     | Exam Fee      | All Housestaff | Reimbursement for Trainee cost                                                          |
| Relocation                | Up to \$1,500 | New Hires      | Reimbursement for New Hire Relocation Costs                                             |

## III. Resident Enhancement Fund Payment Requirements

### A. What Criteria Must Be Met

- Each Trainee will receive one REF Payment per Post Graduate Training year
- Trainee must be in active training status on the date the REF Payment is made

## IV. Reimbursement Policies and Procedures

### A. Campus policy states reimbursements must be submitted within 60 days of purchase, or they will be treated as taxable income

### B. California Medical License and Step 3 Exam

#### 1. What Qualifies

- PTL Application Fee
- Transition License Fee
- Physician and Surgeon License Fee
- Physician and Surgeon License Fee Renewal Fee
- Step 3 / COMLEX 3 Exam Fee (1<sup>st</sup> Attempt Only)

#### 2. What Does Not Qualify

- Transcript Fees
- LiveScan Fees
- Notary Fees
- Exam Rescheduling Fees

3. What Criteria Must Be Met

- Payment must be made during the academic year seeking reimbursement
- Trainee must be active in a UC Davis training program when payment is made
- Specifically for Licenses
  - If seeking reimbursement for a license renewal, trainee must be active in a UC Davis training program when the previous license expires
  - Newly hired housestaff may secure a license prior to employment and seek reimbursement, if they were not in a prior training program where the license was required

4. License and Exam Reimbursement Procedure

- Submit Request via Aggie Expense
- Required Documents
  - Receipt of Payment

C. Relocation Reimbursement

1. Relocation Requests must adhere to the University Moving & Relocation Policy (G-13)
  - Approved Expenses can be found in III.A.2
  - Distance Test must be met (III.A.1.c)
2. Relocation will only be paid One-Time per University of California employment
3. Relocation Reimbursement Procedure
  - Submit Expense List to GME for pre-approval
  - Submit approved receipts to AggieExpense, receipts will be required