



Nicklaus Children's

2026 Total Rewards Summary



Nicklaus Children's is committed to offering a comprehensive and competitive Total Rewards Package to support our dedicated employees and their families. We value each team member and are proud to provide a generous benefits package that meets your needs.

Health and Wellness

- All health benefits have a date of February 1, 2026. This is subject to change should the go-live date change.
- Medical (HRA/HMO/POS), Prescription coverage, Fertility Benefit offered through Progyny, Dental (DHMO/PPO/Enhanced), and Vision Insurance Plans.
- Healthy Lifestyles Incentive Program – complimentary annual biometric screening evaluation. Participants will receive a health insurance premium discount for the 2027 calendar year if they complete the requirements in 2026. An interactive wellness platform offered through Personify Health is available for all employees.
- First year 2026 deductible credit towards the HRA plan. \$500 for individual coverage and \$1,000 family coverage.

Financial Wellness

- 403(b) Voluntary Pre-tax and/or Roth Post-tax Employee Contribution. IRS limits apply. Years of service at Broward Health will be honored.
- 403(b) Employer Match up to 3%. Vesting and eligibility rules apply. Years of service at Broward Health will be honored.
- 457(b) Plan available – Voluntary pre-tax contribution per year for eligible employees. (IRS limits apply)
- Success Sharing – an annual incentive (bonus) designed to reward employees for meeting organizational performance metrics.
- Retirement Plan – Annual Discretionary Employer Contribution up to 3% of eligible annual earnings. Vesting and eligibility rules apply.
- Flexible Spending Accounts (Health Care & Dependent Care) IRS limits apply.
- Special milestone service bonuses for every 5 years of service (5, 10, 15, etc.) and recognition programs.
- SoFi financial services platform
- Rain – A financial benefit that provides “on-demand pay.”



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Income Protection

- Employer Paid Group Life: Employer paid up to 2X's Basic Life Insurance up to \$100,000 in coverage.
- Employer Paid Short (12 weeks) & Long-Term Disability Insurance: LTD basic coverage is 60%. Additional buy-up options of 10% and 20% coverage are available.
- Parental Paid Leave of Absence up to 2 weeks. Eligibility requirements are the same as FMLA. Years of service at Broward Health will be honored.
- Voluntary Supplemental Life & AD&D and Spouse/Dependent Life coverage available.
- Voluntary Illness and Disability Benefits (Accident & Critical Illness Insurance and Hospital Confinement Indemnity).

Work/Life

- Paid Time Off
- Paid Community Day of Service
- Employee Work/Life Services (EAP, Back-up Care, and Life Coaching)
- Complimentary Financial Planning services available
- Tuition reimbursement for undergraduate degree, graduate degree & job-related certifications.
- Financial assistance for legal adoption.
- Other Voluntary Products: Legal Plan, Identity Theft Protection, Pet Discount plan, and other voluntary products.
- Florida Pre-Paid College - Payroll deduction only.

Other Perks

- One-stop shop for exclusive discounts for travel, theme parks, home improvements, daycare, etc., through Care.com/LifeMart.
- Various employee recognition events throughout the year.

For more detailed information, please contact benefits@nicklaushealth.org