



MILWAUKEE, WISCONSIN

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. 2024–2025 salaries are:

PG I (1 st Year Resident): \$69,596	PG V (2 nd Year Fellow): \$83,740
PG II (2 nd Year Resident): \$72,217	PG VI (3 rd Year Fellow): \$86,964
PG III (3 rd Year Resident): \$75,587	PG VII (4 th Year Fellow): \$91,582
PG IV (1 st Year Fellow): \$79,560	PG VIII (5 th Year Fellow): \$96,366

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)

Full-time residents and fellows are eligible for 28 days (224 hours) PTO each academic year (July 1-June 30). These days are available for vacation, holiday and/or sick time. Six holidays are built into your PTO accruals: New Year's Day, Labor Day, Memorial Day, Thanksgiving Day, Independence Day, and Christmas Day. PTO is subject to specific program requirements and with the approval of the program director, with recognition to specialty specific requirements.



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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.
- Meals: Meals allowance is provided to employed residents and fellows.
- Lactation facilities available

Other Perks

- Auroraflex: Flexible spending account that allows pretax deposits for medical insurance, dental insurance and/or medical/dependent care.