INFOGRAPHIC

2027

HOUSE STAFF BENEFITS OVERVIEW

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

2027 Salaries



PGY 1 =	$75,962	**PGY 5 =**	$91,978
PGY 2 =	$80,954	**PGY 6 =**	$95,742
PGY 3 =	$83,512	**PGY 7 =**	$99,216
PGY 4 =	$87,818	**PGY 8 =**	$99,216
		Psychology Intern =	$43,451

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 at Rush facilities from Rush providers or pharmacies.

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

- 2027 House Staff Benefits at a Glance
- 2027 Benefits Contributions
- 2027 Plan Comparisons

Fertility Benefit: Up to $50,000 Lifetime Coverage

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

2027 Fertility Benefits Flyer

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	$14.62	$7.14
Individual + Spouse/Civil Union Partner	$29.23	$13.21
Individual + Child(ren)	$35.49	$14.91
Individual + Family	$51.10	$20.99

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	$4.75
Individual + Spouse/Civil Union Partner	$7.39
Individual + Child(ren)	$7.55
Individual + Family	$12.18

Life and 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** replaces your annual base salary if you are absent from work due to illness or no-work-related injury considered disabled. The benefit provides 100% of salary for days 1-90 and 60% of salary for days 91-179, up to a weekly maximum;
- **Long Term disability insurance** replaces 50% of your annual base salary, if your disability extends beyond 180 days.

Additional insurance coverages can be purchased at group rates.

Paid Time Off and Leave Benefits

Benefit	Description
Vacation/ Education Leave	4 weeks per academic year (1 week can be used for education)
Personal Days	Up to 3 personal days in addition to vacation each year
Sick Days	Up to 5 sick days in addition to vacation each year
Parental & Caregiver Leave	Up to 6 weeks of paid leave for a qualifying parental or caregiver leave**
Short Term Disability Leave	Up to 3 months of paid leave with benefits due to a personal health condition, extended illness or disability.**
Job Protection Leave	Up to 12 weeks of leave to care for themselves, a spouse, parent/guardian or child due to a serious health condition. Available to house staff that are otherwise not eligible for FMLA.**

**Qualifying leaves of absence will run concurrently with available Family Medical Leave of Absence (FMLA), consistent with applicable federal, state and local 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
- **Retirement Plan:** Save and 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 and 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 and Meal Allowance

$600 per year to help cover work-related expenses associated with use of personal devices. $1,500 provided per year in meal allowance. Both paid separately via direct deposit in four quarterly payments.



GME Workforce Investment Stipend

$5,000 onetime stipend. Paid via direct deposit, one lump sum payment disbursed in January.



GME Educational Stipend

$1,500 per year for first-year residents; $2,000 per year for all other house staff. Paid via direct deposit in four quarterly payments.

*Contributions are effective Jan. 1, 2027 - Dec. 31, 2027. Changes for 2028 will be communicated during open enrollment.

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.