

Explore the perks that support your career, health and well-being during training at Rush.

2025-26 Salaries



PGY 1 =	\$71,657
PGY 2 =	\$76,374
PGY 3 =	\$78,799
PGY 4 =	\$82,839
PGY 5 =	\$86,770
PGY 6 =	\$90,308
PGY 7 =	\$93,606
PGY 8 =	\$95,179
Psychology Intern =	\$40,994

Medical Plans

Rush offers the choice of two medical plans with prescription drug coverage included:

- Core Preferred Provider Organization
- Health Savings Advantage Plan

The medical plan options are designed to save you money when you get care from Rush providers and at Rush facilities.

Contributions* are shown as per-paycheck amounts. If you elect to enroll, you will be making these contributions twice per month.

Individual House Officer (with no dependents)	FREE
Individual + Child(ren)	\$ 25.00
Individual + Spouse/Civil Union Partner	\$ 30.00
Individual + Family	\$ 35.00

Benefit Coverage Links

- 2025 House Staff Benefits at a Glance
- 2025 Benefits Contributions
- 2025 Plan Comparisons

Dental Plans

Rush offers the choice of two dental plans that provide coverage for dental care including exams, cleanings and x-rays:

- Dental Care Access Plan (DHMO)
- Preferred Provider Organization Plan (DPPO)

Contributions* are shown as per-paycheck amounts. If you elect to enroll, you will be making these contributions twice per month.

Coverage	PPO	DHMO
Individual House Officer	\$12.43	\$6.01
Individual + Spouse/Civil Union Partner	\$ 24.86	\$ 11.12
Individual + Child(ren)	\$ 30.17	\$ 12.55
Individual + Family	\$ 43.45	\$ 17.67

Fertility Benefit:
Up to \$50,000 Lifetime Coverage

Support for medical and pharmacy costs, including Assisted Reproductive Therapy, while employed at Rush.

[2025 Fertility Benefits Flyer](#)

Vision Plan

Rush offers a vision plan which provides comprehensive coverage including eye exams, frames and/or contacts.

Contributions* are shown as per-paycheck amounts. If you elect to enroll, you will be making these contributions twice per month.

Individual House Officer	\$4.22
Individual + Spouse/Civil Union Partner	\$ 6.57
Individual + Child(ren)	\$ 6.71
Individual + Family	\$ 10.82

Life & Disability Benefits

At no cost to you, Rush provides you:

- Basic life and accidental death and dismemberment insurance** coverage of 1x annual base salary up to \$50,000;
- Short Term disability insurance** of 100% of annual base salary if you are absent from work due to illness or non-work-related injury and are considered disabled for up to 90 days;
- Long Term disability insurance** of up to \$4,000 per month, if your disability extends beyond 90 days.

Additional insurance coverages can be purchased at group rates.

Paid Time Off & Leave Benefits

Benefit	Description
Vacation/ Education Leave	4 weeks per academic year (1 week can be used for education)
Wellness Days	Up to 2 wellness days in addition to vacation each year.
Sick Days	Up to 5 sick days in addition to vacation each year
Medical Leave	Up to 12 weeks of leave to care for a spouse, parent, or child with a serious health condition.**
Parental & Caregiver Leave	Up to 6 weeks paid time off for a qualifying parental or caregiver leave.**
Salary Continuation Leave	Up to 3 months of paid leave with benefits due to a personal health condition, extended illness, or disability.**

**Qualifying leaves of absence will run concurrently with available Family Medical Leave of Absence (FMLA), consistent with applicable laws.

Family Support Benefits


Rush provides assistance and resources to help employees find solutions for their family needs:

- Bright Horizon:** \$150 in credits each year for backup child or pet care. Resources for Adult and elder care. Discounts for childcare at select centers or partner facilities.
- Laurance Armour Day School:** Priority access to a tuition/fee-based preschool and day care facility.

Bonus Benefits at Rush


- Parking:** Free garage parking (\$30 deposit for transponder)
- White Lab Coats:** Provided at no cost for new-hires
- Retirement Plan:** Save & invest with a Rush match on contributions
- Mileage Reimbursement:** For required rotations
- Fatigue Mitigation Service:** Post-shift transportation support. Refer to GME policy
- Wellness Center:** Free confidential counseling for house staff

Extra Support: Annual Stipends & Perks



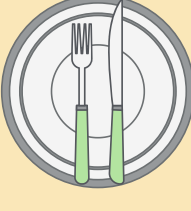
Rush Education Assistance Enhancement Funds

Up to \$1,000 reimbursement per year for conference & registration fees, test costs, and study materials through Rush's Education Assistance Enhancement Benefit.




GME Tech Stipend

\$600 per year to help cover work-related expenses associated with use of personal devices. Paid via direct deposit in four quarterly payments.



GME Meal Allowance

\$1,500 provided per year. Paid via direct deposit in four quarterly payments.



GME Educational Stipend

\$1,500 per year for first-year residents; \$2,000 per year for all other house staff. Paid via direct deposit, one lump sum payment on your first paycheck in August.

*Contributions are effective July 1, 2025 - Dec. 31, 2025. Changes for Jan. 1, 2026 - June 30, 2026 will be communicated during open enrollment. This is only applicable for Rush University Medical Center (RUMC) GME trainees.

This document contains high-level information about Rush benefits. Rush reserves the right to end, suspend, or amend its benefit programs, in whole or in part, at any time, at its sole discretion.