

Aurora Graduate Medical Education Residency and Fellowship Benefits

A strong roster of reasons to become an Aurora Health Care Medical Resident or Fellow.

Salary

Pay grades are readjusted annually. 2020–2021 salaries are:

PG I (1 st Year Resident): \$62,000	PG V (2 nd Year Fellow): \$69,000
PG II (2 nd Year Resident): \$63,000	PG VI (3 rd Year Fellow): \$71,000
PG III (3 rd Year Resident): \$65,000	PG VII (4 th Year Fellow): \$74,000
PG IV (1 st Year Fellow): \$67,000	PG VIII (5 th Year Fellow): \$77,000

Insurance

Professional Liability Insurance

Aurora Health Care provides professional liability insurance while you're completing your residency or fellowship training program. During your first year as a trainee, or when you are not yet licensed to practice medicine in Wisconsin, you're included in the professional liability insurance policy of the medical center.

When you're a licensed trainee, professional liability coverage is provided by a policy purchased by the medical center. You'll need to complete an application form to get this insurance coverage.

Health & Dental Insurance

Full-time medical residents or fellows and their eligible dependents are qualified to participate in our medical and dental insurance plans. Eligible dependents may include a spouse, child, same gender domestic partner and child of same gender domestic partner.

We offer multiple plan options for both medical and dental. Coverage is effective the first day of employment.

Group Life Insurance

Coverage is 1x your base salary, 100% employer paid.

Paid Time Off & Leave of Absence

Paid Time Off (PTO)

Trainees receive 28 paid days (224 hours) each academic year for vacation, holidays and unplanned absence. Planned time off must be scheduled according to program policies and approved by the program director. Trainees can carry over a maximum of 40 hours of unused PTO at the end of the academic year.



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Funeral Leave

In a time of loss, it is important that team members have time to attend to, and to grieve the loss of a loved one. Advocate Aurora Health provides eligible team members up to 5 workdays of time off with pay for Bereavement Leave for purposes of traveling or tending to personal business related to the death of a family member. Additional time off is available to support Child Bereavement Leave.

Leave of Absence

All leaves are granted in accordance with Aurora Health Care policies, the Family and Medical Leave Act (FMLA) of 1992 and the Wisconsin Family and Medical Leave Act, along with the approval of the residency or fellowship program director.

Status of the trainee's education level and graduation date may be altered based on time away from the program.

Disability Coverage

Aurora Health Care pays the full cost of short-term and long-term disability plans. Trainees are eligible for coverage the first of the month following three full calendar months of employment.

- Short-term disability: Benefit pays 60% of base salary beginning the 11th calendar day of illness or accident for up to 12 weeks.
- Long-term disability: Benefit pays 50% of base salary following a 90-calendar day waiting period. The maximum monthly benefit is \$10,000.

Work Environment

- Safe, drug-free environment: We complete a hair drug test on all applicants selected for a medical residency at Advocate Aurora. A positive drug test will result in withdrawal of the residency offer.
- Free parking: Parking is provided at no charge. Specific locations will be assigned.
- Free meals: Meals are provided to on-call residents and fellows.

Other Perks

- Auroraflex: Flexible spending account that allows pretax deposits for medical insurance, dental insurance and/or medical/dependent care.
- Tax-deferred annuities: Eligible to full-time medical residents on date of hire.
- Day care center: An on-site child-care facility is available to Aurora Health Care employees. The center offers a comprehensive program for children two weeks through 12 years of age.