



**At Broward Health**

## **Frequently Asked Questions**

### **Operations: Expanded Services, Clinical Facility Updates, Nursing Operations**

#### **1. What is the anticipated transition date? Could anything cause this date to be delayed further?**

The transition date is February 1, 2026. There are many contingencies that must be considered (EMR transition, regulatory approvals, IT, and other operational requirements) to meet this go-live date. We will keep staff informed of any changes to the timeline.

#### **2. Will there be new, expanded services offered?**

Our overall goal for the future is to create a fully integrated health system with the best care and services available to children across South Florida. While not all specialties will be available onsite at every campus, Nicklaus Children's full depth and breadth of services will be easier for patients to access, regardless of the physical location of the services being offered.

#### **3. What is the minimum nursing education requirement to transition to Nicklaus Children's?**

We will be transitioning all nurses to Nicklaus Children's, regardless of their educational background. As a Magnet-designated organization, we value a BSN and will work individually with every RN to create a learning/development plan following the transition.

#### **4. Will nurse/patient ratios remain the same? Will we be expected to float to other units within the children's hospital?**

Currently, the nurse-to-patient ratios will remain unchanged. Employees are expected to float based on operational and patient needs.

**5. What does the flexing policy look like when the census is low?**

Nicklaus Children's has a system-wide flex down tracker to equitably flex down staff when necessary, which is based on patient care operations.

**6. How will transfers/admissions work if labor & delivery is still under Broward Health, and the NICU is Nicklaus Children's?**

Patients will be discharged from Broward Health labor & delivery and subsequently admitted to the Nicklaus Children's NICU.

**HR: Benefits, Compensation, Wellness, Orientation, Onboarding, Uniforms, Education**

**7. Will my years of service (tenure) with Broward Health count toward benefits eligibility, retirement vesting, or seniority at Nicklaus Children's?**

Nicklaus Children's will fully honor years of service. When your employment transitions to Nicklaus Children's, so will your years of service, which will be recognized for all benefits offered.

**8. Will our current positions at Broward be guaranteed to transfer to Nicklaus Children's?**

The plan is to transition employees who have been identified as in-scope from Broward Health to Nicklaus Children's in the role that they are in today, and most will report to the same leader at the time of their transition. All in-scope per-diem employees will transition as well.

**9. Are we going to have to go through a hiring process?**

Broward Health employees will be required to complete a Nicklaus Children's application for record-keeping purposes and meet the company's condition of employment requirements, which include a background check and a modified medical screening, drug screen and completion of the I-9 form. However, they will not be required to interview for most roles. This process will begin in the fall.

**10. Will there be a bonus, pay increase, or incentive to move to Nicklaus Children's?**

Nicklaus Children's is completing a compensation review taking merit and tenure into consideration. Based on this review, we will provide personalized job offers a few months prior to the go-live date. These include our competitive Total Rewards package and will be our best offer. As mentioned in the Town Hall, all benefits-eligible, non- physician roles can expect a pay increase.

**11. Will there be a formal orientation for Broward Health staff transitioning to Nicklaus Children's? If so, where and when will this take place?**

Yes, Nicklaus Children's will provide all employees with an orientation that minimizes impact to operations and patient care. Additionally, departmental training will be assigned to employees based on their respective positions. There will be a specially developed and customized orientation designed to personalize the experience and avoid duplication of unnecessary information or requirements. The orientation process is expected to begin upon the start date of the affiliation. The information and materials needed for the onboarding process will begin circulating in November.

**12. What benefits do you offer?**

Nicklaus Children's offers a comprehensive Total Rewards package which includes health insurance (United Healthcare HMO, POS, HRA), dental insurance (DeltaDental HMO, PPO, Enhanced PPO), vision insurance (EyeMed Essential, Enhanced), fertility support (Progyny), disability and life insurance (The Hartford), supplemental medical benefits, FSA, retirement plans (Empower), EAP, legal services, identity theft protection, discount program pet insurance, fitness/gym memberships, and back-up care. Employee biweekly premiums for the 2026 plan year are being finalized and will be shared in November.

**13. Should employees enroll in benefits at Broward Health and Nicklaus Children's?**

Employees that need medical benefits are encouraged to complete the dual enrollments to avoid a gap in insurance.

**14. Should employees enroll in benefits at Broward Health and Nicklaus Children's?**

Employees that need medical benefits are encouraged to complete the dual enrollments to avoid a gap in insurance.

**15. At Broward Health, employee annual health screenings are conducted based on the employee's birthday. Will this be the same practice after the transition?**

No. Nicklaus Children's doesn't have an annual employee health screening process. However, Nicklaus Children's does have a voluntary health screening process as part of our Healthy Lifestyles Program, an employee benefit that gives employees lower medical premium rates if they participate in the program.

Commented [MS1]: Should we include Healthy Lifestyles Program here?

**16. Will the transition from Broward Health to Nicklaus Children's cause any interruptions to the payroll schedule?**

There will not be a transition or interruption from an operational perspective. Broward Health and Nicklaus Children's are on the same payroll calendar.

**17. How do annual raises work with your company?**

Nicklaus Children's provides annual merit increases based on individual performance. Our organizational timeline for this is the winter/early spring and is based on prior year performance.

**18. How will we be compensated for the lack of a pension?**

Although Nicklaus Children's does not offer a pension plan, we will honor years of service, and as such, employees will meet the criteria for eligibility under Nicklaus Children's 403b plan and non-elective contributions.

Nicklaus Children's offers a 403b defined contribution plan with a 3% biweekly employer match, based on eligibility requirements. Nicklaus Children's also offers an additional 3% discretionary payment based on the organization's financial performance.

Nicklaus Children's will honor service history when vesting Broward Health employees who join Nicklaus Children's as part of this transition. This means that if a Broward Health employee has worked at least one year and 1000 hours with at least three (3) years of continuous service with Broward Health they will be fully vested in the Nicklaus Children's retirement plan on their start date with Nicklaus Children's.

**19. What will happen to my sick bank, PL, and pre-approved PTO?**

While Broward Health offers separate vacation and leave, Nicklaus Children's combines both of those benefits into one program: Paid Time Off (PTO). At Nicklaus Children's, each employee earns PTO based on tenure with the organization. A TM&E representative can explain your individual accrual based on your length of service during the onboarding process.

All accrued but unused PTO with Broward Health will be paid out in accordance with Broward Health's policy. Nicklaus Children's will be allowing transitioning staff who have pre-approved time off to go negative PTO balance up to 40 hours of PTO. This is a one-time benefit that will be available during the first 90 days of employment with Nicklaus Children's, if needed.

As part of our Total Rewards, we also offer employer-paid short-term disability, with a buy-up option. Our short-term disability plan kicks in after a short 7-day elimination period.

**20. How are holidays paid?**

A holiday differential is paid to all eligible non-exempt employees who work on Nicklaus Children's observed holidays to maintain the standard of quality of patient care. The holiday differential is equal to one-half of the eligible employee's base hourly pay (50% premium pay). Holiday differentials are included in the calculation of overtime for employees who work more than 40 hours in a work week.

The holiday differential will be paid to eligible employees who work on the following holidays: New Year's, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day. To be eligible for holiday pay, the employee must be scheduled for and work in his/her assigned department during the listed holidays.

**21. What are the maximum hours for per diem/pool employees? Is there a specific holiday schedule for per diem/pool employees?**

Per diem employees need to work a minimum of one 12-hr shift per pay period. There is no maximum number of hours needed to work. No separate holiday schedule is available for per diem employees.

**22. What continuing education benefits does Nicklaus Children's offer?**

Nicklaus Children's supports a culture of learning. Our organizational development team offers a number of in-house programs to support our employees' growth and development.

We also offer a tuition reimbursement benefit that can be utilized for both degree and non-degree educational and development programs.

Transitioning employees who have worked a minimum of 12 months and are in good standing are eligible for education benefits. There are annual limits depending on whether the degree is an associate's degree, a bachelor's degree, or a master's/PhD. Extended family members are not eligible for these benefits.

We encourage our employees to attend a school with our established academic affiliates. Broward College will soon be added to the list. Nicklaus Children's utilizes a third-party administrator (Edcor) that offers employees counseling services to select a preferred school on the list.

**23. Is Nicklaus Children's an approved employer for the Public Service Loan Forgiveness Program?**

Yes, employees can update their PSLF forms by contacting our TM&E department after the transition date.

**24. What is the process for employees to renew their BLS certifications, including how to register and where to find approved locations?**

If your certification is expiring within 90 days of go live (2/1), we highly encourage you to complete it prior to the transition at a BH location.

For Advanced Life Support certifications (BLS, PALS, NRP, and ACLS), as a new Nicklaus Children's employee, you will have access to our learning management system (LMS) and be able to register for these certifications. This is a no cost benefit to you as a Nicklaus Children's employee, however, if you choose to outsource with another American Heart Association training center, you will not be reimbursed for any fees they pay out of pocket.

Our ALS instructor both onsite and offsite sessions throughout the year, including at locations as far as West Palm Beach and in areas like Weston and Miramar to accommodate Broward employees. Additional information will be shared once the 2026 training calendar is finalized.

**25. What about Specialty Certifications?**

For license specific certifications, such as APhON, employees are able to request reimbursement under our Education Assistance policy for initial or renewal fees up to \$400 dollars. Reimbursements are only paid out on the initial fee if you pass the test. You will need to show proof of the certification (that is a part of the application workflow for our 3rd party tuition reimbursement platform).

**26. Will uniforms be mandatory? If so, will we be reimbursed for having to purchase all new scrubs?**

Yes, all employees are required to adhere to the company's uniform standards across all Nicklaus Children's locations. In partnership with our vendor, Uniform Advantage, employees will be issued two uniforms and a jacket. Any additional uniform apparel can be purchased by the employee through Uniform Advantage. More information regarding the uniform policy will be shared during the onboarding process.

**27. Will employees be able to join and/or keep their gym membership and pricing?**

Employees can contact the Fitness Center to obtain information about membership by calling 954-355-5521. Employees can also go to [www.browardhealth.org/fitnesscenter](http://www.browardhealth.org/fitnesscenter) and log in to membership portal; however, memberships are done in person.

**28. Are we able to use our Broward Health fast pay card for payroll deductions for the cafeteria?**

We are researching the option for employees to continue using your current Fast Pay card in the cafeteria. More information will be shared as we get closer to the affiliation date.

*We look forward to welcoming you to the Nicklaus Children's Family! Our Talent Management & Effectiveness team is here to help answer any questions you may have as we approach the affiliation date. Please feel free to contact Shanna Jordan, HR Manager, at [shanna.jordan@nicklaushealth.org](mailto:shanna.jordan@nicklaushealth.org).*

*For questions specific to Broward Health services or current benefits, please contact the Broward Health HR team.*