

UC Davis Housestaff Compensation Plan Academic Year 2025-2026

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 October 1, 2025.

PGY Level	Annual	Monthly
1	\$87,016	\$7,251.33
2	\$89,635	\$7,469.58
3	\$92,844	\$7,737.00
4	\$96,192	\$8,016.00
5	\$99,802	\$8,316.83
6	\$103,216	\$8,601.33
7	\$106,384	\$8,865.33
8	\$111,562	\$9,296.83
9	\$115,694	\$9,641.17
10	\$119,975	\$9,997.92

Chief appointments will be paid a stipend of \$200 per month

II. Additional Financial Components:

Stipend	Annual Value	Available To	How / When Paid
Meal Money	\$2,440	All Housestaff	Front loaded at the beginning of the year
Education Fund	\$1,000	All Housestaff	Reimbursement for Trainee cost
CA Medical License	Actual Cost	All Housestaff	Reimbursement for Trainee cost
Step / COMPLEX 3 Exams	Actual Cost	All Housestaff	Reimbursement for Trainee cost
Relocation	\$1,100	New Hires	One time money paid on 1 st or 2 nd paycheck

III. 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 / COMPLEX 3 Exam Fee (1st Attempt Only)

2. 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 houestaff may secure a license prior to employment and seek reimbursement, if they were not in a prior training program where the license was required (Please see III.A. as this will apply)

3. License and Exam Reimbursement Procedure
 - Submit Request via Aggie Expense
 - Required Documents
 - Receipt of Payment
 - License Renewals require copy of current license showing expiration date

C. Education Fund

1. What Criteria Must Be Met
 - Purchase must be made while trainee is an employee of UC Davis Health
 - Reimbursement must be requested in the academic year the purchase was made
2. What Qualifies (Examples and not comprehensive)
 - Safety / Medical Equipment
 - Conference / Presentation Costs
 - Personal Devices (Computer / Tablet / Mobile Phone)
 - Board Fees
 - Specialty Exam Fees
 - Q Banks / Study Materials
 - Scrubs
 - Licenses and Certifications not covered in III.B.
 - Unrestricted DEAs
 - License fees for future employment
3. What Does Not Qualify (Common Questions, So Listed Here)
 - Headphones
 - Smart Watches
 - Activewear / Clothing
 - Repair Work / Service Costs
 - Transportation
 - Furniture
 - No Lease/Payment Plans -> Must purchase the whole item for reimbursement
4. Education Fund Reimbursement Procedure
 - Submit Request via Aggie Expense
 - Receipt from purchase is Required
 - Education dollars are not renewed during an extension which is incurred due to a Leave of Absence
 - Off-cycle trainees will have their education funds aligned with their academic year
 - Final day of academic year to submit requests is June 15, 2026